

MEMORANDUM OF
UNDERSTANDING
between
Allan Hancock Joint Community
College District and
Faculty Association of Allan Hancock
College

The parties to this Memorandum of Understanding are the Allan Hancock Joint Community College District ("the District"), and the Faculty Association of Allan Hancock College ("Faculty Association").

WHEREAS the District has declared an emergency in response to the COVID-19 outbreak; and

WHEREAS the District and Faculty Association have expressed a mutual interest in finding a solution to the impact on the spring 2020 term caused by the COVID-19 outbreak,

NOW, THEREFORE, in consideration of the mutual promises, conditions, and representations contained herein, the parties agree as follows:

- 1) Service faculty who work more than 175 days to be paid for each additional day worked beyond their contract up to four (4) additional days.
- 2) Teaching faculty will receive four (4) additional days of pay. The additional pay will be included as part of the employee's May paycheck.

This adjustment will allow the following changes in the spring 2020 calendar:

- 3) The last day of instruction to be moved from Wednesday, May 13, to Wednesday, May 20.
- 4) Credit Final Exams - Term 4 from Thursday-Saturday, May 14-16, to Thursday-Saturday, May 21-23.
- 5) Credit Final Exams -Semester Length Classes from Thursday-Wednesday, May 14-20, to Thursday-Thursday, May 21-28.
- 6) Final Grades, Positive Attendance Hours and Incomplete Contracts due to Admissions and Records from Thursday, May 27, 2020, to Thursday, June 4, 2020.

For the Faculty Association



Roger Hall
President

3/25/20
Date

For the District



Kevin G. Walthers
Superintendent/President

3/25/20
Date

MEMORANDUM OF
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Faculty Association of Allan Hancock
College

The parties to this Memorandum of Understanding are the Allan Hancock Joint Community College District ("the District"), and the Faculty Association of Allan Hancock College ("Faculty Association").

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WHEREAS the District and Faculty Association have expressed a mutual interest in finding a solution to the impact on the spring 2020 term caused by the COVID-19 outbreak,

NOW, THEREFORE, in consideration of the mutual promises, conditions, and representations contained herein, the parties agree as follows:

In all face-to-face courses using Canvas that have been converted to remote instruction in the spring of 2020, taught by full-time faculty, the vice president of academic affairs will have the privilege to access courses to verify course conversion plans are being met. The faculty instructor will be informed in advance of this observation.

This agreement will end May 30, 2020.

For the Faculty Association



Roger Hall
President

3/25/20

Date

For the District



Kevin G. Walthers
Superintendent/President

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NOW, THEREFORE, in consideration of the mutual promises, conditions, and representations contained herein, the parties agree as follows:

- 1) The District's proposal on the emergency conversion of modalities of instruction as outlined with the understanding that the faculty is considered the topic expert and their input on the ability to meet COR objectives will be paramount. See attached conversion guidelines.
- 2) The week of March 22nd through the 28th, 2020, will be a week allowing faculty the time to train on alternate modalities of content delivery as well as make the adjustments in curriculum necessary to begin the temporary alteration of delivery modality.
- 3) Due to the dramatic change in delivery modalities, and general disruption of a "traditional" semester, all current off-cycle evaluation processes of full-time faculty will be suspended.
- 4) Due to the dramatic change in delivery modalities, and general disruption of a "traditional" semester, all current evaluation processes of full-time tenured faculty will be postponed until Fall 2020.

For the Faculty Association




Roger Hall
President

3/25/20

Date

For the District



Kevin G. Walthers
Superintendent/President

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WHEREAS the District and Faculty Association have expressed a mutual interest in finding a solution to the impact on the spring 2020 term caused by the COVID-19 outbreak,

NOW, THEREFORE, in consideration of the mutual promises, conditions, and representations contained herein, the parties agree as follows:

Full time faculty will not be penalized for a load of less than .95 created by the emergency cancellation of a spring 2020, term 4, face-to-face class.


For the Faculty Association



Roger Hall
President

3/25/20
Date

For the District



Kevin G. Walthers
Superintendent/President

3/25/20
Date