



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.

Intent: This Side Letter is to address compensation for training to transition to remote instruction for Winter 2021.

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 Winter 2021 and have not previously completed and received compensation for FOMAR training, shall be compensated \$250.00 one time for successfully completing four (4) hours of Academic Senate approved FOMAR training between August 11, 2020, and December 4, 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 or Basics for Remote Instruction in Canvas, **OR**
- b. Faculty who have been scheduled for Winter 2021 and have 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 FOMAR training between August 11, 2020, and December 4, 2020. An exception to the timeline may be granted upon mutual agreement.
- c. The Library and Counseling faculty, 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 Library and Counseling faculty.
- d. Adjunct faculty who complete FOMAR training will receive compensation if assigned a class in Winter 2021. Written acceptance by the adjunct faculty member of the department chair's offer for Winter 2021 assignment will be

considered as verification of acceptance of the offer.

2. Faculty compensation for Skills and Pedagogy for Online Teaching (SPOT)

- a. Faculty who have been scheduled for Winter 2021 shall be compensated \$500.00 one time for earning SPOT certification between August 11, 2020, and December 4, 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 December 4, 2020, for a 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 and Counseling faculty, 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 Library and Counseling faculty.

ACCEPTED AND AGREED TO:

Joan Sholars

Joan Sholars
President and Lead Negotiator, Faculty Association

Jul 30, 2020

Date

Karelyn Hoover

Karelyn Hoover
District Lead Negotiator, Mt San Antonio College

Jul 30, 2020

Date

Signature: 
Karelyn Hoover (Jul 30, 2020 10:04 PDT)

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