Memorandum of Understanding

between

El Camino Community College District

and

El Camino College Federation of Teachers

Article 25 - Lab-Lecture Parity and Article 8 - Hours and Working Conditions

This Memorandum of Understanding (MOU) is entered into between the El Camino Community College District ("District") and the El Camino College Federation of Teachers, Local 1388, AFT, AFL-CIO ("Federation"). It is hereby agreed between the parties as follows:

1. Effective Fall semester 2026, all of the extensive lab sections of courses identified on **Attachment A** shall be entitled to load- and overload-parity with lecture courses.

2. The District will immediately make the changes in the curriculum (Curriculog) and enterprise (Colleague) systems required to reflect lab-lecture parity for courses listed on **Attachment A**. If the changes in the curriculum or enterprise systems for the extensive lab course(s) are not completed in time for generating accurate Fall 2026 faculty contracts, then division deans will work with faculty to ensure they correctly include the new extensive lab loads.

3. This Memorandum of Understanding shall resolve all impacts and effects relating to the actions and decisions in implementing lab-lecture parity commencing Fall 2026 for courses recommended through the lab-lecture parity review process during Fall 2025.The Memorandum of Understanding is not intended to establish or support any claim of "past practice" regarding the next round of submittals or negotiations pertaining to lab-lecture parity.

4. This Memorandum of Understanding is subject to ratification by the Federation Membership and the District's Board of Trustees. Both parties recommend ratification of this Memorandum of Understanding.

For the Federation:

Soshanna Potter
El Camino College Federation of Teachers

Date: 7/17/2026

For the District:

Jane Miyashiro, Vice President Human Resources
El Camino Community College District

Date: 7/16/2026

Attachment A

Approved Extensive Labs Starting Fall 2026

Division	Discipline	Course	Course Title
Arts Media and Entertainment	Photography	PHOT-204	Portraiture
Arts Media and Entertainment	Photography	PHOT-205	Portraiture Portfolio
Arts Media and Entertainment	Photography	PHOT-223A	Color and Lighting in Photography I
Arts Media and Entertainment	Photography	PHOT-223B	Color and Lighting in Photography II
Arts Media and Entertainment	Theater	THEA-188	Fundamentals of Stage Makeup
Design and Applied Technology	Air Conditioning and Refrigeration	ACR-21	Air Conditioning Fundamentals
Design and Applied Technology	Air Conditioning and Refrigeration	ACR-23	Commercial Refrigeration Applications
Design and Applied Technology	Air Conditioning and Refrigeration	ACR-25	Energy Efficient Residential, Commercial, and Industrial Air Conditioning
Design and Applied Technology	Auto Collision Repair/Paint	ACRP-4D	Intermediate Automotive Collision Repair II
Design and Applied Technology	Auto Collision Repair/Paint	ACRP-10L	Skill Building Lab Experience 1
Design and Applied Technology	Auto Collision Repair/Paint	ACRP-11L	Skill Building Lab Experience 2
Design and Applied Technology	Auto Collision Repair/Paint	ACRP-12L	Skill Building Lab Experience 3
Design and Applied Technology	Auto Collision Repair/Paint	ACRP-13L	Skill Building Lab Experience 4
Design and Applied Technology	Automotive Technology	ATEC-52	Introduction to Hybrid, Electric and Fuel-Cell Vehicle Technology
Design and Applied Technology	Welding	WELD-10A	Introduction to Shielded Metal Arc Welding (SMAW)

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Division	Discipline	Course	Course Title
Design and Applied Technology	Welding	WELD-10B	Intermediate Shielded Arc Welding (SMAW)
Design and Applied Technology	Welding	WELD-10C	Advanced Certification and Career Preparation Lab
Design and Applied Technology	Welding	WELD-20A	Flux Core Arc Welding (FCAW)
Design and Applied Technology	Welding	WELD-23	Advanced Arc Welding Specialty Lab
Design and Applied Technology	Welding	WELD-45	Structural Fabrication
Health Care Sciences	Nursing	NURS 146	Health Assessment