

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
SOUTHWESTERN COMMUNITY COLLEGE DISTRICT  
AND  
SOUTHWESTERN COLLEGE EDUCATION ASSOCIATION**

**April 30, 2021**

**Distance Education Support**

This Memorandum of Understanding ("MOU") is entered into by and between the Southwestern Community College District (hereinafter referred to as "District") and the Southwestern College Education Association (hereinafter referred to as "SCEA") (hereinafter collectively referred to as the "Parties"), and is expressly made pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement ("CBA"). The purpose of this Memorandum of Understanding is to address distance education support.

This MOU between the Parties is not intended to change the terms of the current CBA but is instead a one-time, non-precedent setting agreement that may not be used as the basis of a past practice by either party.

**TERMS**

1. At such time that the District opens at 100% face to face after Spring 2022, (starting summer 2022 and beyond) if a Unit member chooses to remain teaching in a remote format, said faculty member will be required to complete the SWC Remote Teaching Certificate or DEFT (or equivalent) prior to receiving a remote assignment. These trainings will be compensated as follows:
  - a. DEFT training will be compensated as outlined in Article 16.8.
  - b. Remote Teaching Certificate training will be compensated in the following manner:
    - i. 20 hours of Flex credit or
    - ii. 10 hours of Flex credit plus \$250, or
    - iii. A stipend of \$250 for all unit members who complete either the self-paced or cohort-based training between June 1, 2021 and June 1, 2022.
2. In order to continue supporting faculty needs for a successful online teaching experience, the District will provide the following continued support for the Online Learning Center
  - a. One year sabbatical replacement for Tracy Schaelen.
  - b. Continued support in the Online Learning Center until May 30th, 2022.
    - i. Teaching with Technology Faculty Coordinator, 1.0 FTE release time.
    - ii. Accessibility Designer, 1.0 FTE release time.
    - iii. Online Learning Technology & Application Lead, 1.0 FTE release time.
  - c. DEFT mentor support through May 31, 2022.
    - i. A total of 50 hours per mentor and lead mentor at \$50/hour.
    - ii. A total of \$800 stipends per lead mentor

- d. DEFT trainers support through May 31, 2022.
  - i. A total of 50 hours per class at \$70/hour.
  - ii. An additional 10 hours for the 6th week of review at \$70/hour.
  - iii. Adjunct backfill for 9 LHE of in-load teaching of DEFT (release from regular duty to teach DEFT in-load) for academic year 2021-2022 only.
  
- e. Remote/synchronous certificate trainer support through May 31, 2022.
  - i. A total of 20 hours per class at \$70/hour

**For the District:**

**For SCEA:**



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Rose DelGaudio,  
Executive Assistant Superintendent/  
Vice President, Human Resources

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Candice Taffolla-Schreiber  
Lead, Faculty