

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN THE
VENTURA COUNTY COMMUNITY COLLEGE DISTRICT (VCCCD)
AND THE
LOCAL 1828 VENTURA COUNTY FEDERATION OF COLLEGE TEACHERS (AFT)

This Memorandum of Understanding (hereinafter, "MOU") is entered into by and between the Ventura County Community College District (hereinafter, "District") and the Ventura County Federation of College Teachers, AFT Local 1828 (hereinafter, "AFT").

The District and AFT acknowledge and understand that in light of Covid-19 and the temporary transition to online learning that a meaningful evaluation of faculty may be difficult and to the extent allowable under the Education Code, the parties wish to temporarily suspend certain evaluation procedures for faculty members. Faculty members are encouraged to use faculty mentors throughout the academic year to improve and enhance online instruction.

To these ends, the District and AFT agree as follows:

A. Evaluation for Tenured Regular Contract Faculty Members

The parties agree that the evaluation procedures for tenured regular contract faculty members set forth in Article 12 of the CBA shall be suspended for the 2020-2021 school year only and will resume for the 2021-2022 school year.

B. Evaluation for Temporary Full Time Faculty and Non-Contract Faculty Members

The parties agree that the evaluation procedures for Temporary Full Time faculty and Non-Contract faculty members set forth in Article 12 of the CBA shall be suspended for the 2020-2021 school year only and will resume for the 2021-2022 school year, except those Temporary Full Time faculty and Non-Contract faculty employed in their first semester shall be evaluated as set forth in Article 12 of the CBA. A non-contract faculty member who is in their fifth semester will receive an evaluation if requested by the faculty member by October 15, 2020.

C. Tenure Review for Probationary Faculty

In order to comply with the timelines required under the Education Code regarding Probationary faculty, the provisions of Article 11 regarding Tenure Review for Probationary Faculty will continue to be complied with during the 2020-2021 school year.

D. Miscellaneous

1. Because some faculty members in the Career Tech programs and ICA/Athletics may have all or portions of their instructional assignments on-site and in-person, both contract and non-contract faculty in these program areas may be evaluated if mutually agreed upon by the faculty member and their supervisor.
2. Any reference to visitations or face to face meetings in Article 11 shall be interpreted to include zoom or other online platforms.
3. Nothing in this MOU shall be considered to establish a past practice or to set a precedent.

FOR THE DISTRICT:

FOR AFT:

Steve Hall

DATE

DATE

Laura Urbano - TA on 9/28/2020

9/29/2020