

MEMORANDUM OF UNDERSTANDING  
between  
Allan Hancock Joint Community College District  
and  
Faculty Association of Allan Hancock College

**Release from Representation of Preschool Teacher Position**

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 Academic Senate raised concerns that the Preschool Teacher position does not have a recognized discipline and, therefore, should not be designated as faculty; and

WHEREAS the Faculty Association has a shared interest with the District in releasing (prospectively) the position(s) from representation by its unit; and

WHEREAS CSEA has an interest in representing Preschool Teachers; and

WHEREAS all parties have an interest in ensuring appropriate placement of the Preschool Teacher position; and

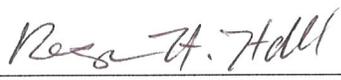
WHEREAS there are currently three incumbent tenured full-time faculty Preschool Teachers; and

WHEREAS there is currently a vacant Preschool Teacher position in need of immediate recruitment; and

NOW, THEREFORE, in consideration of the mutual promises, conditions, and representations contained herein, the parties agree as follows:

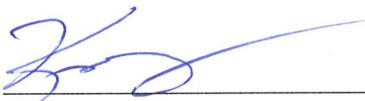
- 1) The Faculty Association releases its representation of the Preschool Teacher position.
- 2) The District hereby converts the Preschool Faculty position to classified status and the CSEA bargaining unit prospectively.
- 3) The parties agree to maintain the working conditions per the 2015-2018 and subsequent 2018-2021 Faculty Association agreement for incumbent Preschool Teachers who wish to remain in faculty status (see attachment).
- 4) The incumbent Preschool Teachers who choose to retain salary and benefits as defined by the Faculty Association collective bargaining agreement will remain within the bargaining unit. Those positions will become CSEA positions through attrition.

**For the Faculty Association**

  
\_\_\_\_\_  
Roger Hall  
President

2/2/18  
Date

**For the District**

  
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Kevin G. Walthers  
Superintendent/President

2/15/18  
Date