MEMORANDUM OF UNDERSTANDING
between
SANTA BARBARA COMMUNITY COLLEGE DISTRICT
and
ADVANCING LEADERSHIP ASSOCIATION

This Memorandum of Understanding (“MOU”) is entered into by and between the
following: Santa Barbara Community College District (“District”); and Management and
Supervisory Employees of Santa Barbara City College (“Advancing Leadership Association”).

NOW THEREFORE, the parties agree as follows:

1. **Existing Contract**. The parties to this MOU are parties to the following:

   Memorandum of Understanding between District and Management/Supervisory
   Employees effective July 1, 2017;

   The agreements and memoranda of understanding identified in this paragraph
   shall be referred to herein as the “Existing Contract.”

2. **Continuation of Existing Contract**. The parties are entering into this MOU to
   memorialize their agreement that the terms of the Existing Contract will be
   extended through December 31, 2020 pending completion of negotiation of a
   successor agreement. Except as stated in this MOU, the terms and conditions of
   the Existing Contract shall remain unchanged and in effect.

3. **Management evaluations** will be deferred to March 1st - April 30th, with a due
   date of April 2021.

4. **Management reclassification** requests will be deferred to a start date of October 1,
   2020.

5. **Entire Agreement**. This MOU constitutes the entire agreement between the
   parties regarding amendment of the Existing Contract and supersedes any prior
   communications, representations, or negotiations regarding the subject matter
   contained herein.

WHEREFORE, the parties have executed this MOU effective as of the dates signed
below.

Dated: June 18, 2020

SANTA BARBARA COMMUNITY
COLLEGE DISTRICT

Dated: Jul 2, 2020

REPRESENTATIVE, ADVANCING
LEADERSHIP ASSOCIATION