

**Memorandum of Understanding  
Fall 2020 Semester CNA, RDN and ADN Lab Classes**

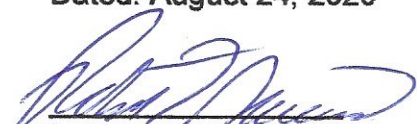
This memorandum of understanding ("MOU") is between the Citrus College Faculty Association ("Association") and the Citrus Community College District ("District"). As a result of the COVID-19 pandemic and in furtherance of public health concerns and needs, particularly as set forth in the Governor's Emergency Declaration (Executive Order N-35-20), the District may not offer on-campus instruction. However, also consistent with the state and county directives, the District may conduct on-campus instruction related to programs designed to train students for employment in occupations deemed to be part of the essential work force.

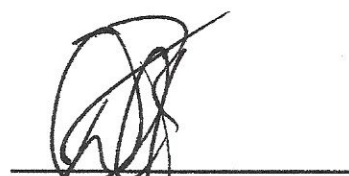
Consistent with state and county directives, the District has determined to permit certain lab classes in the program areas of RDN, CNA and ADN to be held on campus during the fall 2020 semester. The labs are staggered throughout the first 8 weeks and second 8 weeks of the semester. A detailed plan for each lab is attached.

For faculty teaching an on-campus lab in any of the above disciplines that is a make-up lab for students who received an IP grade for the Spring 2020 semester or Summer 2020 intersession, compensation will be based on the Administrative Leadership rate found in Appendix P of the collective bargaining agreement which is currently \$61.16 per hour.

Additional compensation will be provided to faculty members assigned to teach these labs for two (2) hours per day for class preparation at the rate of \$61.16 per hour for each day the class meets. This rate is derived from the General salary rate provided under Appendix P of the collective bargaining agreement.

Dated: August 24, 2020

  
For the District

  
For the Association