

**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.

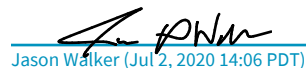
WHEREFORE, the parties have executed this MOU effective as of the dates signed below.

Dated: June 18, 2020

Dated: Jul 2, 2020



SANTA BARBARA COMMUNITY  
COLLEGE DISTRICT

  
Jason Walker (Jul 2, 2020 14:06 PDT)

REPRESENTATIVE, ADVANCING  
LEADERSHIP ASSOCIATION