

**CERRITOS COMMUNITY COLLEGE DISTRICT (DISTRICT)  
AND THE CERRITOS COLLEGE FACULTY FEDERATION (CCFF)**

**MEMORANDUM OF UNDERSTANDING RE WORK EXPERIENCE PAY**

This Memorandum of Understanding (“MOU”) is between the Cerritos Community College District (“District”) and the Cerritos College Faculty Federation (“CCFF”) (collectively “Parties”) regarding faculty Work Experience pay.

In the interest of harmonious and cooperative labor relations, the Parties hereby agree to the following:

1. In and about Fall 2022, the District was advised of a practice wherein faculty were charged overpayments when students dropped work experience/cooperative education courses.
2. The overpayment imposed on faculty was based on a memorandum dated May 9, 2005 issued by Adolph Johnson Jr., Dean of Academic Affairs at the time. The subject of the memorandum herein incorporated by reference as Appendix A stipulated the compensation structure for work experience courses.
3. The District advised CCFF immediately of practice resulting in a determination of an inconsistent application of the process across the District.
4. The District and CCFF concur that application and practice of charging overpayments to faculty when students drop work experience was not collectively bargained.
5. The District has taken measures to rectify and amend any overpayment imposed on any faculty identified as having been charged said overpayment.
6. Moving forward, the practice listed in number 4 of this MOU will not be practiced.
7. As both the District and CCFF were not aware of the existence of the contents contained in Appendix A, it will address Work Experience pay in its next successor agreement.
8. The MOU cannot be amended, modified, or supplemented in any respect except by written agreement entered into by the parties hereto.
9. Each party hereto warrants and represents that they have full power and authority to enter into this MOU, which shall be subject to the respective ratification or approval processes of the parties.
10. This MOU is subject to the approval process of both parties.

IN WITNESS WHEREOF, in exchange for the mutual promises contained herein, the parties hereto have executed this Memorandum of Understanding re faculty Work Experience pay.

*Executed this 19th day of January 2023 at Norwalk, California.*

**FOR THE DISTRICT:**

**FOR CCFF:**



Mercedes Gutierrez (Jan 19, 2023 16:12 PST)

Mercedes Gutierrez, Ed.D.  
Vice President, Human Resources  
Cerritos Community College District



Lynn Wang, Ed.D.  
CCFF President









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Final Audit Report

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