MEMORANDUM OF UNDERSTANDING
between the
COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT
and the
COLLEGE OF THE SEQUOIAS TEACHERS' ASSOCIATION

Facts
1. College of the Sequoias Community College District ("District") and the College of the Sequoias Teachers' Association ("COSTA") are parties to a collective bargaining agreement defining the terms and conditions of employment relating to full-time faculty members.
2. The parties recognize the need for student retention and success in their educational endeavors.
3. The parties also recognize the need for a variety of revenue sources (including those originating from grant contributions) to fund the mechanisms needed to initiate programs that could provide and assure better student retention and success rates.
4. The parties further recognize that sometimes the requirements placed on this funding by its grantors and/or originators may conflict with established agreements between the District and COSTA.

Agreement
1. This memorandum of understanding is being written to fully insure that regardless of grant stipulations, where faculty involvement is needed in meeting any of the conditions of the grant, the District will recognize, respect, and adhere to all collectively bargained conditions, articles, and sections of any contracts, agreements, Memoranda of Understanding, and side letters between the College of the Sequoias Community College District and the College of the Sequoias Teachers Association.
2. When conditions or specific aspects of the grant differ from the Master Agreement, both parties agree to meet and negotiate to resolve the conflict. If the parties cannot come to a resolution or agreement, the Master Agreement shall prevail.
3. The parties further agree to meet as soon as possible if any dispute arises as a result of this Agreement.
4. As soon as practicable the language and the intent of this Agreement shall be incorporated into the Master Agreement.
5. The parties believe this is in the best interests of fostering an optimum working relationship between the District and COSTA, but, most of all, it is in the best interest of the students.

For the Association:

Ed Sense, COSTA President

Dated: 19 Nov 2010

For the District:

John Bratsch (Dean, Human Resources)