

ATTACHMENT VIII

(Memorandum of Understanding to include SLOs in
evaluation)

**MEMORANDUM OF UNDERSTANDING
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
And
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER CTA/NEA**

This Memorandum of Understanding is made and entered into this 30th day of January, 2013 between the **SAN BERNARDINO COMMUNITY COLLEGE DISTRICT**, San Bernardino County, California, hereinafter referred to as the "District" and **SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER CTA/NEA**, hereinafter referred to as the "ASSOCIATION."

WHEREAS, the District and the Association acknowledge the fact that the college has received recommendations from the Accrediting Commission of Community and Junior Colleges (ACCJC) regarding Student Learning Outcomes (herein SLOs); and

WHEREAS, the Association is not interested in harming the accreditation standing of the District or the colleges: and

WHEREAS, the Community College Association/CTA-NEA has agreed to the following processes:

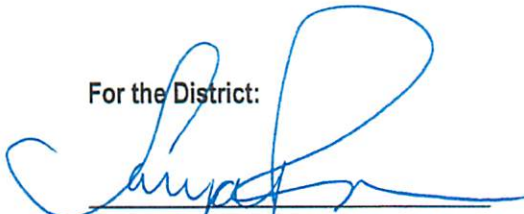
It is hereby **AGREED** that:

1. The District will compensate each full time faculty member ten (10) hours per year, to be added into the current salary schedule, at the non-instructional rate for work on Student Learning Outcomes. This compensation covers all faculty work in regards to the development and assessment of Student Learning Outcomes, PLOs and ILOs. The SLO process consists of the following:
 - a. Writing and revising learning outcomes
 - b. Choosing a method to measure the learning outcomes
 - c. Setting a numerical target for outcome results
 - d. Assessment of the learning outcomes
 - e. Participating in departmental meetings
 - f. Documenting the results of the cycle
2. All adjunct faculty will be compensated .5 hours per unit, per semester at the non-instructional rate for choosing an assessment method, setting a numerical target for outcome results, assessing a minimum of two SLOs and documenting the results.
3. Any adjunct faculty that agrees to write or rewrites SLOs will be compensated for three (3) hours at the non-instructional rate for each set of class SLOs written, with a minimum of two (2) SLOs per class.
4. Adjunct faculty shall receive compensation for two (2) hours per semester at the non-instructional rate for the purpose of attending meetings related to the participation in the SLO training and/or discussions regarding assessment results with the approval by the Division Dean and/or the Vice President.

5. The Association agrees to have the full time faculty compensation begin when the current California fiscal crises stabilizes. Compensation shall be implemented when the District is no longer drawing upon its reserves to maintain the general budget of the district and colleges.
6. The District shall provide training in the SLO process to all interested full time faculty, which may be offered during campus in-service day(s) or voluntarily during on campus flex-day(s).
7. A self-reflection statement in regards to the development and assessment of SLOs shall be included in the evaluation. Furthermore, the evaluator and faculty member may voluntarily discuss the SLO process and how it was used in the improvement of instruction.

This Agreement made and entered into this 30th day of January 2013.

For the District:



Tanya Rogers, Interim Vice Chancellor
Human Resources & Employee Relations

For the Association



Ed Gomez, SBCCDTA President