

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**IMPERIAL VALLEY COMMUNITY COLLEGE DISTRICT**

**AND**

**IMPERIAL VALLEY FACULTY ASSOCIATION**

This Memorandum of Understanding (MOU) is entered into by and between the Imperial Valley Community College District (hereinafter referred to as the "District") and the Imperial Valley Faculty Association (hereinafter referred to as the "Faculty Association"). This Memorandum of Understanding is to be read in conjunction with the existing MOU between the District and the Faculty Association.

This MOU is intended to be a one-time, non-renewable agreement that will be in effect until the practice of the Faculty Association.

**TERMS**

1. The District will provide an online/remote learning option for all classes anticipated to start after June 1, 2020, however, in the event of a COVID-19 emergency, sufficient notice will be made to all affected classes to transition to an online/remote learning option.
2. Given the State Chancellor's Office guidance upon District's initial emergency declaration, Parties agree to waive the Addendum for paid course completion for the current academic year.
3. The District will engage the Faculty Association in a continuous educational needs assessment mechanism to continue to provide instructional support during this crisis and take preventative measures to ensure the safety of all. The individual unit members and the District will continue to engage in consultation, which courses can be taught in a hybrid format, and which courses will be fully online.

4. All unit members shall be provided the following during the transition:
  - a. Unit members who have a stipend of \$50 per unit assigned to successfully transition to an online format or to make up classes thereof to meet the required course content, computer skills and need to complete online courses will be eligible for the stipend. Unit members who have already been transitioned to online courses or who have been transitioned to Hybrid courses are eligible for the stipend. This stipend will be paid through June 30, 2020.
  - b. All unit members who have a stipend of \$50 per unit assigned to successfully transition to an online format or to make up classes thereof to meet the required course content, computer skills and need to complete online courses will be eligible for the stipend. This stipend will be paid through June 30, 2020.
  - c. Unit members who have a stipend of \$50 per unit assigned to successfully transition to an online format or to make up classes thereof to meet the required course content, computer skills and need to complete online courses will be eligible for the stipend. This stipend will be paid through June 30, 2020.
  - d. Unit members who have a stipend of \$50 per unit assigned to successfully transition to an online format or to make up classes thereof to meet the required course content, computer skills and need to complete online courses will be eligible for the stipend. This stipend will be paid through June 30, 2020.
  - e. Unit members who have a stipend of \$50 per unit assigned to successfully transition to an online format or to make up classes thereof to meet the required course content, computer skills and need to complete online courses will be eligible for the stipend. This stipend will be paid through June 30, 2020.
5. All unit member evaluations will be completed by the end of the Spring 2020 semester. Parties agree to complete all evaluations during Spring 2020 under the current CBA.
6. All time ranks in the CBA will be maintained (no advancement).

7. All limits on work hours for the semester.
8. During the COVID-19 operations, the Parties agree that:
  - a. Classes/courses held online/remotely may not exceed scheduling requirements as an in-person class.
  - b. Classes/courses that continue to be held face-to-face may be cancelled or rescheduled due to the COVID-19 outbreak. The number of employees who are not compensated within reason at the overload rate for that extra duty will be determined on an individual basis and will be pre-authorized in advance.
  - c. To the extent possible, online/remotely held classes may not exceed scheduling requirements as face-to-face classes.
  - d. Non-classroom assignments for unit members may be made via email or phone as appropriate during the semester.
  - e. To the extent possible, unit members may be assigned to work online via Zoom and/or via email as appropriate.
  - f. To the extent possible, unit members may be assigned to work during their regular duties and responsibilities online via Zoom and/or via email as appropriate.
  - g. Any unit member who is unable to report out of school and unable to arrange child care for their children at home to complete their family obligations for any reason, including because of infection in high-risk areas, will be considered as having pre-authorized absence. There will be no loss of pay during a unit member's absence. A unit member's Superintending Supervisor will be notified.
  - h. In the event that a unit member is unable to report to work during a school closure, the unit member will be compensated to ensure areas are cleaned and disinfected on the school campus.
9. Classes that are approved by the District will follow all state and county public health requirements and related distancing norms. This may include providing additional supplies to unit members who continue to teach and/or wear masks during the COVID-19 crisis. District will also implement supplies and cleaning to ensure high-touch areas are disinfected.

10. During the COVID-19 Emergency, Article 13 and campus operations, unit members shall be eligible for a leave deduction from the unit member's accumulated sick leave for an illness or injury not related to the performance of their duties.
11. All college facilities, individual offices and disinfect.
12. Immediately following return to normal campus operations unless otherwise specified in this Agreement shall cease and return to their status as per the agreement between the District and
13. Modification: This Agreement shall be changed or amended upon mutual agreement of the District and the
14. The IWGFA reserves the right to negotiate an agreement concerning the school claims in the 2010-20
15. Unless subsequent modifications are made


For the District



Learn Administrator

4/19/20

Date



4/19/20

Date