Memorandum of Understanding between the Rancho Santiago Community College District and the Faculty Association of Rancho Santiago Community College District CCA/CTA/NEA

E-Sports Designated at 2 Semester Sport

June 15, 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 FARSSCD and the District.

Esports was recently launched and is housed in the Kinesiology Department at Santiago Canyon College. It is overseen in the same manner as all intercollegiate athletic sports, applying the rules and regulations of the California Community College Athletic Association (3C2A). These include a requirement for students to be actively enrolled in 12 units during a season of sport and to have successfully passed 24 units prior to the second season (year) of participation. Students are required to maintain a minimum GPA of 2.0.

Due to the popularity of the program and the leagues in which the team is required to compete, E-Sports has become a two (2) semester (Fall and Spring) sport. In order for students to meet eligibility requirements for Fall term of Year 2 students are required to compete in Spring semester leagues.

The FARSCCD Contract, Article 6.8.1 – Head Coaches states:

> *During the in-season semester, a Head Coach will receive 9 LHE for the in-season athletic class associated with their intercollegiate sport.*
>
> *The Head Coach of an intercollegiate athletic team will receive an annual head coaching stipend of $12,500 for the duties required of head coaches during the season of sport, such as team competitions, travel, and recruitment.*
>
> *No Head Coach shall be awarded more than two head coaching stipends per academic year*

E-Sports, unlike other sports, is considered to be "in-season" for two (2) semesters. The faculty member assigned to E-Sports is therefore serving in the role of Head Coach during both the Fall and Spring terms and is entitled to an assignment of 9 LHE per term as well as a $12,500 stipend for each term.

This agreement will be effective beginning in the Spring 2026 semester.

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This MOU shall remain in effect as long as the program continues to be offered at Santiago Canyon College.

For the District:

Kristin Olson (Jun 15, 2026 09:22:44 PDT) Jun 15, 2026

Kristin Olson, Esq. Date
Vice Chancellor, Human Resources

For FARSCCD:

Madeline Grant Jun 15, 2026

Madeline A. Grant Date
President, FARSCCD

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MOU - SCC E-Sports 2026

Final Audit Report 2026-06-15

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