

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PASADENA AREA COMMUNITY COLLEGE DISTRICT
AND THE
PASADENA AREA COMMUNITY COLLEGE FACULTY ASSOCIATION**

June 5, 2025

This Memorandum of Understanding (MOU) is entered into by and between the Pasadena Area Community College District (hereinafter referred to as "PACCD" or "the District") and the Pasadena City College Faculty Association (PCCFA), in accordance with the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties.

The parties acknowledge and agree to the following temporary emergency initiatives set forth below.

Lab to Lecture Ratio

Background:

In order to provide consistency and clarity in the calculation of faculty teaching loads, the District and the Faculty Association agree to formalize the lab-to-lecture ratio applicable to full-time instructors of credit classes. This change supports equitable workload assignments and better reflects the instructional demands across various disciplines. This change is being made through the present MOU, which applies to the Fall 2025 semester only, while the District and PCCFA work to develop a successor agreement including but not limited to Article 5 of the Agreement (which addresses Lecture-Lab rates).

Agreement:

Effective for the Fall 2025 semester only, the determination of classroom assignments for a full-time instructor of credit classes in the divisions below shall have the following lab to lecture ratio:

Discipline	Lecture Hour Equivalent	Lab Hour Equivalent
Natural Sciences	1.0	1.0
Nursing	1.0	1.0
Dental Hygiene	1.0	1.0
Dental Assistant	1.0	1.0
All Other Disciplines	1.0	1.0

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 MOU is non-precedential, and may not be utilized as the basis for any current or future claim of a past practice.

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 It is non-citable, non-precedential, and shall not be relied upon as the basis for the establishment of any past practice.

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

44 Signed and entered into this 5th day of June, 2025.

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47 FOR THE COLLEGE DISTRICT

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51 Robert S. Blizinski,
52 Assistant Superintendent/Vice President
Human Resources

FOR THE ASSOCIATION

Mark Whitworth,
PCCFA President