

1 MEMORANDUM OF UNDERSTANDING
2 BETWEEN
3 CERRITOS COMMUNITY COLLEGE DISTRICT AND
4 CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215
5 April 10, 2026
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7 This Memorandum of Understanding ("MOU") is entered into by and between the Cerritos
8 College Faculty Federation, AFT Local 6215 ("Federation") and the Cerritos Community College
9 District ("District"), herein collectively referred to as the "parties". The purpose of this MOU is to
10 address the working conditions associated with the Justice Scholars Program at Los Padrinos.
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12 **Amended-Los Padrinos Pilot Program for the Summer 2025 term and 2025-2026**
13 **Academic Year**
14

15 The parties agree to continue the Los Padrinos Pilot instructional and non-instructional
16 programs through the remainder of the 2025-2026 academic year. This amendment addresses
17 considerations for the 2025-2026 academic year that may not have been otherwise factored or
18 known during the 2024-2025 academic year.
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20 Cerritos College shall strive for success of the Justice Scholars Program through its
21 commitment to faculty and students. As part of this commitment, Cerritos College shall treat the
22 2025-2026 academic year as the Los Padrinos Pilot Program in order to identify the working
23 conditions and impacts and effects of having instructional and student services programs at Los
24 Padrinos Juvenile Hall.
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- 26 1. In the 2024-2025 academic year, the District assessed the implementation of all
27 modalities which include but are not limited to asynchronous and/or synchronous
28 modalities from a remote location and in-person instruction. This period of assessment
29 assisted in the determination of instructional and student service modality for the 2025-
30 2026 academic year.
- 31 a. The majority of instruction and student services provided by faculty shall be
32 offered in asynchronous and/or synchronous modalities for the 2025-2026
33 academic year. Consideration for on ground in-person instruction/services will be
34 assessed on a case by case basis with LACOE.
- 35 i. **For Spring 2026 an exception shall be made to offer one section of**
36 **Kinesiology 110- Community First Aid and CPR as a hybrid course**
37 **for the Los Angeles Probation population at Los Padrinos.**
- 38 ii. **The faculty of record may at any time request that the in-person**
39 **portion of the course be modified due to unforeseen logistical**
40 **challenges or concerns. The District shall make every effort to honor**
41 **the request of the impacted faculty.**
- 42
- 43 b. Any in person instruction/services provided by faculty during the Summer 2025
44 term and 2025-2026 academic year shall be provided by Full Time Tenured

45 Faculty. In the event that no full-time faculty is available, other faculty, including
46 part-time may be considered.

- 47 c. For the Summer 2025 term and 2025-2026 academic year, faculty who are
48 assigned to perform in-person instruction/services may be expected to use
49 broadcasting technology as part of their assignment.
- 50 d. During the pilot, the District shall make every effort to allow the faculty teaching in
51 person course(s) to run, even in cases of low enrollment. In instances where in
52 person classes may be canceled, the District shall ensure that the faculty
53 member remains whole.
- 54 e. All courses and services provided, regardless of modality, shall follow the District
55 calendar(s), observing campus closures and approved holidays.

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57 2. No faculty member shall be involuntarily assigned to teach or provide services for the
58 Justice Scholars Program. No faculty shall be involuntarily assigned to teach or provide
59 services within the Los Padrinos Facility.

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61 3. CCFF and the District will maintain open lines of communication regarding the
62 successes and challenges related to Los Padrinos Pilot and shall meet and confer at
63 least once each semester on items related to the Justice Scholars Program and working
64 conditions at the Los Padrinos Facility.

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66 4. The District shall listen to faculty feedback regarding assignments at the Los Padrinos
67 Facility or as part of the Justice Scholars Program as part of the assessment of the
68 effectiveness of these programs.

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70 5. This MOU will sunset should the Los Padrinos Juvenile Hall close prior to the end date
71 of the MOU.

72
73 6. CCFF and the District agree to meet and confer to address working conditions and
74 impacts and effects for in person instruction and student services for during the first six
75 weeks of a term and the last six weeks of a term. This does not preclude the parties from
76 coming together to discuss and potentially adjust the terms of Summer 2025, Fall 2025,
77 and Spring 2026 based on unforeseen impacts or effects that may arise during this
78 period.

79 80 Training

- 81 1. Internal tour/orientation: All Cerritos College faculty members who teach or to provide
82 services at the Los Padrinos Facility shall agree to follow the rules, regulations, and
83 conditions of the facility including any Los Padrinos mandated clearance checks.
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85 a. All Cerritos College Faculty teaching or providing student services in-person for
86 the first time at Los Padrinos Facility shall be paid \$400 for up to four (4) hours to
87 receive training from LA Probation (PREA), a tour of the Los Padrinos Facility,

and District employed trainer prior to a faculty member starting any assignment at the Los Padrinos Facility.

- b. If orientation or training is required for faculty teaching online courses or providing student services for the first time with the Justice Scholars Program, faculty shall be paid \$100 to receive training or receive one hour of flex time.
- c. Cerritos College Faculty who tour Los Padrinos Facility will receive mileage reimbursement equal to a distance between Cerritos College and the Los Padrinos Facility.

Equipment

Faculty instructional/service materials:

1. Laptops: Faculty will have access to a laptop at the discretion of the District each site session where instructor and/or services are to be provided. The laptop shall be connected to Los Padrinos Facility Wi-fi.
2. Location specific assignment information shall be given to faculty no later than the first day of the start of the faculty assignment at the offsite location. The information provided shall include but not be limited to:
 - i. Site emergency contact information
 - ii. Documents/instructions on emergency procedures (instructions for earthquake drills, lockdown procedures, etc.)
 - iii. Information for any known impacts to the Los Padrinos operational calendar.
 - iv. Any required safety or instructional materials

Unique working conditions of the pilot program

1. The District will provide a flat fee of \$400 to compensate for any additional circumstances related to on ground instruction/services otherwise not identified in this MOU.
2. In the event of a lockdown or other similar situation requiring the faculty member to remain at the Los Padrinos Facility beyond the time period allotted to provide instruction and/or services, the faculty member will be compensated by the District for the additional time at their hourly/overload rate.
3. For Summer 2025 and the 2025-2026 Academic Year, all components of the CCFF contract are applicable, including evaluations. Any evaluation completed or conducted by the facility staff are for use at the Los Padrinos Facility and will not be used for regular District evaluation purposes.

4. A pilot stipend shall be offered for up to 10-hours paid at the faculty member's overload/instructional hourly rate for each new prep taught by the faculty member for the Los Padrinos in-person pilot program to work on any combination of projects including but not limited to:
 - a. provide input on the faculty handbook,
 - b. provide input on the technology and implementation of alternative classroom modalities and instruction,
 - c. participate in material revisions within Los Padrinos,
 - d. develop and implement a communication system between the Justice Scholars manager and the faculty member, and
 - e. provide input for the faculty member orientation.
5. Faculty members teaching a prep for the first time participating in the Pilot Program shall submit the appropriate Los Padrinos compensation form, up to ten (10) hours as noted in 4 a-e, to the appropriate Dean/Area Manager or appropriate Vice President no later than the 11:59pm on the last Friday of the term, will be paid within the second pay period of the subsequent term.
6. Non-instruction faculty (Counselors and SAS Instructional Specialists) may provide feedback to the aforementioned combination of projects in 4 a-e during regular work hours.
7. A pilot stipend of \$1000 shall be offered for each new prep taught online by the Faculty member to the Los Padrinos facility to work on any combination of projects including, but not limited to:
 - a. Provide input on the faculty handbook,
 - b. Recommended material revisions within Los Padrinos,
 - c. Develop and implement a communication system between the Justice Scholars manager and the Faculty member, and
 - d. Provide input for the Faculty member orientation
8. Faculty members who teach a new prep online shall be paid within the second pay period of the subsequent term.

Ongoing support of faculty who provide instruction and/or services in the Los Padrinos Facility.

Cerritos College shall conduct ongoing assessment of the effectiveness of the Justice Scholars Program through the following:

1. Listening to faculty feedback.
2. Assessing support given to instructional and Counseling, Library, and Instructional Specialist faculty.

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- 179 3. Providing professional development for faculty regarding Justice Scholars assignments;
- 180 such as opportunities for carceral educators and allies.
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- 182 4. Providing resources for faculty to communicate and share ideas; such as the Rising
- 183 Scholars Network.
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- 185 5. Providing an annual report on the Justice Scholars Program.
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187 This Agreement is non-precedential, will not bind the Parties in any future action, whether

188 under similar circumstances or not, and cannot be introduced in any grievance,

189 arbitration, complaint, administrative or legal proceeding as evidence of past practice or

190 intent of the parties or meaning or application of the collective bargaining agreement.

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192 For the District:

For the Cerritos College Faculty Federation
AFT Local 6215:

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196 Mercedes Gutierrez

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198 Dr. Mercedes Gutierrez

199 Vice-President, Human Resources/

200 Assistant Superintendent

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April Bracamontes

April Bracamontes (Apr 24, 2026 12:23:10 PDT)

Dr. April Bracamontes
CCFF/Lead Negotiator

Will Mittendorf

will mittendorf (Apr 24, 2026 12:24:47 PDT)

Dr. Will Mittendorf
CCFF President

MEMORANDUM OF UNDERSTANDING

SPRING 26Justice Scholars_TA 20260410

Final Audit Report

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