

MEMORANDUM OF UNDERSTANDING
PAYMENT FOR MANDATORY BACKGROUND AND HEALTH SCREENINGS

This **MEMORANDUM OF UNDERSTANDING** ("MOU") is entered into by and between the Santa Monica Community College District ("District") and Santa Monica College Faculty Association ("FA") as of February 4, 2021.



WHEREAS, the FA has raised concerns that Health Sciences faculty members assigned to work at certain facilities are being required to pay for their own background checks and medical screenings; and

WHEREAS, the District and FA desire to prevent a potential grievance by entering into this MOU;

NOW, THEREFORE, in consideration of the covenants and agreements herein contained, the parties agree as follows:

1. When instructors in the Health Sciences department receive assignments requiring them to have a clinical placements at a hospital or other facility with mandatory background checks and screenings, the District shall cover the cost of any and all such mandatory screenings.
2. The district shall attempt to reach an agreement with the testing facilities to pre-pay or be billed directly for such services, but until such an agreement is in place, affected faculty members shall submit appropriate documentation showing payment and receive timely reimbursement.
3. This agreement shall be in place for Spring 2021, Fall 2021, and Spring 2022 semesters, with the intent that the District and FA will discuss this arrangement in the 2022-2025 contract negotiations.
4. Nothing in this Agreement shall be deemed to be an admission of wrongdoing or liability whatsoever by either party.

IN WITNESS WHEREOF, the parties have hereunto set their hand by their respective representatives as of the date first set forth above.

 DISTRICT	 FA
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