

LBCCD-LBCCFA
Memorandum of Understanding
COVID-19 Pandemic
May 18, 2021

This following Memorandum of Understanding (“Agreement”) is made by and between the Long Beach Community College District (“District”) and the Long Beach City College Faculty Association (“LBCCFA”). Where appropriate, The District and LBCCFA will collectively be referred to as “parties.” This Memorandum of Understanding shall supersede any other agreement, either oral or written, previously agreed to by the parties related to the following:

1. The District will comply with all local and state directives related to what activities and which personnel may return to campus or may be required to work remotely.
 - a. Classes that meet face-to-face shall follow all state, county, and city public health requirements and recommendations and social distancing norms. This may include moving face-to-face classes to larger classrooms to provide additional space between individuals. The District also agrees to provide sanitizing supplies and PPE to bargaining unit members who teach and meet during the pandemic.
 - b. In the event a bargaining unit member is required to quarantine due to actual or potential campus exposure, such bargaining unit member shall continue to receive their full salaries and benefits.
2. Due to local and state health and safety orders, faculty may be required to teach online and will comply with all requirements for distance education as contained in the contract between the District and LBCCFA. This includes attaining certification for distance education as well as the evaluation processes for distance education.
3. The LBCCFA President will be given an additional 20%_reassign time in recognition of the additional time required to participate in meetings and other work related to the District’s COVID response and discussions of remote working conditions for unit members.
4. Should any class or faculty assignment be suspended, in whole or in part, due to local or state health orders, the affected faculty will return, either during a succeeding primary or intersession term, to complete the assignment as scheduled by the Vice President of Academic Affairs. For faculty efforts to maintain contact with students, to continue to support and encourage retention and completion, a stipend of \$500 will be paid to each faculty member who returns in the Winter 2022 intersession to complete a suspended class and will provide evidence of such activities. Should the affected faculty have overload, they may use that to make up the reduced load caused by a class cancellation.
5. The District shall provide LBCCFA the list of classes/courses identified for suspended status if that should occur.

6. During the COVID-19 emergency response and temporary transition of courses to a remote format, contractually limits to online teaching loads shall be waived.
7. Faculty members who are underload (less than 30 TUs) for the 21/22 academic year, may make up the underload in a primary term or intersession no later than the end of the Fall 2023 term.
8. Parties agree to amend the previous list of tenured Faculty evaluations that were impacted due to the initial temporary transition to remote Spring 2020 as attached list.
9. Classroom student evaluations will be conducted during the semester in which the faculty is being evaluated.
10. For the academic year 21/22 the parties agree to amend the large class stipend as follows:

Class Enrollment Capacity	Actual Enrollment at Census	Percentage over Course Capacity	1 - < 2 Units	2 - < 3 Units	3 - < 4 Units	4 - < 5 Units	5 - < 6 Units
			18.0 - 35.9 Contact Hrs	36.0 - 53.9 Contact Hrs	54.0 - 71.9 Contact Hrs	72.0 - 89.9 Contact Hrs	90.0 - 107.9 Contact Hrs
40	40	100%	NA	NA	NA	NA	NA
56	50	125%	\$315	\$630	\$945	\$1,260	\$1,575
68	60	150%	\$630	\$1,260	\$1,890	\$2,520	\$3,150
76	68	170%	1.5 x TU	1.5 x TU	1.5 x TU	1.5 x TU	1.5 x TU
86	80	200%	1.5 x TU + \$315	1.5 x TU + \$630	1.5 x TU + \$945	1.5 x TU + \$1,260	1.5 x TU + \$1,575
96	90	225%	1.5 x TU + \$630	1.5 x TU + \$1,260	1.5 x TU + \$1,890	1.5 x TU + \$2,520	1.5 x TU + \$3,150
104	96	240%	2.0 x TU	2.0 x TU	2.0 x TU	2.0 x TU	2.0 x TU

All other contract language related to large class stipends remains in effect.

11. The parties understand that due to health orders, flex activities may be conducted virtually and therefore waive the contractual requirement of members completing at least (6) hours on campus.
12. For 2021/2022 academic year, the parties agree to waive the requirement of Article 10.8.3.8 requiring members to notify the District by the first day of Fall should they wish to use banked load in the following year. Faculty wishing to use banked load in Fall 2021, shall notify the District by the end of Spring 2021 term. Those that wish to use load bank for Spring 2022 shall notify the District by the 8th week of Fall 2021
13. Execution: The Agreement may be executed in several counterparts and shall be deemed legally effective at such time as the duly executed counterparts have been furnished and delivered to the parties or attorneys for the parties to this Agreement.

14. Unless mutually agreed to by the parties, with the exclusion of section 8 above, this Memorandum of Understanding shall be in effect 2021 – 2022 academic year.

For the District:


Gene Durand (May 20, 2021 14:40 PDT)

Gene Durand
Vice President, Human Resources

Date May 20, 2021

For the Long Beach City College Faculty Association:


Diana Ogimachi (May 20, 2021 14:00 PDT)

Diana Ogimachi
President

Date May 20, 2021

**Attachment re #8 -Tenured Faculty Evaluation
by Employee I.D.Amended**

The following will be evaluated Spring 2021:		
Employee ID	Due Date	Department
0001260	5/22/2021	Learning and Academic Resources (50%) Kinesiology (50%)
0001331	5/22/2020	English as a Second Language
0001587	5/22/2021	Counseling & SSS
0001653	5/22/2021	Business Administration (Econ)
0001695	5/22/2021	Counseling & SSS
0001721	5/22/2020	Mathematics & Engineering
0001764	5/22/2020	English
0001787	5/22/2021	Counseling & SSS
0001791	5/22/2020	Mathematics & Engineering
0001792	5/22/2020	Mathematics & Engineering
0001831	5/22/2020	Kinesiology
0001851	5/22/2021	Child and Adult Development
0001875	5/22/2021	Public Services
0001882	5/22/2020	Allied Health-Medical Assisting
0002020	5/22/2020	Learning and Academic Resources
0002085	5/22/2020	Communication Studies
0002149	5/22/2020	Nursing - RN
0002180	5/22/2021	Counseling & SSS
0002225	5/22/2020	English
0002289	5/22/2021	Nursing - Vocational
0002370	5/22/2020	Visual &Media Arts
0002383	5/22/2020	Kinesiology
0002463	5/22/2020	Nursing - RN
0002582	5/22/2020	Life Science
0002584	5/22/2021	Business Administration
0002593	5/22/2020	English
0002598	5/22/2021	Child and Adult Development
0002614	5/22/2021	English
0002625	5/22/2020	Computer Office Studies
0002743	5/22/2020	English
0002859	5/22/2021	History & Political Sciences
0002865	5/22/2021	Mathematics & Engineering
0002866	5/22/2021	Business Administration
0002891	5/22/2020	Student Counseling & Guidance
0003161	5/22/2021	Physical Sciences
0003367	5/22/2020	Kinesiology
0003391	5/22/2021	English
0003903	5/22/2020	Computer Office Studies

0003985	5/22/2020	Social Science
0004196	5/22/2020	School and College Relations
0004661	5/22/2021	Visual & Media Arts
0004663	5/22/2021	Reading
0004667	5/22/2020	English
0004729	5/22/2021	Counseling & SSS
0004925	5/22/2020	English
0005038	5/22/2020	Kinesiology
0096952	5/22/2021	History & Political Science
0130743	5/22/2020	Kinesiology
0203045	5/22/2021	Counseling & SSS
0226691	5/22/2020	Mathematics & Engineering
0298011	5/22/2021	Business Administration
0442109	5/22/2021	Child & Adult Development
0479581	5/22/2020	English
0491464	5/22/2021	Communication Studies
0500410	5/22/2021	Visual & Media Arts
0508251	5/22/2020	Performing Arts
0516222	5/22/2020	Nursing - Vocational
0517362	5/22/2020	English as a Second Language
0529895	5/22/2020	History & Political Science
0531838	5/22/2020	Life Science
0531860	5/22/2020	English as a Second Language
0532816	5/22/2020	Nursing - RN
0534018	5/22/2020	English as a Second Language
0539558	5/22/2021	Allied Health
0553636	5/22/2020	Life Science
0553738	5/22/2020	Life Science
0584634	5/22/2020	Life Science
0621678	5/22/2020	Learning and Academic Resources
0623401	5/22/2020	Visual & Media Arts
0701387	5/22/2020	Nursing - RN
0703422	5/22/2021	Physical Sciences
0719899	5/22/2020	English
0721094	5/22/2020	Visual & Media Arts
0721279	5/22/2020	English
0723169	5/22/2020	Mathematics & Engineering
0723372	5/22/2020	Foreign Language
0757557	5/22/2020	Computer Office Studies
0770115	5/22/2021	Family & Consumer Studies
0770307	5/22/2021	English
0770398	5/22/2021	History & Political Science

0770422	5/22/2021	Physical Sciences
0770427	5/22/2021	Physical Sciences
0770429	5/22/2021	Kinesiology
0770439	5/22/2021	Career Technical Education

The following will be evaluated Fall 2021:

Employee ID	Due Date	Department
0001224	5/22/2021	Business Administration
0001527	5/22/2021	Disabled Programs & Services
0001712	5/22/2021	History & Political Sciences
0001726	5/22/2021	Kinesiology
0001779	5/22/2021	Foreign Language
0001834	5/22/2021	Library
0001855	5/22/2021	Physical Sciences
0002080	5/22/2021	History & Political Sciences
0002091	5/22/2021	Communications Studies
0002214	5/22/2021	Social Sciences
0002215	5/22/2021	Social Sciences
0002323	5/22/2021	Mathematics & Engineering
0002464	5/22/2021	Mathematics & Engineering
0002504	5/22/2021	Communications Studies
0002561	5/22/2021	Foreign Language
0002611	5/22/2021	English as a Second Language
0002613	5/22/2021	Visual & Media Arts
0002860	5/22/2021	Mathematics & Engineering
0002862	5/22/2021	Performance Arts
0003551	5/22/2021	Social Sciences
0004338	5/22/2021	Counseling & SSS
0009455	5/22/2021	Culinary Arts
0031128	5/22/2021	Counseling & SSS
0129235	5/22/2021	Reading
0212548	5/22/2021	Counseling & SSS
0408406	5/22/2021	Public Services
0480360	5/22/2021	Mathematics & Engineering
0556215	5/22/2021	Physical Sciences
0589914	5/22/2021	Family & Consumer Studies
0671573	5/22/2021	English
0725582	5/22/2021	English
0753615	5/22/2021	Mathematics & Engineering
0770295	5/22/2021	Library
0770300	5/22/2021	Foreign Language
0770309	5/22/2021	Social Science

0770397	5/22/2021	Counseling & SSS
0770405	5/22/2021	Counseling & SSS
0770410	5/22/2021	Public Services
0770424	5/22/2021	Physical Sciences
0770431	5/22/2021	Visual & Media Arts

The following will be evaluated Spring 2022:

Employee ID	Due Date	Department
0001012	5/22/2020	Life Science
0001108	5/22/2021	Life Science
0001136	5/22/2021	Performance Arts
0001148	5/22/2020	Student Counseling & Guidance
0001238	5/22/2021	Mathematics & Engineering
0001379	5/22/2021	Computer Office Studies
0001551	5/22/2020	Kinesiology
0001652	5/22/2021	Diagnostic Medical Imaging Prg
0001717	5/22/2021	Counseling & SSS
0001789	5/22/2021	English
0001905	5/22/2021	English
0001954	5/22/2021	Performance Arts
0002042	5/22/2021	English
0002058	5/22/2021	Counseling & SSS
0002087	5/22/2020	Visual &Media Arts
0002209	5/22/2021	Counseling & SSS
0002369	5/22/2020	Foreign Language
0002489	5/22/2020	Library
0002524	5/22/2021	History & Political Sciences
0002675	5/22/2021	Mathematics & Engineering
0002702	5/22/2021	Counseling & SSS
0002723	5/22/2021	Child and Adult Development
0002736	5/22/2021	Nursing - RN
0002863	5/22/2021	Kinesiology
0002876	5/22/2021	Mathematics & Engineering
0002892	5/22/2021	Counseling & SSS
0003384	5/22/2020	Library
0003667	5/22/2021	Social Sciences
0003921	5/22/2021	Mathematics & Engineering
0004660	5/22/2021	Nursing - RN
0025223	5/22/2021	Social Science
0413040	5/22/2021	English as Second Language
0492752	5/22/2021	Computer Office Studies
0504289	5/22/2021	Visual & Media Arts

0510579	5/22/2021	Reading
0536775	5/22/2021	Performance Arts
0548474	5/22/2021	Library
0626785	5/22/2021	English
0725527	5/22/2021	Business Administration (Econ)
0751553	5/22/2024	Culinary Arts
0770132	5/22/2021	Mathematics & Engineering
0770303	5/22/2021	Mathematics & Engineering
0770327	5/22/2021	Mathematics & Engineering
0770373	5/22/2021	Library
0770413	5/22/2021	Performing Arts
0770416	5/22/2021	Social Sciences
0770420	5/22/2021	Physical Sciences
0770433	5/22/2021	Communication Studies