MEMORANDUM OF UNDERSTANDING BETWEEN RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT AND RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT CONTINUING EDUCATION FACULTY ASSOCIATION CCA/CTA/NEA

January 14, 2026.

This Memorandum of Understanding ("MOU") is entered into by and between the Rancho Santiago Community College District ("District") and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA ("FARSCCD"), and collectively "the Parties") and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement ("CBA"). This MOU represents a one-time, non-precedent setting agreement between FARSCD and the District.

The purpose of this Memorandum of Understanding is to document an agreement between the District and FARSCCD to formally align the compensation of Part-Time Physicians and Part-Time Psychiatrists, who are faculty employees, with the FARSCCD Part-Time Salary Schedule D, and to establish an updated hourly pay rate consistent with the 2025-2026, 2026-2027, and 2027-2028 salary increases.

Background

Physicians and Psychiatrists employed by the District are classified as faculty employees represented by FARSCCD.

Historically, the hourly pay rates for Physicians and Psychiatrists were listed on the District's Miscellaneous Pay Schedule, with an hourly rate of $110.00.

The Parties agree that, as faculty classifications, Part-Time Physicians and Part-Time Psychiatrists should be compensated under Part-Time Salary Schedule D of the FARSCCD Collective Bargaining Agreement.

For the 2025-2026 academic year, Part-Time Salary Schedule D reflects an 8% increase pursuant to Article 7.1.1 of the FARSCCD CBA.

For the 2026-2027 academic year, Part-Time Salary Schedule D reflects a 3.2% increase pursuant to Article 7.1.1 of the FARSCCD CBA.

For the 2027-2028 academic year, Part-Time Salary Schedule D reflects a 3.2% increase pursuant to Article 7.1.1 of the FARSCCD CBA.

Agreement

In consideration of the above, the District and FARSCCD agree as follows:

1. **Placement on Part-Time Salary Schedule D**
   Effective July 1, 2025, the classifications of Part-Time Physician and Part-Time Psychiatrist shall be removed from the District's Miscellaneous Pay Schedule and placed on FARSCCD Part-Time Salary Schedule D.

2. **Hourly Pay Rate**
Consistent with the 8% increase applied to the 2025-2026, 2026-2027, and 2027-2028 Part-Time Salary Schedule D, the hourly pay rate for Part-Time Physicians and Part-Time Psychiatrists shall be $118.80, $122.60, and $126.52 respectively.

3. **Salary Schedule Language**
The following language shall be added to the **2025-2026 Part-Time Salary Schedule D**, immediately following the existing provision regarding part-time psychologists:

"The hourly pay rate for part-time physicians and part-time psychiatrists assigned to provide medical and psychiatric services through the District's Health Centers shall be $118.80."

The following language shall be added to the **2026-2027 Part-Time Salary Schedule D**, immediately following the existing provision regarding part-time psychologists:

"The hourly pay rate for part-time physicians and part-time psychiatrists assigned to provide medical and psychiatric services through the District's Health Centers shall be $122.60."

The following language shall be added to the **2027-2028 Part-Time Salary Schedule D**, immediately following the existing provision regarding part-time psychologists:

"The hourly pay rate for part-time physicians and part-time psychiatrists assigned to provide medical and psychiatric services through the District's Health Centers shall be $126.52."

4. **Retroactive Effective Date**
This adjustment shall be effective July 1, 2025. Eligible Part-Time Physicians and Part-Time Psychiatrists shall receive retroactive pay for all hours worked on or after that date at the adjusted hourly rate.

5. **No other Changes**
Except as expressly provided in this MOU, all terms and conditions of the FARSCCD CBA shall remain in full force and effect.

This MOU shall be effective upon execution by both parties and shall remain in effect unless modified by mutual written agreement or superseded by a successor collective bargaining agreement.

For the District:

Date 1/15/26

For FARSCCD:

1.15.2026
Date