**Agreement**

**between the**

**Sequoias Community College District (District)**

**and the**

**College of the Sequoias Teachers’ Association (COSTA)**

**Online Instruction -- Synchronous vs. Asynchronous (Fall 2021 Semester)**

**Facts**

1. The 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. As the COVID-19 pandemic has continued to disrupt normal operations, a recent issue has surfaced regarding online instruction – specifically synchronous vs. asynchronous – during the fall 2021 semester.

**Agreement**

On January 15, 2021, the District and COSTA agreed to the following regarding this issue:

1. During the scheduling process for the fall 2021 semester, full-time faculty who choose to teach a face-to-face class understand the class will meet with students face-to-face during the fall 2021 semester. However, the District understands the importance of the health and well-being of its staff and will follow any/all safety protocols and revert to online instruction, if recommended by local health officials.
2. During the scheduling process for the fall 2021 semester, full-time faculty who chose an online class will have the opportunity to request (with justification) the class modality change from asynchronous to synchronous. However, such requests will be limited and must be made early within the class scheduling process. Seniority, scheduling conflicts, excessive number of sections offered in the same modality, etc. will be factors in the administration’s decision as to whether to grant such a request.
3. As registration starts, the District will review the enrollment, and reserves the right to cancel online classes and add face-to-face classes based on low enrollment.
4. The above agreement shall not create a precedent nor a binding impact for either party in the future.

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

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John Bratsch Dated

Dean, Human Resources/Legal Affairs

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David Hurst Dated

COSTA President