

## COVID-19 VIRTUAL ALTERNATIVE LEARNING PLAN AGREEMENT

This document records the following agreements made between South Puget Sound Community College and the South Puget Sound Federation of Teachers, A.F.T. Local 4603, regarding changes to faculty duties and expectations as a result of the public health response to the coronavirus COVID-19.

This temporary agreement will be effective starting January 3, 2022 and continue through the completion spring quarter June 2023 unless cancelled, extended, or amended within that period. With recognition that conditions are changing day to day and that some individual faculty duties and expectations may require case-by-case review and flexibility by both parties, the following have been agreed upon for this period:

1. The Center for Teaching and Online Learning staff will be available to assist faculty in planning and implementing high engagement learning strategies and assessments appropriate for the modality of teaching.
2. Taskforces, Committees and PRC and TEC committees will meet in the modality suited to ensure everyone's safety and based upon guidelines from the Center for Disease Control and local college practices during the quarter.
3. Courses with class caps above 30 students will remain reduced to 30 if the course is designated for online teaching for the quarter. Any faculty with more than 30 students enrolled in an online class per class after the 10th day of instruction will be compensated at the per student rate for each student over 30.
  - a. This holds true for both online and virtual hybrid courses
4. If a full-time faculty member is required to convert her/his/their class from fully in-person to fully online (this includes hybrid-virtual conversions) the following will hold for the academic year (July-June);
  - a. The initial transition during a quarter to online instruction will occur with no additional compensation to affected faculty. In making the change to remote learning, the faculty will work with their dean to decide the appropriate online modality to serve the course and student needs.
  - b. In the event that circumstances warrant a return to in-person instruction during the same quarter, faculty mandated by the College to transition delivery modality back to in-person, will be compensated at the rate of 0.5 service unit or its monetary equivalent (\$467.50) for that transition. In the event of additional modality transitions during a single quarter, each additional transition (in-person to online or online to in-person) will be compensated with ½ service unit or monetary equivalent (\$467.50).
    - i. Full-time faculty who currently have a 3 SU assignment will receive no compensation for the first two modality transitions beyond the initial transition.

- ii.** Full-time faculty who currently have a 3.5 SU assignment will receive no compensation for the first modality transition beyond the initial transition.
  - iii.** Full-time faculty who currently have a 4 SU assignment and adjunct faculty will receive \$467.50 for each transition beyond the initial transition
- 5. Adjunct workload protection. Where adjunct workloads need to be reduced, the administration's intention is to make those reductions as soon as possible to allow for unemployment filing prior to the quarter start.

Revised @ LMCC 2/16/2022