

Greetings Faculty Colleagues!

Attached, please find two recent MoUs for which we have reached tentative agreement with the District.

The first, Re: our CNA and ADN programs, is being sent as a courtesy so our Faculty colleagues know what is going on. The District had to do some heavy lifting to get approval to offer, on a limited basis, some on-campus instruction (labs) in our CNA and ADN programs. Happily, this will serve as a framework for future labs which may be allowed to be conducted on campus.

The second MoU Re: Fall, is being sent for your review and comments. This spells out a framework for how Fall classes will be conducted and how Contract (non-tenured) Faculty will be evaluated. These are little new in terms of how instruction is to be carried out. We are 100% online, for now. On the evaluation front, our not-yet-tenured colleagues will be evaluated based primarily on their Professional Growth reports. There will be the option of adding other evaluation elements (e.g. lecture observations, student evaluations), but it will be at the discretion of the evaluatee and his/her Team. For those Faculty in their final year pre-tenure, there must be at least one additional element to the evaluation: student evaluations and/or lecture observation (meaning one or the other, or both) at the discretion of the evaluatee and his/her Team.

Please see the attached MoU for specific language and please DO reach out if you have questions or concerns.

In addition to the aforementioned MoUs, we have been hard at work negotiating a successor Agreement to replace our existing contract. Our key areas of concern have been: 1) seeing to it salary and benefits are protected and that no one experiences a reduction in pay during this unprecedented time of public health emergency, and 2) protecting our rights regarding assignment of classes and making some adjustment to how Counseling assignments are constructed. There are numerous details from which I will spare you, for now. I am happy to report that we have been making progress. Both the Association and the District have made movement from their initial positions in the spirit of compromise and a genuine focus on problem solving.

Our existing Contract is set to expire December 31, 2020. I am confident we will have new Agreement before then. I will provide full details at that time.

My thanks go out to Association President Dave Ryba and our Team members, Senya Lubisich, Stephanie Yee, Rafael Herrera, and Robin Devitt (CTA). And a huge thanks to our now past-president Terry Miles for his continued counsel and support.

Take care, one and all. I am sure you are, like me, looking forward to making the most of our new normality and in supporting our students as they pursue their educational and career goals.

Sincerely,

-Dave Brown
Instructor, Automotive Technology
Citrus College
Glendora, California

Bargaining Chair, Citrus College Faculty Association