

AGREEMENT

between the

COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT (DISTRICT)

and the

COLLEGE OF THE SEQUOIAS TEACHERS' ASSOCIATION (COSTA)

regarding

(COVID-19)

(AUGUST 25, 2020)

Facts

1. Sequoias Community College District ("District") and the College of the Sequoias Teachers' Association ("COSTA") are parties to a collective bargaining agreement defining the terms and conditions of employment relating to full-time faculty members.
2. In response to the COVID-19 Pandemic, after consultation with COSTA leadership, on March 19, 2020, the District began operating remotely with only essential services being performed on District campuses. This operating mode has been extended to fall 2020 and may continue into spring 2021.

Agreement

In an effort to work together to serve COS students and the community during this difficult, yet temporary situation, the District and COSTA agree to the following:

1. The District agrees to continue to make decisions collectively with COSTA leadership to minimize the impact on the working conditions of COSTA bargaining unit members.
2. Absent further agreement, both parties agree to return to the contractual status quo that existed prior to the COVID -19 crisis no later than the end of the spring 2021 term, or sooner if campus closures are discontinued before then.
3. Both parties agree to continue negotiations on items covered under the 2020-21 Tentative Agreement.
4. Finally, any/all workload and policy changes enacted as necessity in this emergency are not precedent setting.

In conclusion, the parties further agree to meet as soon as possible if any dispute arises as a result of this Agreement.

Dated: August 25 2020

For the Association:

David Hurst

David Hurst, COSTA President

For the District:

John Bratsch

John Bratsch (Dean, HR/Legal Affairs)