

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
SAN DIEGO COMMUNITY COLLEGE DISTRICT
AND
AFT GUILD, LOCAL 1931 FACULTY BARGAINING UNIT**

The Parties agree to this Memorandum of Understanding (“MOU”) regarding the one-time off schedule payment equivalent to 1.7% of the employees’ gross earnings for calendar year 2025. This one time off-schedule payment was reflected on the March 31st, 2026 and April 10th, 2026 pay warrants. This mutual understanding is in accordance with CalPERS/CalSTRS retirement compensability requirements.

1. In lieu of an ongoing increase to the applicable salary schedule, the parties agreed to provide faculty with a one-time off schedule payment for the 2025-2026 academic year. The payment shall be equal to 1.7% of each employee’s annual base salary rate July 1, 2025.
2. It is the intent of the parties that the one-time off-salary-schedule payment is made in lieu of an ongoing increase to the applicable salary schedule and is special compensation as defined in section 517(a) of Title 2 of California Code of Regulations.

Jared Burns, Vice Chancellor
People, Culture, and Technology Services

Jim Mahler, President
AFT Guild, Local 1931