

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into this 7th day of Sept., 2016 by and among the Maricopa County Community Colleges District (MCCCD) and the Faculty Association (Faculty), hereafter referred to jointly as "the parties."

Background

As of the Friday before the Fall 2016 semester, there were approximately 400 students enrolled in 16 unstaffed sections of ENG at Estrella Mountain Community College (EMCC). The majority of the classes started on Monday, August 22 or Tuesday, August 23, 2016. EMCC Faculty Senate President reported that most of the unstaffed sections were created by the resignation of multiple English adjunct faculty late in the week of August 15, 2016.

Though she has been working with her Dean, EMCC HR, and her Division Secretary, the Division Chairperson for Arts and Composition was unsuccessful in her attempts to staff these classes.

EMCC has an established process for OYO/OSO requests and had determined to hire an OYO in Biology and an OSO in Chemistry, as described in RFP 4.12.1.6. (language below). These positions were hired prior to the resignation of the English adjunct faculty.

In order to staff most of the ENG sections referenced previously, EMCC requested a one-time exception to RFP 4.12.1.6 to hire three additional OSO ENG faculty to allow the college to address the majority of the unstaffed ENG classes.

Once the classes are staffed, the Dean of Instruction and the Division Chair will meet to discuss the implementation of timely staffing strategies, as well as the gravity of this situation and the possible ramifications as per the RFP for the Division Chair if this situation occurs in the future.

The Vice President of Learning will work with the College President this academic year to support an additional permanent Residential English Faculty line through the college faculty staffing process.

Thus, the parties enter into an agreement that Estrella Mountain may exceed the OYO/OSO limit described in RFP 4.12.1.6. for the Fall 2016 semester only and will remain in full force and effect until December 30, 2016 or until modified or terminated by a written document signed by both parties, whichever occurs first. This MOU can be extended past December 30, 2016 by written agreement signed by all parties.

4.12. One-Year-Only (OYO) and One-Semester-Only (OSO) Faculty

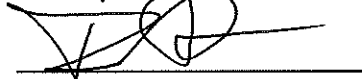
4.12.1. Hiring Practices for OYO/OSO Faculty

4.12.1.6.

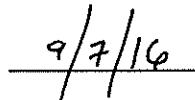
Exceptions may be made with the authorization of the College President or designee in consultation with the Faculty Senate President or designee. If the Faculty Senate

President or designee is unavailable for consultation, the College President will notify the Faculty Senate President of the decision and rationale. The number of OYO/OSO faculty at the college permitted under Section 4.12.1.6. will not exceed 2% of the total number of filled Residential Faculty positions or two (2) positions, whichever is greater, at any time during the academic year. In calculating the permissible number of OYO/OSO positions, standard rounding rules will apply. After six (6) consecutive semesters for the same assignment at the same college have been completed, and if the position is to be continued as a full-time position, the college will post and fill a Residential Faculty position. If the college decides to not post and fill a Residential Faculty position, the college may use adjunct faculty to address the need. Any extension beyond the six (6) consecutive semester limitation must be approved by the Vice Chancellor for Human Resources.

Faculty Association President

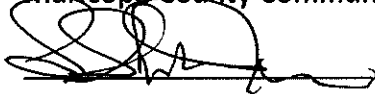


Robert Soza

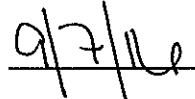


Date

Maricopa County Community College District



Lacoya Shelton-Johnson



Date