

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

August 10, 2020

The following is an update/addendum to the CLPCCD / FA MOU dated April 16, 2020.

**Articles 14, 15 and 18 – Faculty Peer Evaluations**

See modifications below

**Evaluations for Contract (Untenured) Faculty (Article 14)**

No change to Contract (Untenured) Faculty. See i. of MOU dated April 16, 2020.

**Evaluations for Regular (Tenured) Faculty (Article 15)**

All Regular Faculty evaluations that have not been completed per the regular evaluation cycle under Article 15D & 15D.1 of the CBA for Academic Year 2019-20 as of March 12, 2020 shall be deferred until Spring or Fall Semester 2021. It is understood that the regular evaluation cycle is held in abeyance for one (1) year, and that evaluations due in Academic Year 2020-21, and subsequent years, will be impacted accordingly. This shall include visit/observations (Article 15F.2.a) and student/client surveys (Article 15F.2.b).

**Evaluations for Part-Time Faculty (Article 18)**

Evaluations for Part-Time Faculty as identified below:

1. Newly hired CLPCCD Part-Time Faculty, who have not had an initial evaluation, and whose service commenced in Spring Semester, 2020 or earlier, will be evaluated by Fall Semester, 2020, pursuant to the CBA. Newly hired CLPCCD Part-Time Faculty whose service commenced in Summer or Fall, 2020, will be evaluated by Spring Semester, 2021. The evaluations under this provision shall include visit/observations (Article 18I.2) and student/client surveys (Article 18I.4).
2. All Part-Time Faculty members specifically hired to teach an on-line course shall be evaluated pursuant to the CBA.
3. Part-Time Faculty members who have received an evaluation summarized as Needs Improvement or Unsatisfactory shall continue to be evaluated under Article 18I.2 of the CBA.
4. For existing Part-Time Faculty in good standing, the cycle of regular evaluations will re-commence in Spring Semester, 2021.

No part-time evaluation that was scheduled for Spring or Fall Semester 2020 will impact the Seniority List until it is formally completed and signed. No part-time evaluation that was scheduled for Spring or Fall Semester 2020 will impact the Seniority List unless it was a follow-up to a prior Needs Improvement or Unsatisfactory evaluation. All other evaluations will be formally completed and signed per the above.

Signed and entered this 10<sup>th</sup> day of August, 2020

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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