

1 **MEMORANDUM OF UNDERSTANDING**

2 **BETWEEN THE**

3 **PASADENA AREA COMMUNITY COLLEGE DISTRICT**  
4 **AND THE**

5 **PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT)**  
6 **LOCAL 6525**

7 **October 1, 2024**

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12 This Memorandum of Understanding (MOU) is entered into by and between the Pasadena Area  
13 Community College District (hereinafter referred to as "PACCD" or "the District") and the Pasadena  
14 City College California Federation of Teachers (hereinafter referred to as "PCC-CFT" or "the Union")  
15 Local 6525 PCC/CFT, in accordance with the Educational Employment Relations Act and the  
16 Collective Bargaining Agreement between the parties.

17 **SALARY**

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20 Effective July 1, 2024, and subject to approval by the Board of Trustees, each range of the Salary  
21 Schedule shall be **increased 1.07%** of the state-funded Cost-of-Living-Adjustment (COLA)  
22 designated for community colleges in the State Final Budget for the fiscal year of 2024- 2025.

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24 Effective upon approval by the Board of Trustees, all unit members shall receive a one-time off-  
25 schedule payment of \$ **\$3,500.00**. This payment will not be subject to retirement withholding and  
26 therefore will not be considered reportable compensation for CalPERS/CalSTRS retirement  
27 purposes. Only unit members actively employed on the date of board approval will receive the one-  
28 time payment.

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30 In the event that any other PACCD bargaining unit successfully negotiates an on-schedule and or  
31 any on schedule increase effective during the 2024-2025 fiscal year including any one-time off-  
32 schedule payment that is greater than the increase set forth herein, PCC-CFT shall be entitled to an  
33 equivalent adjustment of their Salary Schedule, retroactive to July 1, 2024.

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35 This MOU is subject to approval by the Board of Trustees. This MOU shall take effect upon its  
36 execution and approval by the Parties. MOU is non-precedential and may not be utilized as the basis  
37 for any current or future claim of past practice.

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39 This Tentative Agreement does not modify the parties' rights or obligations under the current  
40 effective Collective Bargaining Agreement (CBA) or the Educational Employment Relations Act  
41 (EERA). It is non-citable, non-precedential, and shall not be relied upon as the basis for the  
42 establishment of any past practice.

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44 IN WITNESS WHEREOF, the parties have executed this MOU on the date first above written.

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46 Signed and entered into this 1<sup>st</sup> day of October 2024.

52 FOR THE COLLEGE DISTRICT

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Robert S. Blizinski

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Brian Cummins

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FOR PCC-CFT

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Anna Davis, CFT President

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Ahrien T. Johnson, Field Rep