

FUSA COVID-19 Memorandum of Understanding 2020-2021

The United Faculty of Florida and the Hillsborough Community College District Board of Trustees are committed to maintaining a productive and efficient operation of the College in a safe and healthy environment. The purpose of this Memorandum of Understanding (MOU) is to implement recommendations of the World Health Organization, United States Centers for Disease Control, and other measures to support the public health of the College, the State of Florida, the United States of America, and the international community. Except as specifically provided below, the terms and conditions outlined in this MOU shall supersede any other College practice or policy through the Summer 2021 term only. In the event of a conflict, this MOU will govern over the current FUSA Agreement.

In light of the College's response to the COVID-19 epidemic in Spring term 2020, the College Administration and FUSA agree to the following:

1. For cases where the supervising Deans are unable to conduct the formal observations of a faculty member for academic year 2019-2020 and 2020-2021, per Article 9.1.B.3.b. of the HCC-FUSA Agreement, the faculty member's observation shall be excused.
2. Exceptions shall be granted for Articles 8.1.D.c. and 8.1.D.d. allowing for the continued appointment for an additional year for full-time temporary faculty:
 - 8.1.D.c: No faculty member will be appointed in this classification for more than two consecutive academic years or major terms thereof.
 - 8.1.D.d: No full-time temporary (non-grant funded) faculty member will serve more than one year without being selected through the screening process.
3. In the event that a faculty member is unable to complete the category of Community Service for 2020-2021, due to limitations imposed by COVID-19, the faculty member must indicate as such on their 2020-2021 End of Year (EOY) Verification and provide written rationale that is approved by both the Dean and the Vice President for Academic Affairs. The EOY form, rationale and approval would be included in the tenure, post-tenure or rank portfolio.
4. Faculty members borrowing a course (with permission from course creator) shall note in the online course application form, the course name, creator, borrower, duration, and any other parameters the creator stipulates.
5. The 60-point faculty load requirement for face-to-face instruction may be waived by the faculty member's dean based on course scheduling needs through August 12, 2021.
6. Through August 12, 2021, faculty may conduct the entirety of their posted office hours remotely, provided the hours are synchronous and they are available for interactive engagement (e.g., using synchronous tools such as Teams, chat, phone).
7. Accepting a course from another campus will obligate the faculty member to use the textbooks and instructional materials that have been previously adopted for the specific section.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their duty authorized representatives on this _____ day of _____, 2020

HILLSBOROUGH COMMUNITY COLLEGE

Chairman, Board of Trustees

President

FACULTY UNITED SERVICE ASSOCIATION – UNITED FACULTY OF FLORIDA

President

Chief Negotiator