

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

April 16, 2026.

This Memorandum of Understanding (“MOU”) is entered into by and between the Rancho Santiago Community College District (“District”) and the Rancho Santiago Community College District Continuing Education Faculty Association CCA/CTA/NEA (“CEFA”), 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 CEFA and the District.

The purpose of this Memorandum of Understanding is to document an agreement between the District and CEFA to implement the Board of Trustees’ approval to update the name of “César Chávez Day” to “Farmworkers Day.” All references to “César Chávez Day” in the applicable Collective Bargaining Agreement (CBA) shall be removed and replaced with “Farmworkers Day.”

Background

On March 26, 2026, California Governor, Gavin Newsom signed Assembly Bill 2156 (AB 2156) into law, immediately renaming the state's March 31 holiday from César Chávez Day to Farmworkers Day. This change shifts the focus to honoring the contributions of agricultural workers.


Agreement

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

All references to “César Chávez Day” in the applicable Collective Bargaining Agreement (CBA) shall be removed and replaced with “Farmworkers Day.”

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be effective upon execution by both parties and shall remain in effect unless modified by mutual written agreement or superseded by a successor collective bargaining agreement.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



[Kristin Olson \(Apr 27, 2026 10:35:17 PDT\)](#)

Kristin Olson
Vice Chancellor, Human Resources

Apr 27, 2026

Date

For CEFA:



Evelyn Elmore
President, CEFA

Apr 27, 2026

Date









CEFA MOU - Farmworkers Day

Final Audit Report

2026-04-27

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