

**MEMORANDUM OF UNDERSTANDING
SPRING 2021 FACULTY EVALUATIONS and ASSOCIATE FACULTY LISTS**

This Memorandum of Understanding (“MOU”) is entered into by and between the Santa Monica Community College District (the “District”) and the Santa Monica College Faculty Association (“FA”) as of this 4th day of February, 2021.

RECITALS

- A. On March 17, 2020, the Board of Trustees adopted a resolution declaring that emergency conditions existed in the District as a result of the COVID-19 global pandemic.
- B. The Board of Trustees authorized the Superintendent/President to enter into agreements with employee organizations to reach agreements as necessary during this emergency.
- C. The District and FA have met and conferred concerning the subject matter of this MOU.

AGREEMENT

In consideration of mutual agreements set forth herein, the parties agree that for Spring 2021 only, the sequence and scheduling of evaluations shall be as follows:

1. Probationary (“tenure-track”) faculty members shall continue to follow the procedures and timelines as agreed to in Article 7 and Article 7A in the 2019-2022 Faculty Contract.
2. Tenured faculty members will not be evaluated.
3. Part-time faculty members will not be evaluated.

Additionally, given the lack of evaluations for part-time faculty members and the disruption of many programs due to the remote teaching modality, the Spring 2021 semester:

1. Shall not be utilized in either the earning or loss of Associate Faculty (“AF”) status (described in Article 6.6);
2. Shall not be utilized in calculating the AF annual “Base Assignment” (Article 6.6.4), and;
3. Shall not constitute a break in service if no assignment is offered.

Finally, the District and the FA shall meet and confer during the first eight weeks of Spring 2021 to reach agreement on the Associate Faculty List for academic year 2021-22, solving any procedural issues the two COVID-related MOUs may have created in the automated creation of the AF list and AF base hours.



PETER MORSE
For the FA



VP SHERRI LEE-LEWIS
For the District