

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CERRITOS COMMUNITY COLLEGE DISTRICT AND
THE CERRITOS FACULTY FEDERATIONS (KICAK 6215, CFT/AFT, AFLCIO)**

Article 13: Part Time Seniority

The parties agree to this Memorandum of Understanding (MOU) regarding Part-Time Seniority. This MOU becomes effective when signed by the representatives listed below through the end of Spring 2018.

Every part-time faculty unit member shall be deemed to have been employed on the date upon which that faculty unit member first rendered paid service in a department.

If a department hires two or more part-time faculty unit members with the same hire date, their names shall be placed in a drawing by Human Resources to determine the order of employment. A representative from Human Resources and another from CCFF will witness the drawing.

Human Resources will conduct the part-time faculty seniority drawing no later than February 1st and September 1st if needed.

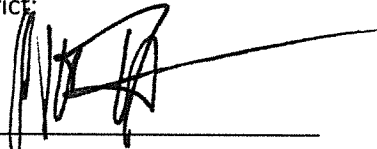
The Vice President of Human Resources or his/her designee shall forward the seniority determination to the part-time faculty unit members' department chair and provide a copy to CCFF within 7 days of the drawing.

The part-time seniority determination for Adjunct faculty hired on the same date made by departments or divisions in the Spring of 2017 are recognized by the District. However, once this MOU is signed by all parties, the process described herein will be used.

The Department Chairs will forward an updated copy of the seniority list to Human Resources and CCFF before October 1st in the fall semester and before March 1st in the Spring.

Signed on May 15, 2017

For the District:




Dr. Jose L. Eierro
President/Superintendent




Dr. Adriana Flores-Church
Vice President, Human Resources

For the Cerritos College Faculty Federation:



Terrance Mullins
President



Dr. Kimberly Rosenfeld
Chief Negotiator