

MEMORANDUM OF UNDERSTANDING
BETWEEN
CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215
AND
CERRITOS COMMUNITY COLLEGE DISTRICT

September 1, 2026

Conversion of 10-Month Full-time Child Development Center Teachers to 12-Month Positions

This Memorandum of Understanding ("MOU") is entered into by and between the Cerritos College Faculty Federation, AFT Local 6215 ("Federation") and the Cerritos Community College District ("District"), herein collectively referred to as the "parties".

WHEREAS, the District has proposed and the parties are currently negotiating amendments to the 2024-2027 Collective Bargaining Agreement, including a new article, Article 45, that designates all Full-time Child Development Center Teacher positions as 12-month positions; and

WHEREAS, the Child Development Center currently employs three full-time teachers, **Ashley Reed, Tatyana Rivera, and Andrea Turner**, who are currently designated as 10-month Full-time CDC Teachers; and

WHEREAS, the parties recognize the necessity of formalizing the employment status of these teachers to align their position designation, work schedule, compensation, and benefits; and

WHEREAS, the parties seek to clarify the terms, effective date, and compensation adjustments related to this conversion;

NOW, THEREFORE, the Parties agree to the following terms:

- Effective September 1, 2026, **Ashley Reed, Tatyana Rivera, and Andrea Turner**, shall be reclassified from 10-month full-time teachers to 12-month full-time teachers in the Child Development Center.
- Upon conversion to 12-month status, these teachers shall work a total of 210 workdays per fiscal year, in accordance with the CDC calendar. The additional workdays shall be added to the teachers' work calendars during the period from September 1, 2026, through June 30, 2027. The specific dates shall be determined collaboratively between each teacher and the Child Development Center Director.
- Effective September 1, 2026, compensation for these teachers shall be adjusted to reflect 12-month full-time status, e.g. the CDC Teachers will receive 12-checks instead of 10 checks. The salary adjustment shall account for the additional workdays and shall be implemented without retroactive adjustment to July 1, 2026.
- This conversion shall not result in any reduction to existing retirement benefits, healthcare coverage, or other employment benefits, which shall continue to be

provided in accordance with the existing status quo, applicable terms of the Collective Bargaining Agreement currently in negotiation, and District policy.

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

For the District:



Mercedes Gutierrez (Sep 4, 2026 09:32:54 PDT)

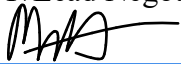
Dr. Mercedes Gutierrez
Vice President, Human Resources

For the Cerritos College Faculty Federation, AFT Local 6215:



April Bracamontes (Sep 4, 2026 10:02:05 PDT)

April Bracamontes
CCFF/Lead Negotiator



will mittendorf (Sep 4, 2026 08:59:32 PDT)

Will Mittendorf
CCFF President