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LRCCD/LRCFT
Memorandum of Understanding

Faculty Teaching Classes in Impossible to Convert Programs Fall 2021

Background

The ongoing COVID-19 pandemic, uncertainty regarding availability of vaccines, and the continuing concerns for public health make it difficult to predict when our colleges can return to normal operations. The Federation and District have a shared interest in protecting the health and safety of our students, faculty, and staff.

As of the execution date of this MOU, no decision has been made on whether the Los Rios Community College District will re-open for Fall 2021. This MOU and waiver are being developed in the event that LRCCD partially re-opens campuses for the Fall 2021 semester. During Fall 2021, the District will still be under a partial closure and therefore under a local emergency Distance Education addendum.

Agreements

1. Faculty can teach, in the online modality, any of the modules or parts of courses that can be taught online, as determined by the faculty member.
 - a. These units must be clearly labeled in the syllabus as being taught online.
 - b. The course schedule will list the course as partially online.
2. Faculty can opt to hold *all* office hours online.
3. Regular Faculty can use accumulated overload to reduce part of their teaching load for Fall 2021.
4. Regular Faculty teaching classes in programs labeled "Impossible to Convert" can opt to load balance .2 of their load that cannot be taught online.
 - a. Regular faculty can load balance up to .4 of their load that cannot be taught online by mutual agreement with the Area Dean.
 - b. Faculty can load balance through Fall 2022 semesters.
 - c. LRCFT and LRCCD agree to extend the load balancing period through Fall 2022.
5. Regular faculty are expected to meet all college service and professional development obligations.
6. Scheduled performance reviews will move forward for all tenured and tenure-track faculty in Fall 2021 according to contractual timelines.