

MEMORANDUM OF UNDERSTANDING
Between
Peralta Community College District (PCCD)
And
Peralta Federation of Teachers (PFT), AFT Local 1603
Extended Faculty Assignments, Compensation, and Retirement Reporting

The District proposes the following clarification and standardization of extended faculty assignments consistent with the PFT Collective Bargaining Agreement (CBA), applicable CalSTRS reporting requirements, and the District's commitment to honoring negotiated assignment provisions and existing employee reliance interests.

I. Purpose

The purpose of this proposal is to:

- Honor negotiated CBA provisions regarding extended assignments;
- Maintain regular per diem/pro rata compensation where expressly provided in the CBA;
- Ensure assignments beyond the 175-day academic calendar are administered consistently;
- Ensure compensation is reported to CalSTRS in accordance with applicable requirements; and
- Establish a fair transition for existing leadership assignments while providing clarity for future assignments.

II. Faculty Positions with Express CBA Authorization for Extended Assignments

The District recognizes that the CBA provides for certain voluntary extended assignments beyond the regular 175-day academic calendar for designated faculty positions.

Positions with express CBA authorization for extended assignments will continue to receive compensation consistent with the applicable CBA provisions. This includes, but is not limited to, the following:

- Counselors
- DSPS Coordinators
- Coaches
- District Mental Health Coordinator/Director
- Staff Development Officer

For these identified positions, the District will compensate employees at their regular per diem/pro rata rate for the additional days specifically authorized in the CBA on the regular faculty pay schedule.

The number of days eligible for regular per diem/pro rata compensation shall be limited to the additional days expressly identified in the CBA for the applicable assignment. These days will be compensated using an e-form for the additional days beyond 175-day schedule showing the rate and number of days to be paid accordingly.

Any service performed beyond the number of additional days authorized by the CBA shall be considered an extra-service assignment and compensated in accordance with the applicable extra-service provisions of the CBA.

III. Retirement Reporting for Extended Assignments

The District and the Association acknowledge that the employee's regular faculty assignment is based on a 175-day academic calendar.

All compensation earned for service performed beyond the employee's regular 175-day assignment, including but not limited to extended assignments paid at the regular per diem/pro rata rate and additional extra-service assignments, shall be reported to the California State Teachers' Retirement System (CalSTRS) Defined Benefit Supplement (DBS) Program in accordance with applicable CalSTRS reporting requirements.

The parties recognize that the negotiated rate of pay for an extended assignment does not determine the retirement reporting classification of the compensation. Compensation reporting shall be administered consistent with applicable CalSTRS requirements.

IV. Union Leadership Assignments

The District recognizes that Union leadership positions have historically received extended assignments compensated at their regular per diem/pro rata rate (~1/175 of the full-time salary per day) using PFT member dues. This practice shall continue using the appropriate extended service agreement forms.

V. Other Faculty Leadership Assignments

The District recognizes that other faculty positions have historically received extended assignments compensated at their regular per diem/pro rata rate (~1/175 of the full-time salary per day). Such assignments shall continue with mutual agreement between the District and the faculty member using the appropriate extended service agreement forms.

Future Extended Assignments

Except for assignments expressly provided for in the CBA or addressed through this or another written agreement between the District and the PFT, any service performed beyond the regular 175-day faculty assignment shall be considered a voluntary extra-service assignment and compensated pursuant to the applicable provisions of the CBA.

The District and the Association may mutually negotiate additional extended assignments or compensation arrangements in the future.

VI. Duration and Sunset

This MOU shall take effect on July 1, 2026, and shall remain in effect until a successor Collective Bargaining Agreement is ratified and approved by the Board of Trustees, at which time this MOU shall automatically sunset.

The parties agree to meet and confer during Spring 2027 to review implementation and determine whether continuation, modification, or sunset is appropriate for inclusion in the next CBA.

VII. Entire Agreement

This MOU constitutes the full and complete agreement between the parties on the subjects addressed herein and modifies the Collective Bargaining Agreement only as expressly stated. All other provisions of the CBA remain in full force and effect.

Signatures

For Peralta Community College District:


Tammie Gilkerson (Jul 17, 2026 07:01:08 PDT)
Dr. Tammie Gilkerson, Chancellor

07/17/2026
Date

For Peralta Federation of Teachers, AFT Local 1603:


Jeff Sanceri (Jul 16, 2026 19:52:19 PDT)
Mr. Jeffrey Sanceri, PFT President

07/16/2026
Date