

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

6
7 **LEAVES DUE TO IMMIGRATION OR CITIZEN STATUS**
8

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

15
16 Upon written request, if a faculty member is subject to immigration action(s) that impacts
17 their stay in the United States, the faculty member shall be eligible for leave without pay
18 of up to eighteen (18) weeks in order to attend to immigration or citizenship status
19 matters.

20
21 If a parent, spouse/domestic partner, or child/legal dependent (but not the faculty
22 member) is subject to immigration actions that impact their stay in the United States, the
23 faculty member may use accrued personal necessity to attend to immigration or
24 citizenship status matters.

25
26 Immigration actions include but are not limited to revocation or cancellation of DACA,
27 Temporary Protected Status, or the denial or cancellation of asylum (including
28 immigration protections afforded under the Violence Against Women Act).

29
30 This MOU shall sunset and be of no further effect on December 31, 2027. This MOU may be
31 extended by mutual agreement.

32
33 Nothing in this MOU shall be construed as waiving any rights under the EERA or precluding future
34 negotiations on impacts and effects relating to the impacts or effects of any subsequent decisions
35 or policies, or procedures.

36
37 This Agreement is non-precedential, will not bind the Parties in any future action, whether under
38 similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint,
39 administrative or legal proceeding as evidence of past practice or intent of the parties or meaning
40 or application of the collective bargaining agreement.

41
42 The signatories signify that they are the authorized representatives of the District and the
43 Federation, as the proper parties to this MOU and that all actions necessary for the parties to
44 ratify and accept this MOU as a binding and bilateral agreement will be immediately completed in
45 the manner required by that part or by law.

46
47 This MOU is made the 23rd day of October 2025 in the City of Fresno, County of Fresno, State of
48 California.

49
50 **State Center Community College District**

50 **State Center Federation of Teachers**

51
52 

51
52 

53
54 **Julianna D. Mosier**
55 **Vice Chancellor, Human Resources**

53
54 **Ryen Hirata**
55 **Lead Negotiator**