

MEMORANDUM OF UNDERSTANDING

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 18th day of March, 2020.

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 provide special leave benefits 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 as follows:

1. If a class is suspended on or after March 11, 2020, the instructor will not suffer a loss of pay for the remainder of the Spring 2020 semester. During the period of such suspension, the instructor's weekly teacher hours will be devoted to work beneficial to the College such as converting the suspended course to a remote learning modality, curriculum and course improvement, or approved professional development.

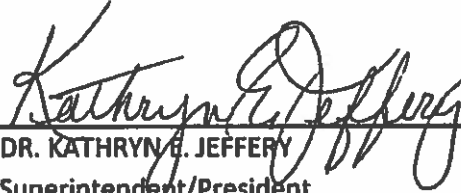
2. If a class is cancelled on or after March 11, 2020, including any late-start class, the instructor will not suffer a loss of pay for the remainder of the Spring 2020 semester. During the remainder of the semester, the instructor's weekly teacher hours will be devoted to work beneficial to the College such as converting the course to a remote learning environment for future semesters, curriculum and course improvement, or approved professional development.

3. During the Spring 2020 Semester, faculty members will continue to be paid for their assignment without the requirement to use sick leave benefits set forth in the collective bargaining agreement in the following circumstances:

- a. The faculty member is unable to work because they are ill with COVID-19.
- b. The faculty member is unable to work because of the need to care for an immediate family member or co-habitant who is ill with COVID-19.
- c. The faculty member is unable to work because of required quarantine or required self-quarantine.



PETER MORSE
For the FA



DR. KATHRYN E. JEFFERY
Superintendent/President
For the District