

Memorandum of Understanding and Agreement
By and Between
State Center Community College District
And
State Center Federation of Teachers, Local 1533

This non-precedent setting Memorandum of Understanding and Agreement (“MOU”) is entered into by and between the **State Center Community College District** (hereinafter referred to as “**District**”) and the **State Center Federation of Teachers, Local 1533** (hereinafter referred to as “**Exclusive Representative**” or “**Federation**”) and replaces the MOU signed by the parties on June 29, 2020.

In response to the current COVID-19 pandemic, the Federation and the District agree as follows:

- This MOU is entered into solely under the context and circumstances of the COVID-19 epidemic, shall not be precedent setting, nor form the basis for a past practice.
- Current practice is that unit members who complete the distance education training at their respective College to be qualified to teach online may be approved through the class advancement committee at their College for units toward column advancement and do not receive any additional compensation for completing the training.
- For those full-time unit members, as determined by the College President, who, between March 16, 2020 and August 9, 2020 complete the required training to be qualified to teach online at their respective college, and who have a class assignment for spring 2020, summer 2020 or fall 2020, and who have not previously completed the DE certification program or been qualified to teach online at their respective College prior to March 16, 2020, will also be provided a stipend of \$500. If a full-time unit member is already in Class V, and cannot use these hours to qualify for salary advancement, they will be allowed to use this training time instead for satisfaction of their flex-time obligation for the 2020-2021 academic year.
- For those part-time unit members, as determined by the College President, who, between March 16, 2020 and August 9, 2020 complete the required training to be qualified to teach online at their respective college, and who have a class assignment for spring 2020, summer 2020 or fall 2020, and who have not previously completed the DE certification program or been qualified to teach online at their respective College prior to March 16, 2020, will also be provided a stipend of \$500. These part-time unit members will, so long as they have an assignment in Fall 2020, be provided five office hours for the Fall 2020 semester, and if they have an assignment in Spring 2021, they will be provided another five office hours for Spring 2021. These office hours are separate from any office hours they may apply and be approved for under the office hour pilot program in the collective bargaining agreement. The Fall office hours will be paid at the end of the

semester at the office hour rate identified in the contract. The spring office hours will be paid at the end of April 2021 at the office hour rate identified in the contract.

- Those unit members, as determined by the College President, who between March 16, 2020 and August 9, 2020, facilitate the delivery of the training for other unit members to be qualified to teach online, will receive a stipend of \$500 per session.

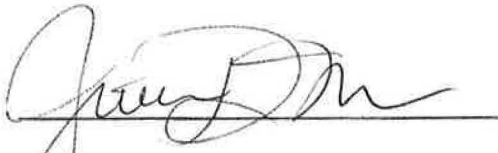
The parties agree that the terms of this MOU are non-precedential and will not constitute any waiver of any rights not specifically address in this agreement.

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

This MOU is made the 7th day of July 2020, in the City of Fresno, County of Fresno, State of California.

State Center Community College District

State Center Federation of Teachers



Julianna D. Mosier
Vice Chancellor, Human Resources



Keith Ford
President