



MOU Between the
MiraCosta College District—Faculty Assembly
New Full-time Faculty Institute
25-07

This MOU clarifies and modifies the compensation and days for the New Faculty Institute Pilot for academic year 2025-26 as specified in D.2.1 of the 2025-2028 collective bargaining agreement. Terms of the MOU are identified below:

1. For 2025-2026 academic year, the New Faculty Institute will occur prior to the start of the fall FLEX week. This early start will allow faculty to engage in critical knowledge and community-building while also allowing them time to fully participate in FLEX week activities.
2. The New Faculty Institute will be led by two full-time faculty selected by mutual agreement between the Faculty Assembly and Vice President, Instructional Services. For academic year 2025-26, the two faculty leads are the PDP coordinator and the President-Elect of the Academic Senate. The PDP coordinator faculty-lead will receive 25 hours of pay at the non-contractual, non-classroom rate. The President-Elect faculty lead will be compensated for 40 hours of work at the non-contractual, non-classroom rate for preparing for and leading the New Faculty Institute. The Vice President, Instructional Services will designate an instructional dean to help the faculty lead(s) coordinate the Institute. Two, eight (8) hour days of the three-day Institute will be planned by the faculty lead, and one day will be developed by the Office of Human Resources and the Office of Instructional Services.
3. Each new faculty participant will receive a \$1,600 stipend for the three days of the New Faculty Institute.
4. New faculty participants and faculty lead(s) will be compensated upon written confirmation by the VPIS to the Payroll Manager via spreadsheet. The written communication shall be sent by email at the conclusion of the New Faculty Institute.
5. By June 30, 2026, the Vice President of Human Resources, the Vice President, Instructional Services and the Faculty Assembly will assess the efficacy of the Institute and determine the need to extend this agreement.

This agreement will become effective upon approval. It shall expire on June 30, 2026.

Sunita V. Cooke, Ph.D.

A handwritten signature in blue ink, appearing to be "Sunita", written over a horizontal line.

Sunita-Cooke (Aug 22, 2025 06:43:00 PDT)

Signature

Superintendent/President

MiraCosta Community College District

Mary Gross, M.S.

A handwritten signature in blue ink, appearing to be "Mary Gross", written over a horizontal line.

Mary Gross (Aug 22, 2025 06:41:51 PDT)

Signature

President

MCCCD Faculty Assembly









FA 25-07 New Faculty Institute

Final Audit Report

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