

MEMORANDUM OF UNDERSTANDING

between

Allan Hancock Joint Community College District

and

Faculty Association of Allan Hancock College

The parties to this Memorandum of Understanding are the Allan Hancock Joint Community College District ("the District") and the Faculty Association of Allan Hancock College ("FA").

WHEREAS the parties mutually negotiated Article 18.3.3 during the 2023/2024 negotiations cycle.


WHEREAS Article 18.3.3 specifies that a task force shall be established during the 2024/2025 academic year to evaluate load complications and complexities, including revisiting the Faculty Association's interest in decreasing Lab II to 16 hours per week and Lab III to 17 hours per week and modifying SS-19 to mirror SS-18, and SS-20 to mirror SS-19, in an effort to reconceptualize how faculty load is managed by District resources.

WHEREAS external consultation is necessary to accomplish this task and the District has continued to be unable to secure reliable external consultation since the original agreement during 2023/2024 negotiations and the signing of an extension MOU on May 14, 2025.

NOW, THEREFORE, in consideration of the mutual promises, conditions, and representations contained herein, the parties agree to, again, modify Article 18.3.3, specifying that the project will be completed by August 31, 2026, instead of the 2025/2026 academic year. During the spring 2026 term, the District agrees to hire a "project manager" to manage the study using internal and external talent to "evaluate load complications and complexities" to be completed by May 30, 2026, and negotiate the Faculty Association's interest in decreasing Lab II to 16 hours per week and Lab III to 17 hours per week and modify SS-19 to mirror SS-18, and SS-20 to mirror SS-19 between June 1 and July 31, 2026 in an effort to fulfill the mutual commitment made in Article 18.3.3.

This Memorandum of Understanding shall be effective upon signing and permanently modifies Article 18.3.3 in the 2024/2027 Collective Bargaining Agreement.

**For Faculty Association of
Allan Hancock College**

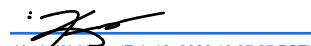

Daniel McNeil (Feb 11, 2026 12:36:48 PST)

Dan McNeil
President

Feb 11, 2026

Date

For the District


Kevin Walthers (Feb 12, 2026 10:37:27 PST)

Kevin G. Walthers
Superintendent/President

Feb 12, 2026

Date









Load Analysis Task Force MOU 1.2026

Final Audit Report

2026-02-12

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