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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE PASADENA AREA COMMUNITY COLLEGE DISTRICT
AND THE
PASADENA AREA COMMUNITY COLLEGE FACULTY ASSOCIATION**

June 5, 2025

9 This Memorandum of Understanding (MOU) is entered into by and between the Pasadena Area
10 Community College District (hereinafter referred to as "PACCD" or "the District") and the
11 Pasadena City College Faculty Association (PCCFA), in accordance with the Educational
12 Employment Relations Act and the Collective Bargaining Agreement between the parties.

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14 The parties acknowledge and agree to the following temporary emergency initiatives set forth
15 below.

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Lab to Lecture Ratio

19 **Background:**

20 In order to provide consistency and clarity in the calculation of faculty teaching loads, the District
21 and the Faculty Association agree to formalize the lab-to-lecture ratio applicable to full-time
22 instructors of credit classes. This change supports equitable workload assignments and better
23 reflects the instructional demands across various disciplines. This change is being made
24 through the present MOU, which applies to the Fall 2025 semester only, while the District and
25 PCCFA work to develop a successor agreement including but not limited to Article 5 of the
26 Agreement (which addresses Lecture-Lab rates).

27
28 **Agreement:**

29 Effective for the Fall 2025 semester only, the determination of classroom assignments for a full-
30 time instructor of credit classes in the divisions below shall have the following lab to lecture
31 ratio:

Discipline	Lecture Hour Equivalent	Lab Hour Equivalent
Natural Sciences	1.0	1.0
Nursing	1.0	1.0
Dental Hygiene	1.0	1.0
Dental Assistant	1.0	1.0
All Other Disciplines	1.0	1.0

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 MOU is non-precedential, and may not be utilized as the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

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 It is non-citable, non-precedential, and shall not be relied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

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42 IN WITNESS WHEREOF, the parties have executed this MOU on the date first above written.
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44 Signed and entered into this 5th day of June, 2025.

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47 FOR THE COLLEGE DISTRICT

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50 _____
51 Robert S. Blizinski,
52 Assistant Superintendent/Vice President
Human Resources

FOR THE ASSOCIATION

Mark Whitworth,
PCCFA President