

**MEMORANDUM OF UNDERSTANDING BETWEEN
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT AND
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
CONTINUING EDUCATION FACULTY ASSOCIATION CCA/CTA/NEA
February 9, 2026**

This Memorandum of Understanding ("MOU") is entered into by and between the Rancho Santiago Community College District (hereinafter referred to as "District" or "RSCCD") and the Rancho Santiago Community College District Continuing Education Faculty Association CCA/CTA/NEA (hereinafter referred to as "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The purpose of this MOU is to document a one-time, non-precedential agreement acknowledging stipend compensation for unit members, starting in Spring Semester 2026 and through the end of Spring Semester 2028, who participate in participatory governance committees, including academic senate, within the District.

The Parties agree as follows:

Unit Member Service in Participatory Governance Committees: The Academic Senate Presidents shall identify up to five (5) unit members per college who will be paid a stipend of \$250 per semester to serve on selected College or District participatory governance committees.

This MOU shall become effective immediately upon signature by the authorized representatives of each Party, and will conclude with the conclusion of Spring Semester 2028. Should either Party wish to bring this forward for the July 1, 2028 successor agreement, this language will be considered for permanent inclusion in the CEFA Collective Bargaining Agreement at that time.

For the District:




[Kristin Olson \(Feb 9, 2026 16:47:10 PST\)](#)

Kristin Olson
Vice Chancellor, Human Resources

Feb 9, 2026

Date

For CEFA:



Evelyn Elmore
President, CEFA

Feb 9, 2026

Date

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CEFA Participatory Governance Stipend 26-28

Final Audit Report

2026-02-09

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