



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 spring and summer 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 spring or summer 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 by February 16, 2021 for spring 2021 or by June 14, 2021, for summer 2021. An exception to the timeline may be granted upon mutual agreement. **OR**
 - b. Faculty who have been scheduled for spring or summer 2021 and have successfully completed 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 by February 16, 2021 for spring 2021 or by June 14, 2021 for summer 2021. An exception to the timeline may be granted upon mutual agreement.
 - c. Library and Counseling faculty who have been scheduled for spring or summer 2021 and who have not previously completed and received compensation for FOMAR equivalent training, may substitute training which has been previously approved by the Academic Senate as FOMAR equivalent, and shall be compensated \$250.00 one time. FOMAR equivalent training shall be completed by February 16, 2021 for spring 2021 or by June 14, 2021 for summer 2021. An exception to the timeline may be granted upon mutual agreement.
 - d. Adjunct faculty will complete FOMAR training and receive compensation, as outlined above, if scheduled for a class in spring or summer 2021. Written acceptance by the adjunct faculty member of the department chair's offer for spring or summer 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 spring or summer 2021 shall be compensated \$500.00 one time for earning SPOT certification before February 16, 2021 for spring 2021 or

June 14, 2021, for summer 2021. 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 June 14, 2021, for a maximum total 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.

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 (Jan 5, 2021 10:34 PST)

Joan Sholars
President and Lead Negotiator, Faculty Association


Karelyn Hoover (Jan 5, 2021 10:45 PST)

Karelyn Hoover
District Lead Negotiator, Mt San Antonio College

Jan 5, 2021

Date

Jan 5, 2021

Date