

1 SIDE LETTER OF AGREEMENT
2 BETWEEN
3 CERRITOS COMMUNITY COLLEGE DISTRICT AND
4 CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215
5 April 10, 2026
6

7 Waiver of Sabbatical Leave Bond – 2026–2027 Academic Year

8 This Memorandum of Understanding (“MOU”) is entered into by and between the
9 Cerritos College Faculty Federation, AFT Local 6215 (“Federation”) and the Cerritos
10 Community College District (“District”), herein collectively referred to as the “parties”.
11 The purpose of this Side Letter is to address a waiver of the sabbatical leave bond for
12 the 2026-2027 academic year.

13 This Agreement is expressly subject to and incorporated into Article 27 (Sabbatical
14 Leaves) of the current collective bargaining agreement between CCFF and the District
15 (“Sabbatical Article”). Except as expressly modified by this Side Letter, all terms,
16 conditions, eligibility requirements, reporting obligations, and return-to-service provisions
17 of the Sabbatical Article remain in full force and effect.

18 Notwithstanding any sabbatical leave bond requirement contained in the Sabbatical
19 Article, the Parties hereby agree to waive the requirement to post a sabbatical leave
20 bond for any unit member approved for sabbatical leave during the 2026–2027
21 academic year, regardless of the duration or type of sabbatical granted.

22 Waiver in Event of Inability to Return to Service

23 For unit members on sabbatical leave during the 2026–2027 academic year, if the
24 employee is unable to return to active District service as otherwise required under the
25 Sabbatical Article due to disability or death from District employment, the District shall
26 not require repayment, reimbursement, or enforcement of a sabbatical leave bond for
27 that academic year.

28 Prospective Implementation of Sabbatical Leave Bonds

29 CCFF agrees that effective with sabbatical leaves approved for the 2027–2028
30 academic year and thereafter, sabbatical leave bond requirements shall be initiated and
31 enforced in accordance with the Sabbatical Article and applicable District procedures
32 then in effect.

33 This Agreement applies only to sabbatical leaves taken during the 2026–2027 academic
34 year.

35 Agreement and Term

36 This Side Letter constitutes the entire agreement between the Parties regarding
37 sabbatical leave bond requirements for the 2026–2027 academic year. This Agreement

38 shall be effective upon execution and shall automatically expire at the conclusion of the
39 2026–2027 academic year.

40 This Agreement is non-precedential, will not bind the Parties in any future
41 action, whether under similar circumstances or not, and cannot be introduced in
42 any grievance, arbitration, complaint, administrative or legal proceeding as
43 evidence of past practice or intent of the parties or meaning or application of
44 the collective bargaining agreement.

45 For the District:

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47 *Mercedes Gutierrez*

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49 Dr. Mercedes Gutierrez
50 Vice-President, Human Resources/
51 Assistant Superintendent

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For the Cerritos College Faculty Federation
AFT Local 6215:

April Bracamontes

April Bracamontes (Apr 13, 2026 09:44:43 PDT)

Dr. April Bracamontes
CCFF/Lead Negotiator

Will Mittendorf

Will Mittendorf (Apr 10, 2026 19:28:29 PDT)

Dr. Will Mittendorf
CCFF President