**Agreement**

**between the**

**Sequoias Community College District (District)**

**and the**

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

**Regarding Cancelled Classes/Reassigned Time**

**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. Due to the ongoing pandemic, enrollment numbers are significantly down at the District for the spring 2021 semester,
3. Resulting from this low enrollment, four, full-time faculty members (Robert Vasquez, Chaumonde Porterfield, Joshua Geist, and Brian Johnson) had their class(es) cancelled for the spring 2021 semester and, thus, were not able to reach their minimum, full-time workload for the 2020-21 academic year. (Ordinarily, a full-time faculty member have the ability to bump an adjunct faculty member to reach his/her load, but this year, this option is not available – again, due to low enrollment at the District).

**Agreement**

To ensure the four, affected full-time, faculty members reach their minimum full-time workload for the 2020-2021 academic year, the District and COSTA hereby agree to the following:

1. For the spring 2021 semester, each above named full-time faculty member shall receive .2 release time (out of District discretionary reassigned time as defined by COSTA Master Agreement §9.2.3.14) to complete “special projects.”
   1. The affected faculty member shall work with his/her Dean and Division Chair, to establish a “special project.”
   2. An agreed upon “special project” proposal shall be submitted to the Vice-President, Academic Services for final approval by February 26, 2021. COSTA shall be copied on the special project proposal as well.
   3. If a special project cannot be agreed upon or is not approved by the Vice-President, Academic Affairs by March 5, 2021, the District shall meet immediately with COSTA representatives to negotiate an acceptable resolution.

1. 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