

Memorandum of Understanding Between
Antelope Valley College Federation of Teachers (AVCFT)
And
Antelope Valley Community College District (DISTRICT)

This Side Letter is made as of the 9th day of December 2024 by and between the Antelope Valley College Federation of Teachers (“AVCFT”) and Antelope Valley Community College District (“DISTRICT”), collectively known as the “PARTIES” and is in relation to Article X: Faculty Assignment regarding a temporary modification to section 8.0 *Duty Days of Unit Members and Faculty Professional Development (FPD) requirements* and section 8.5 *FPD Requirements* of the Collective Bargaining Agreement (CBA) between the Parties.

WHEREAS, the Parties recognize the impact that AB 928 and AB 1111 have on some programs/degrees at the District requiring curricular changes/modifications.

WHEREAS, the Parties agree that fulltime faculty who participate in the conversion/modification of programs are eligible for up-to-three (3) hours of FPD for each program/degree worked on up to a maximum of twelve (12) hours for the 2024-2025 academic year.

NOW, THEREFORE, IT IS AGREED AS FOLLOWS (modifications are highlighted in yellow):

The CBA states:

8.0 Duty Days of Unit Members and Faculty Professional Development (FPD) requirements

8.1 Ten-month pay unit members shall have 175-177 work-days (academic calendar). Ten (10) of these workdays shall be FPD days and shall be completed in accordance with the guidelines set by the FPD committee.

8.2 Eleven-month pay unit members shall have 195-197 work-days (20 days beyond the academic calendar.) Ten (10) of these workdays shall be FPD days and shall be completed in accordance with the guidelines set by the FPD committee.

8.3 Twelve-month pay unit members shall have 222-224 workdays. Ten (10) of these workdays shall be completed in accordance with the guidelines set by the FPD committee.

8.4 The number of duty days for unit members employed on an 11 month or 12 month contract cannot be modified without negotiation.

8.5 FPD Requirements

8.5.1 Classes exempt from FPD obligation:

Classes that are not weekly census classes do not include a FPD obligation as the baseline number of instructional hours is not reduced through scheduling. Classes typically exempt from FPD obligations are summer session and intersession classes and all classes held during fall/spring semester that do not meet for the full term.

8.5.2 Faculty on 12-month contracts: Faculty on 12 month contracts, like all other full-time faculty, account for ten (10) of their contractual workdays by fulfilling their FPD obligation. They must, therefore, be released from regular duties for ten (10) of their scheduled workdays. These days may be but are not required to be the days scheduled as FPD days on the AVC Academic Calendar. The faculty member and supervisor shall designate which work days shall be ten (10) FPD days in the process of setting up the unit member's work schedule for the session/term.

8.5.3 The Parties agree that the fulltime faculty who participate in the conversion/modification of programs/degrees in accordance with AB 928 and/or AB 1111 are eligible to for up-to-three (3) hours of FPD for each program/degree worked on up to a maximum of twelve (12) hours.

8.5.4. In order for fulltime faculty to receive FPD credit for work in accordance with AB 928 and AB 1111, faculty must complete the attached *Fulltime Faculty AB 1111 and AB 928 FPD Hours Tracking Form for 2024-2025* and submit the completed and signed form in accordance with the directives on the form.

Entire Agreement: This Agreement repeals and replaces the MOU signed by the PARTIES on August 20, 2024, is non-precedent setting, and constitutes the entire agreement and understanding between the PARTIES. There are no other oral understandings, terms, or conditions.

Execution: This Agreement may be executed in one or more counterparts, including by signature pages delivered in electronic format, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.



Dr. Lauren Elan Helsper
AVCCD Lead Negotiator



Dr. Scott Lee
AVCFT Lead Negotiator



Dr. Jennifer Zellet
Superintendent/President



Fulltime Faculty AB 1111 and AB 928 FPD Hours Tracking Form for 2024-2025

As a result of the course and degree modifications that need to occur in accordance with AB 1111 and AB 928, the District and Federation, in consultation with the Senate, agree to allocate up-to twelve (12) hours of the fulltime faculty FPD requirement for ensuring compliance with the regulations. Faculty who participate in the conversion/modification of programs are eligible for up-to three (3) hours of FPD for each program/degree worked on up to a maximum of twelve (12) hours for the 2024-2025 academic year. In order for a faculty member to receive FPD credit for the hours, they must track their hours and work, obtain the requisite signatures, and submit this document to the Senate Coordinator, Darlene O’Keeffe at darlene.okeeffe@avc.edu, or it can be placed in the Academic Senate mailbox.

In order to receive FPD credit, faculty must *also* enter their time in the Vision Resource Center as an “external event.” Once the Senate Coordinator receives the completed form then your external event will be marked “completed” and you will receive the FPD credit.

Faculty Member Name: _____

PLEASE WRITE LEGIBLY

Date of Work	Hours Worked	Program/Degree Title <small>(AA, ADT, etc.)</small>	Task(s) Completed <small>(ex. Meeting with AP&P curriculum rep, meeting with curriculum chair, attending Tech Review Committee meeting, attending AP&P, meeting with faculty in area, entering changes in eLumen, etc.)</small>

(Attach additional form as need)

By signing this form, I confirm that I have completed the work listed above.

Faculty Member Signature

Date _____

AP&P Curriculum Representative or Department Chair Signature

Date _____

Dean Signature

Date _____










FPD Mou for signature

Final Audit Report

2024-12-10

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