

MEMORANDUM OF UNDERSTANDING
 BETWEEN
 CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 AND
 CHABOT-LAS POSITAS FACULTY ASSOCIATION

February 9, 2021

The following is an update/addendum to the CLPCCD / FA MOUs dated April 16 and August 7, 2020.

Evaluations for Contract (Untenured) Faculty (Article 14)

The one (1) visit/observation and the one (1) survey (student or client) that would normally take place between March 15 and May 14, 2021, should be completed during that timeframe.

Evaluations for Part-Time Faculty in Previously Recognized Categories (Article 18)

Evaluations for the following groups of Part-Time Faculty should be completed pursuant to the CBA;

1. Newly hired CLPCCD Part-Time Faculty, who have not had an initial evaluation;
2. All Part-Time Faculty members specifically hired to teach online courses;
3. Part-Time Faculty members who require a follow-up evaluation, pursuant to an evaluation summarized as "Needs Improvement" or "Unsatisfactory".

Resumption of the Normal Evaluation Cycle (Articles 15 and 18)

Regular (tenured) Faculty, and Part-time Faculty in good standing, who were last evaluated in Fall or Spring of 2017 or earlier, may be evaluated in Spring 2021 at the discretion of the District, and should be evaluated by Fall of 2021. Notwithstanding, the three-year cycle of regular evaluations will be re-acquired by Spring Semester, 2024, in accordance with the following table:

<i>For unit members last evaluated this semester...</i>	<i>The next regular evaluation is due by...</i>
Spring 2017 or earlier	Spring 2021
Fall 2017	Fall 2021
Spring 2018	Spring 2022
Fall 2018	Fall 2022
Spring 2019	Spring 2023
Fall 2019	Fall 2023
Spring 2020	(Normal cycle paused)
Fall 2020	(Normal cycle paused)
Spring 2021	Spring 2024 <u>3-year cycle re-acquired</u>

It is agreed that no Part-time Faculty evaluation that was deferred during this period will have no bearing on the Part-Time Seniority List, until it is formally completed and signed.

Signed and entered this 9th day of February, 2021,



David D. Fouquet
 President, Chabot-Las Positas
 Faculty Association



Ronald P. Gerhard
 Chancellor, Chabot-Las Positas
 Community College District