



SIDE LETTER

This SIDE LETTER is entered into by and between the Mt. San Antonio Community College District (District) and the Faculty Association. This SIDE LETTER shall not be deemed precedent setting and shall not be construed as an admission of any wrong-doing or liability by either party to this SIDE LETTER.

The intent of this Side Letter is to address compensation for training to transition to remote instruction for Summer 2020 and Fall 2020.

The District and Faculty Association have agreed as follows:

1. Faculty compensation for Fully Online by Mutual Agreement Readiness (FOMAR)
 - a. Faculty who have been scheduled for Summer 2020 or Fall 2020 shall be compensated \$250.00 one time for successfully completing four (4) hours of Academic Senate approved FOMAR training between April 27, 2020 and June 15, 2020, for Summer 2020 OR between April 27, 2020, and August 10, 2020, for Fall 2020. An exception to the timeline may be granted upon mutual agreement. This applies to all faculty including faculty who previously successfully completed SPOT training and/or Basics for Remote Instruction in Canvas ~~three (3) hours of Temporary Remote Instruction (TRI) training.~~
 - b. Faculty who have been scheduled for Summer 2020 or Fall 2020 and have ~~completed three (3) hours of TRI training and/or previously~~ successfully completed SPOT training or FOMAR Part 1: Canvas Basics or Academic Senate approved training equivalent shall be compensated \$125.00 for successfully completing two (2) hours of Academic Senate approved FOMA training between April 27, 2020, and June 15, 2020. An exception to the timeline may be granted upon mutual agreement.
 - c. The Library department and Counseling department*, in consultation with their deans, may propose comparable FOMAR training to the Academic Senate for approval. *Any option approved by the Academic Senate is available to all counseling faculty.
2. Faculty compensation for Skills and Pedagogy for Online Teaching (SPOT)
 - a. Faculty who have been scheduled for Summer 2020 or Fall 2020 shall be compensated \$500.00 one time for earning SPOT certification between March 19, 2020, and ~~August 10~~ June 15, 2020, for Summer 2020 OR between March 19, 2020, and August 10, 2020, for Fall 2020. An exception to the timeline may be granted upon mutual agreement. This applies only to faculty who have not previously successfully completed SPOT training.
 - b. Faculty who received a stipend (as detailed in 1a and 1b) for completing the FOMAR training, shall be additionally compensated for earning SPOT certification by August 10, 2020, for a ~~total maximum~~ compensation of \$500.00.

- c. Faculty who receive \$500 compensation for SPOT certification under the conditions of this Side Letter are not eligible to receive additional compensation outlined in Article 13.B.3. of the bargaining agreement.
 - d. The Library department and Counseling department*, in consultation with their deans, may propose comparable SPOT training to the Academic Senate for approval.
*Any option approved by the Academic Senate is available to all counseling faculty.
3. Faculty Reassigned Time for Distance Learning Coordination and SPOT and FOMAR Mentors
- a. The District and the Faculty Association agree that additional reassigned time is required for these positions. The amount of additional reassigned time will be mutually agreed upon.

ACCEPTED AND AGREED TO:


Joan Sholars (Apr 27, 2020)

Joan Sholars
President, Mt. San Antonio Faculty Association

Apr 27, 2020

Date

Karelyn Hoover
Karelyn Hoover (Apr 27, 2020)

Karelyn Hoover
Dean, Humanities & Social Sciences and Lead Negotiator
Mt. San Antonio College District

Apr 27, 2020

Date

- 5/14/20: Added 1.c and 2.c. Changed starting SPOT certification date from 4/27/20 to 3/19/20. Verbally approved by J. Sholars and K. Hoover
- 5/28/20: Added an "R" (Readiness) to "FOMA" throughout document; added Fall 2020 to intent language; clarified dates, compensation, and training in 1.a, 1.b, and 2.a.; clarified compensation in 2.b; and added 2.c. Verbally approved by Emily Woolery (J. Sholars' designee) and K. Hoover.