

## MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the SAN LUIS OBISO COUNTY COMMUNITY COLLEGE DISTRICT ("District"), the CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909 ("Federation").

### Modification of Article 4.16 Pay for Temporary Faculty Office Hours

Nursing and Allied Health division have programs with large unit courses that (1) TOTAL 40% but 2-3 part time faculty split the full Load or (2) is approximately 30% Load and the Part-time faculty has no provision for an office hour or (3) have >67% lab component and the load must be split in order to meet the peralta requirements thereby these part-time faculty do not fit the criteria to have an office hour. The part-time faculty affected are: LVN (theory and clinical), phlebotomy certificate; EMS-Basic, and Paramedic. These courses taught by Part-time faculty have minimal to no other full-time faculty with similar expertise as a resource.

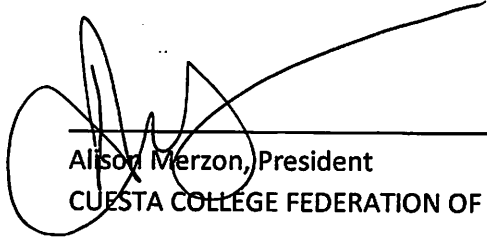
In a required course that is either connected to licensure or certification, many students require more contact hours with the faculty for extra help with course topics, additional skills practice time, quiz make-ups, review of tests, and receiving clinical evaluations or student performance concerns. Many of these courses are split between 2-3 faculty because these faculty also work in the community and are unable to commit to loads of  $\geq 40\%$  that would allow them to have office hours per contract. Nevertheless, the student still requires assistance and guidance and 1:1 time with the faculty no matter how the course load is split. Faculty are providing weekly office hours to students for free because they are committed to promoting student success in licensure and/or certification.

With regard to Article 4.16 inclusive, the District and the Federation have agreed as follows:

1. Phlebotomy Part-time faculty who solely teach a full semester required course in a Nursing and Allied Health Program and who have a teaching assignment between 20% and 40% in a required course in a program or certificate course shall be paid for one office hour per week during the semester as written in Article 4.16.
2. EMT-Basic, Paramedic and LVN theory Part-time faculty who share the load of a full semester required course in a Nursing and Allied Health Program and who have a teaching assignment between 10% and 40% in a required course within a program or certificate course shall be paid for one office hour per week for 18 weeks and divided amongst the eligible faculty dependent on their teaching assignment during the semester as written in Article 4.16.
3. LVN Part-time faculty who teach a portion of the clinical or lab required course in a Nursing and Allied Health Program and who have a teaching assignment between 20% and 40% in a required course in a program or certificate course shall be paid for one office hour per week during the dates of their teaching assignment as written in Article 4.16

By their signatures below, the signatories certify that they are the authorized representative of either the District or the Federation and that any and all actions necessary for the parties to ratify and accept this MOU as a binding agreement have been completed in the manner required by that party. Upon the affixing of the signatures below, this MOU is entered into without the need for further ratification and acceptance.

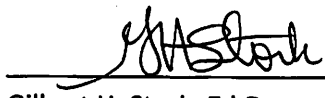
ACCEPTED AND AGREE TO:



---

Alison Merzon, President  
CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

3/1/2012  
Date



---

Gilbert H. Stork, Ed.D.  
Superintendent/President  
CUESTA COLLEGE COUNTY COMMUNITY COLLEGE DISTRICT

3/1/2012  
Date