

## MEMORANDUM OF UNDERSTANDING BETWEEN

### SOLANO COMMUNITY COLLEGE DISTRICT

#### AND

### SOLANO COMMUNITY COLLEGE FACULTY ASSOCIATION

The parties agree to the following temporary modifications to the Collective Bargaining Agreement for Academic Year 2021-22. This language shall sunset as of May 31, 2022.

#### Re: Online Assignments

##### Fall 2021:

- Article 19.4.4, which limits online assignments to a total of .60 FTE of a full-time faculty member's load, shall remain suspended through Fall 2021 to accommodate the continued scheduling of the majority of classes in online and hybrid modalities.
- Per article 19.4.3, faculty are expected to meet the local certification requirements set by the DE committee to be eligible for online assignments. Because not all submitted shells cleared the DE Approval process in Spring 2021, good-faith efforts to meet local certification will be honored as defined below:
  - Member has completed the following:
    - Completed both current SCC Canvas training modules or equivalent courses through @One;
    - submitted a sample shell to initiate the DE mentoring & approval process;
    - completed the OEI self-assessment rubric by June 1, 2021.
- Faculty who have not met at least the requirements above *may* be removed from any Fall 2021 online assignments made prior to the date of this agreement, and scheduled to the extent possible within the available face-to-face and/or correspondence offerings, if any. Full load assignments are not guaranteed for those who have not met the "good-faith effort" definition of progress toward local certification for online assignments, including full-time tenured faculty.
- These adjustments shall sunset with the start of the Fall 2021 semester.
- To be eligible for any online teaching assignment in Spring 2022, a member must complete the full DE approval process no later than Sept. 17, 2021. Barring any dramatic turn in the progression of the pandemic that may necessitate extension of predominantly online scheduling, further extensions or modifications to the local certification process will not be bargained.

##### Spring 2022:

- Per article 19.4.3, faculty are expected to meet the local certification requirements set by the DE committee to be eligible for online assignments. To be eligible for any online teaching assignment in Spring 2022, a member must complete the full DE approval process no later than Sept. 17, 2021.
- To allow for flexibility in planning the needed balance of online, on-ground, and hybrid\* offerings in Spring 2022, Article 19.4.4, which limits online assignments to a total of .60

FTE of a regular faculty member's total load, shall be modified in the following ways on a temporary basis:

- Only fully online courses shall be counted toward the .60 FTE online load limit; the online portion of hybrid\* offerings shall not be counted toward this limit.
- Online assignments to regular faculty shall be held to the .60 FTE limit if qualified, interested adjunct faculty are available to staff sufficient additional online sections.
- If departmental and/or district needs call for online section offerings beyond available staffing, including regular faculty up to .60 FTE online and qualified adjunct faculty, regular faculty may take on additional online sections as overload, up to the overload limit prescribed by article 19.5.1B. In such cases, regular faculty will still be scheduled for a minimum of .40 FTE of on-ground and/or hybrid\* courses.

\*For the purpose of this agreement, "hybrid" is defined as a class that meets partly on campus, and partly online.

- The extension of scheduling some proportion of Counseling and Library faculty loads online in Spring 2022 will be determined by further study and discussion in Fall 2021, to ensure adequate online and on-ground staffing to meet student needs.
- These modifications apply only to the Spring 2022 semester, unless extended by a future MOU or ratified by members as part of a bargained agreement.

**Re: COVID Safety**

- As the college develops a Return to Campus plan for Spring 2022, SCFA will work with our members and District management to develop on MOU pertaining to member safety.

_____	May 26, 2021	_____	May 26, 2021
Melissa Reeve	Date	Mary Jones	Date
Chief Negotiator, SCFA		Chief Negotiator, SCCD	