



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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SAN LUIS OBISPO COMMUNITY COLLEGE DISTRICT

TENTATIVE AGREEMENT

November 20, 2024

Pending CCFT Ratification and Board of Trustees Approval

The San Luis Obispo County Community College District and the Cuesta College Federation of Teachers have completed negotiations of Article 5.10, Online Instruction for the 2025-2026 and 2026-2027 academic years. The following article sections will be amended as follows:

Online Instruction

5.10 Online education (also known as Distance Education (DE) courses are delivered using the campus-supported learning management system. Online education is defined in Administrative Procedure 4105. The definition of Online Education shall be in accordance with Title 5 California Code of Regulations.

5.10.1 The determination of which courses in the curriculum that may be offered in the online format will require separate approval. The review and approval of new and existing distance education courses shall follow the curriculum approval procedures outlined in Administrative Procedure 4020, Program, Curriculum, and Course Development. Courses may be approved to be offered in fully online, hybrid and blended modalities. Additionally, courses may be approved to be offered fully online with mutual agreement (FOMA). Courses approved to be offered in the Online format shall be in accordance with the Title 5 California Code of Regulations.

5.10.2 All online instructors, prior to their first distance education assignment, shall complete training or demonstrate proficiency in basic technology skills and online pedagogical skills (course design, student interaction/authentication, student assessment and accessibility) in order to assure that online course quality translates into student success. The Distance Education Coordinators and/or OEI certified trainers will make recommendations to the Dean or designee for faculty who meet the requirements in accordance to Administrative Procedure 4105

5.10.3 Training for eligible faculty as defined in 5.11, must be pre-approved by the Dean, and shall be compensated either via the unit member's professional development obligation or at the unit member's rate of pay on the Ancillary Salary Schedule (Appendix B-4), at the option of the unit member. Any training used for



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salary schedule column advancement cannot be compensated by the District. Additional and subsequent training is encouraged and considered professional development and may be counted as FLEX Credit (see 5.6.5-5.6.9).

5.10.4 Becoming qualified to teach online courses does not require a faculty member to accept assignment to teach an online course.

5.10.5 Regular, tenure-track, and temporary faculty will have all courses evaluated on a rotating cycle per Article 7.2. Regular and tenure-track faculty teaching more than one Online Education (DE) or Hybrid course must have at least one (1) of their online courses evaluated as part of every evaluation cycle on a rotating basis. Regular, tenure-track and temporary faculty teaching one DE/Hybrid course will have that course evaluated at least every other evaluation cycle.

5.10.6 The appropriate Dean and Assistant Superintendent/Vice President of Instruction may require courses to be scheduled as in-person or hybrid to meet student demand. Loads of 50% or more Online Education (fully online) are not guaranteed and are at the discretion of Dean and Assistant Superintendent/Vice President of Instruction.

ACCEPTED AND AGREED TO:

Michael D Mogull

Dec 3, 2024

Michael Mogull
Chief Negotiator

Date

CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

Melissa Richerson

Dec 3, 2024

Melissa Richerson
Vice President Human Resources & Labor Relations
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

Date