

**LBCCD-LBCCFA**  
**Memorandum of Understanding**  
**Addendum to March 16 & March 17 Memorandums of Understanding**  
**COVID-19 Emergency Crises**

This following Memorandum of Understanding (“Agreement”) is made by and between the Long Beach Community College District (“District”) and the Long Beach City College Faculty Association (“LBCCFA”). Where appropriate, the District and LBCCFA will collectively be referred to as the “parties.” This Memorandum of Understanding shall serve as an addendum to the Memorandums of Understanding reached between the parties on March 16, 2020 and March 17, 2020.

NOW, THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement, and for other good and valuable considerations, the Parties agree as follows:

**TERMS**

1. **Courses/Assignments Suspended and/or Unable to be Fulfilled via the Transition to a Temporary Remote Format Mid-Assignment:** Due to the COVID-19 emergency response, transition to a temporary remote format, and campus closure beginning March 17, 2020, in the event a bargaining unit member’s spring 2020 term course/assignment was either suspended and/or unable to be fulfilled via the transition to a temporary remote format mid-assignment, the bargaining unit member will continue to be compensated at their full salary, including overload. In such cases, Article 11, Section 11.2.4, shall be waived and the affected bargaining unit member will not be required to make up the underload or apply load banked units to the underload. The terms of this MOU do not apply to faculty who may have been under load not related to classes that were either cancelled or suspended due to the District’s COVID-19 emergency response.
2. **Extended Term:** Should the District choose to extend the spring 2020 term of any courses/assignments up to June 30, 2020, in accordance with California Community College Chancellor’s Office Executive Order, 2020-02, issued March 27, 2020:
  - a. **Courses/Assignments Suspended Mid-Assignment and Identified for Extended Term:**
    - i. In the event a bargaining unit member’s spring 2020 term course/assignment was suspended mid-assignment and identified for extended term, beyond June 4, 2020, the last day of the current semester calendar, regardless of whether the bargaining unit member is available or not to continue working through the extended term, the bargaining unit member will continue to be compensated at their full salary, including overload. In such cases, Article 11, Section 11.2.4, shall be waived and the affected bargaining unit member will not be required to make up the underload or apply load banked units to the underload.
    - ii. Additionally, bargaining unit members currently assigned these courses/assignments shall have preference to voluntarily continue in those assignments through the end of the extended term. Such assignment shall be compensated at the hourly rate of pay, Schedule 5A.

