



MOU Between the  
MiraCosta Community College District &  
MiraCosta Community College District – Faculty Assembly  
21-04

---

This Memorandum of Understanding (“MOU”) is entered into by and between the MiraCosta Community College District (hereinafter referred to as "District") and the MiraCosta College Faculty Assembly (hereinafter referred to as "Assembly") (hereinafter collectively referred to as the “Parties”), and is expressly made pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement (“CBA”). The purpose of this Memorandum of Understanding is to address the effects of the COVID-19 pandemic on fulltime faculty wages, hours, and working conditions.

This MOU between the Parties is not intended to change the terms of the current CBA but is instead a one-time, non-precedent setting agreement that may not be used as the basis of a past practice by either party.

## **TERMS**

### **Evaluations**

1. The following process shall be utilized when conducting online classroom or worksite location observations during the tenure review or tenured faculty evaluation process:
  - a. The evaluation shall be based upon at least one (1) observation during a week-long observation period. The observation length should be at least fifty (50) minutes and does not have to be consecutive in nature.
  - b. For classroom faculty, an online observation will include at least one of the following two approaches below, as selected by the faculty member, to be used during a week-long observation timeframe:
    - i. The observer may log into the online course and navigate the course in student view.
    - ii. The observer and faculty member may schedule a meeting when both parties can access the online course. During this meeting, the faculty member may demonstrate and explain the online course to the observer.

- c. For non-classroom faculty, the observer and the faculty member shall mutually agree upon an appropriate activity to be observed for tenure review or evaluation purposes.
  - i. As appropriate to the selected activity, the faculty member may need to obtain advance approval of a student for the observer to participate in the activity.
  - ii. The method of delivery for the *Student Survey of Non-Classroom Services* shall be conducted electronically for online appointments.

- 2. Electronic signatures shall be authorized for faculty evaluations.
- 3. All other terms and conditions of work shall be conducted in accordance with the current CBA.
- 4. Unless subsequent modifications to this MOU are negotiated, this MOU will sunset on June 1, 2021. If the current State of Emergency continues past that date, the Parties will meet and negotiate a new MOU for subsequent terms/semesters.

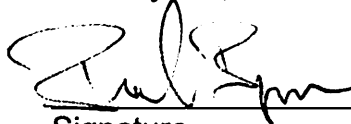
This agreement will become effective upon approval from the Board of Trustees.

Sunita V. Cooke, Ph.D.

  
 \_\_\_\_\_  
 Signature Date  
 Superintendent/President  
 MiraCosta Community College District

4/19/2021

Brad Byrom, Ph.D.

  
 \_\_\_\_\_  
 Signature Date  
 President  
 MCCCC Faculty Assembly

4/18/21