MEMORANDUM OF UNDERSTANDING
PASADENA AREA COMMUNITY COLLEGE DISTRICT
AND THE
PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT)
LOCAL 6525

September 3, 2026

This Memorandum of Understanding (MOU) is entered into by and between the Pasadena Area Community College District (hereinafter referred to as "PACCD" or "the District") and the Pasadena City College California Federation of Teachers (hereinafter referred to as "PCC-CFT" or "the Union") Local 6525 PCC/CFT, in accordance with the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties.

Pay and Allowances

~~8.8 Differential.~~

~~A. For employees who, on or before May 5, 1999, were receiving a five (5) percent shift differential for all hours worked based on their work schedule, the following will apply:~~

~~1. A differential of two (2) ranges (approximately five (5) percent on the salary schedule) will be paid when fifty (50) percent or more of an employee's assigned time must be worked after 4:00 p.m.~~

~~2. The differential is included in the employee's monthly gross rate.~~

~~3. If an employee's assignment is temporarily changed during the summer intersession and the employee returns to the twenty (20) hours a week after 4:00 p.m. at the end of the summer session, the differential in this subsection will resume.~~

~~B. For employees who are not receiving a differential under the provisions of 8.8. A above, the following shift differential will apply, effective May 5, 1999: A differential of two (2) ranges (approximately five [5] percent) will be paid when an employee is required to work beyond 5:00 p.m., only for the hours worked beyond 5:00 p.m.~~

8.8 Differential

~~Swing Shift Definition: A Swing Shift is defined for any unit employee whose assigned working hours exceed 5:00 PM by two (2) or more hours per day during a standard workweek.~~

~~Eligibility: To qualify for the Swing Shift differential, unit employees must be scheduled to work these hours for at least three (3) of the five (5) normal workdays in a week.~~

~~Compensation: If a unit employee qualifies for Swing Shift hours, they shall receive a salary increase via a differential increment of 1% for all regularly scheduled hours worked in the week.~~

Swing Shift Definition: A Swing Shift is defined for any unit employee whose regularly assigned schedule requires the employee to work any hours beyond 5:00 p.m..

Eligibility: Unit employees regularly scheduled to work any hours beyond 5:00 p.m. qualify for the Swing Shift differential for those hours. No minimum daily-hour or minimum-days-per-week threshold applies.

Compensation: A unit employee who qualifies for the Swing Shift differential shall receive a salary increase via a fixed "pay event" percentage applied to the employee's base salary based on the employee's total regularly scheduled weekly hours worked after 5:00 p.m., per the table below. The assigned pay event code shall be reviewed and reassigned whenever an employee's regularly scheduled hours change.

Weekly Hours Worked After 5:00 p.m.	**% of Base Salary**
0.01 – 4.00	0.50%
4.01 – 8.00	1.00%
8.01 – 12.00	1.50%
12.01 – 16.00	2.00%
16.01 – 20.00	2.50%
20.01 – 24.00	3.00%
24.01 – 28.00	3.50%

This MOU is subject to ratification by the Board of Trustees. This MOU shall take effect upon its execution and approval by the Parties. MOU is non-precedential, and may not be utilized as the basis for any current or future claim of a past practice.

This Memorandum of Understanding (MOU) does not modify the parties' rights or obligations under the current effective Collective Bargaining Agreement (CBA) or the Educational Employment Relations Act (EERA). It is non-citable, non-precedential, and shall not be relied upon as the basis for the establishment of any past practice.

IN WITNESS WHEREOF, the parties have executed this MOU on the date first above written.

FOR THE COLLEGE DISTRICT:

Robert S. Blizinski

Brian Cummins

FOR PCC-CFT:

Anna Davis, CFT President