

MEMORANDUM OF UNDERSTANDING

By and Between Shoreline Community College

and

The Shoreline Community College Federation of Teachers

Regarding music performances and compensation associated with associated instruction, FPC duties, and community musical events

This memo confirms the following understanding and commitment made by and between Shoreline Community College (“the College”) and the Shoreline Community College Federation of Teachers (SCCFT or “the Federation”) with regard to the extra work completed by Music faculty to offer performances outside of their course curricula, the removal of the course-related Music stipends in the current CBA, and the removal of the Theater-related stipends in the current CBA, which will allow the creation of the Artistic Director position and a realignment of funds for the Film, Drama, Cinema (FDC) Faculty Program Coordinator (FPC). This MOU does not impact unrelated sections of the CBA regarding other club advising or departmental stipends.

1. We agree to remove reference to stipends for the following Music ensembles (A-13): Funkn groove, Choral Groups, Instrumental Music, Community Band.
2. We agree to remove reference to stipends for the following Theater-related work (A-13): Musicals and Plays.
3. We agree to remove reference to stipends for defunct Library-related work (A-13): Video Production.
4. We will adjust the payments for the remaining stipends on A-13 to be per quarter instead of the yearly amount currently listed.
5. We agree to create a position called Artistic Director and include language to describe it.
6. We will add language to Appendix A for work by Music faculty that is beyond the course curriculum.

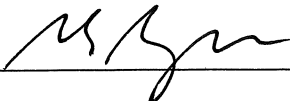
APPENDIX A.III: Additional Dept Authorized Activities

| Activity Type: | 2024-2025; | 2025-2026 |
|------------------------------|------------------------|------------------------|
| Supplemental Music Ensembles | \$577/authorized event | \$608/authorized event |
| Artistic Director | 70 Hours | 70 Hours |

Academic employees whose assignments include College approved activities under the activity types listed above shall be paid a stipend for that activity in accordance with the schedule above. The College may, however, grant released time in lieu of the stipend payment.

1. It is agreed that the activities above are separate from an academic employee's normal duties and, therefore, exempt from tenure application. It is further agreed that nothing in this schedule shall be construed to require the Employer to maintain such programs.
2. All stipends will be adjusted annually based on Cost-of-Living-Adjustment (COLA) or other appropriation in a percentage equal to the average percentage increase provided and applied using the same defined calculation applied to faculty salaries.
3. Music Ensemble Performances. Teaching any music ensemble shall entitle the faculty member to receive a stipend for up to two (2) events, as approved by the Unit Administrator, and as defined below.
 - a. These events shall be either open to all students or open to the general public (e.g. cultural event, sporting event, musical, art show opening, community event, college promotion, etc.)
 - b. Performances required by the course curriculum and course outline will not be stipended.
 - c. Stipend will be paid upon completion of performance.
 - d. Faculty may request approval from the Unit Administrator for additional performances paid by stipend.
 - e. All such requests for qualifying performance stipends shall not be unreasonably denied.
4. Artistic Director (Film/Drama/Cinema)
 - a. The Artistic Director position shall be hired on a yearly basis. This position will be advertised to faculty, and will receive a quarterly stipend commensurate to the Film/Drama/Cinema FPC role, a position allotted approximately 70 hours.
 - b. At the determination of the Unit Administrator, the Artistic Director will be assigned responsibility for budgets, production, cross-disciplinary collaboration, and marketing & outreach for Film/Drama/Cinema.

For the Federation: By: _____ Kristine Petesch _____, _____ 18 November 2024 _____ Kristine Petesch, Date
 President SCCFT Local 1950

For the College: By: _____  _____ Rebecca Ringer, Date 12/4/24
 Chair, Board of Trustees Shoreline Community College