

Article 6A

MEMORANDUM OF UNDERSTANDING
BETWEEN
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT
AND
FOOTHILL DE-ANZA FACULTY ASSOCIATION

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District (“District”) and the Foothill-De Anza Faculty Association (“FA”).

The District and FA wish to modify the evaluation requirements stated in Article 6A – Probationary Faculty to recognize the rapid change to delivery of instruction and student services due to the COVID19 pandemic.

The parties agree to the modifications to the Tenure Review process listed below. The modifications only apply to evaluations and timelines during Spring 2020, Fall 2020, and Winter 2021.

Probationary faculty (new hires) entering Phase I in Fall 2020

The timeline for Probationary evaluations is extended one week, i.e. they can occur in Weeks 4-8 of Fall 2020. The two student evaluations will remain in Weeks 6-9.

Probationary faculty (Year 1) entering Phase II in Spring 2020

The required number of probationary evaluations (J1) shall be reduced from five to three, and the number of student evaluations (J2) from four to two, all to be completed in Fall 2020. No evaluations will occur in Spring 2020 because none of the current Year 1 probationary faculty had online assignments planned in Spring before the COVID19 pandemic. In Fall 2020, the three probationary evaluations will be completed by the dean, one faculty member from the division, and the at-large member of the committee.

Probationary faculty (Year 2) entering Phase III in Spring 2020

No evaluative activities will occur in Spring 2020. The three required probationary evaluations (J1) will be completed between Fall 2020 and Fall 2021 inclusive, with at least one in Spring 2021.

The total number of student evaluations (J2) required during Phase III is reduced from five (5) to four (4), with at least one in each quarter between Fall 2020 and Fall 2021 inclusive, unless the Phase III plan included a student evaluation of an online class in Spring 2020, in which case the number of required student evaluations shall remain at five (5).

Probationary faculty (Year 3) continuing Phase III in Spring 2020

The total number of student evaluations (J2) required during Phase III is reduced from five (5) to four (4), unless the Phase III plan included a student evaluation of an online class in Spring 2020, in which case the number of required student evaluations shall remain at five (5).


The parties also agree that the requirement for an evaluation (J1) in Spring 2020 be moved to Fall 2020, unless the existing Phase III plan includes an evaluation of an online class for Spring 2020, in which case the Spring 2020 evaluation shall proceed as scheduled.

Due Process complaint timeline for Year 4 Probationary faculty

For Year 4 Probationary faculty, the parties agree to move the Due Process complaint deadline

from Week 4 of Fall quarter to Week 9 of Fall quarter. The parties also agree to move the Due Process Panel meeting normally scheduled in Week 9 to Week 10 of Fall quarter.

May 27, 2020



Foothill-De Anza Community College District



Foothill-De Anza Faculty Association