

**Memorandum of Understanding and Agreement
By and Between
State Center Community College District
And State Center Federation of Teachers, Local 1533
October 23, 2025**

LEAVES DUE TO IMMIGRATION OR CITIZEN STATUS

This non-precedent setting Memorandum of Understanding and Agreement ("MOU") is entered into by and between the State Center Community College District (hereinafter referred to as "District") and the State Center Federation of Teachers, Local 1533 (hereinafter referred to as "Exclusive Representative" or "Federation"). The parties have reached an agreement on the provisions set forth below. All language currently in effect as stated in the Agreement between the parties will remain unchanged except as set forth below.

Upon written request, if a faculty member is subject to immigration action(s) that impacts their stay in the United States, the faculty member shall be eligible for leave without pay of up to eighteen (18) weeks in order to attend to immigration or citizenship status matters.

If a parent, spouse/domestic partner, or child/legal dependent (but not the faculty member) is subject to immigration actions that impact their stay in the United States, the faculty member may use accrued personal necessity to attend to immigration or citizenship status matters.

Immigration actions include but are not limited to revocation or cancellation of DACA, Temporary Protected Status, or the denial or cancellation of asylum (including immigration protections afforded under the Violence Against Women Act).

This MOU shall sunset and be of no further effect on December 31, 2027. This MOU may be extended by mutual agreement.

Nothing in this MOU shall be construed as waiving any rights under the EERA or precluding future negotiations on impacts and effects relating to the impacts or effects of any subsequent decisions or policies, or procedures.

This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

The signatories signify that they are the authorized representatives of the District and the Federation, as the proper parties to this MOU and that all actions necessary for the parties to ratify and accept this MOU as a binding and bilateral agreement will be immediately completed in the manner required by that part or by law.

This MOU is made the 23rd day of October 2025 in the City of Fresno, County of Fresno, State of California.

State Center Community College District

State Center Federation of Teachers

**Julianne D. Mosier
Vice Chancellor, Human Resources**

Ryen Hirata Lead Negotiator

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Final Audit Report

2025-11-03

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