

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

December 21, 2021

**Addendum to Provisions Related to COVID-19 for Spring, 2022**

The following is an addendum to the CLPCCD/FA MOU dated May 27, 2021, and October 8, 2021, in order to set additional provisions specific to Spring Semester, 2022.

**A. Class Cancellation Policy for Spring, 2022**

In Spring Semester, 2022, any face-to-face class being offered which has enrollment of 15 or more students within 2 weeks of the first day of instruction will not be cancelled. In the case of hybrid classes, they will be included in this provision if 51% or more of the instruction is face-to-face. The college will attempt to preserve face-to-faces classes with more than ten (10) students.

**B. Conversions of Face-to-Face Sections to Online/Remote Delivery**

Instructors not initially scheduled to teach online in Spring 2022, but who are subsequently assigned an online course— excepting those who taught online prior to Spring 2020 or have taught a CVC OEI aligned class, or completed training in the summer 2020 online training, or attained the @ONE online teaching certification— must engage the COOL/DE review process prior to the first day of instruction for their particular assignment(s). At LPC, engagement with the review process will mean either starting work on the Online Course Development Program (OCDP) by the first day of classes, with the goal of completing it during the spring semester, or, if the OCDP is not completed, completing a DE course review before the end of the Spring term. At Chabot, engagement with the review process will mean submitting the COOL Course Feedback Form, available on the COOL website; it is expected that the COOL review process will be completed by the end of the Spring term.

**C. Meetings on Zoom**

For Spring Semester 2022, the format for division and department meetings, town halls, shared governance meetings, and other larger size college-sponsored meetings, may include the capability for faculty to participate via Zoom, as practicable.

**D. Paid Sick Leave for PT Faculty**

Consistent with Education Code 44043.5, the FA and District agree to establish a catastrophic leave program for COVID-19 to ensure uninterrupted compensation and health benefits to adjunct unit members who have exhausted all accrued paid leave credits. Such a program will remain in effect through June 30, 2022 and is only available to vaccinated members or those who have been granted a medical or religious exemption.

**E. Remote Office Hours**

For Spring Semester, 2022, Full-time instructional faculty teaching or working 100% of their load online may conduct all their office hours remotely. Full-time instructional faculty teaching up to 20% of their load on campus shall conduct one (1) of their office hours on campus. Full-time instructional faculty teaching more than 20% of their load on campus shall conduct at least two (2) office hours on campus.

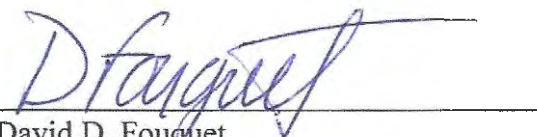
**F. On-Campus COVID-19 Vaccinations and Testing**


During Spring Semester, 2022, the District will provide regular COVID-19 vaccination and testing services on both campuses. It is understood that the testing services may be used to fulfill the regular testing requirement for unvaccinated faculty working on campus (*i.e.* with an approved exemption to the vaccine mandate).

**G. Changes in Public Health Conditions**

The District and FA agree to reconvene and negotiate over new or significantly changed working conditions with regard to the COVID-19 pandemic, including vaccination and social-distancing guidelines, stay-at-home orders, &c.

Signed and entered this 21<sup>st</sup> day of December, 2021

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

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