EXHIBIT B - HR

Memorandum of Understanding

This Memorandum of Understanding is entered into between the Imperial Community College District (District) and the Imperial Valley College Chapter of the Community College Association/California Teachers Association/National Education Association (Association).

WHEREAS, the District has been notified that funding for CalWORKS, Behavioral Health, and the B-Green grant may be eliminated.

WHEREAS, the elimination of this funding may lead to the elimination of five temporary faculty positions with no displacement rights.

NOW, THEREFORE, it is agreed as follows:

1. That the District will maintain pay and insurance benefits for these affected faculty members until June 30, 2010.

2. That the District will offer limited reemployment privileges, to these employees only, as outlined below. This agreement is not meant to be used as precedent or to extend any additional rights or privileges to any previous, current, or future employees, other than the five individuals referenced in this agreement:

    a. Right of first refusal. Each affected faculty member will be notified of all faculty positions that become vacant and, if any of the affected faculty members meet the position qualifications, they will be rehired in that position. If more than one faculty member requests a transfer or rehire, and are qualified, then seniority will determine who gets the position.

    b. These privileges will be extended for a period of 24 months. Affected faculty members may waive these rehire rights for a period of up to one year without losing the right to subsequent rehire offers.

    c. If rehired, the layoff period will not be considered a break in service; however, it shall not count towards STRS credit. Any probationary or tenure requirements shall apply.

Executed this 11th day of May, 2010, at Imperial, California.

IMPERIAL COMMUNITY COLLEGE DISTRICT

By _____

Ed Gould, Ed.D
Superintendent/President

IMPERIAL VALLEY CHAPTER OF CCA/CTA/NEA

By _____

Gaylla Finnell
IVC CCA/CTA/NEA President