

**Memorandum of Understanding
between
El Camino Community College District
and
El Camino College Federation of Teachers
March 25, 2021**

**Lecture/Lab Parity,
Article 8, Section 5 and Appendix B, Teaching Load**

This Memorandum of Understanding (MOU) pertains to implementing Article 8, Section 5 and Appendix B related to lecture/lab parity and approved extensive lab classes commencing Fall semester 2021. It is hereby agreed between the parties as follows:

1. Effective Fall semester, 2021, all of the extensive lab sections identified on **Attachment A** shall also be entitled to load and overload on parity with lecture courses. As a result of this designation, the formula for extensive load for full-time instructors shall be calculated as follows:

$$\frac{\text{hrs. lecture}}{15} + \frac{\text{hrs. extensive lab}}{15} + \frac{\text{hrs. lab}}{20} \times (100\%) = \% \text{ load}$$

Example: for illustration purposes the hourly rate is for Fall 2021, \$69.28 per hour if an instructor were assigned a load of 125% made up of 9 lecture hours, 9 lab hours, and 3 extensive lab hours.

Overload: $(9 \text{ lec} + 3 \text{ xlab})/15 + 9 \text{ lab}/20 \times 100 = 125\%$

Overload pay: $(4 \times \$69.28 \times 25 \times 21)/125 = \1164

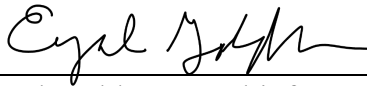
Other examples are provided in proposed update to the Agreement, Appendix B, see **Attachment C**.

Attachment C provides the updated Agreement language and load formulas with respect to “extensive laboratory” (Article 8, Section 5, Instructor Teaching Load, (b), (iii), see page 28).

2. Hours for any labs without the “extensive” designation shall continue to be loaded as “labs” without the “extensive” designation, i.e., hrs. lab / 20 or 21 or 22 (see page 167 and 168).
3. Part-time instructors (adjunct faculty) assigned to teach an extensive lab class shall be compensated in accordance with Article 10, Section 9, at the updated extensive lab rate provided in Appendix D-1.

4. This Memorandum of Understanding shall settle all impacts and effects relating to the actions and decisions in implementing lecture/lab parity commencing Fall 2021. This Memorandum of Understanding is not intended to establish or support any claim of “past practice” regarding the next round of submittals or negotiations pertaining to lecture/lab parity.
5. This Memorandum of Understanding is subject to ratification by the Federation Membership and the District’s Board of Trustees. Both parties recommend ratification of this Memorandum of Understanding.

For the Federation:



Eyal Goldmann, Chief Negotiator

March 25, 2021

Date

For the District:



Jane Miyashiro, Chief Negotiator

March 25, 2021

Date

ATTACHMENT A

Count	Course	Division
1	ACRP 1A	I&T
2	ACRP 1B	I&T
3	ACRP 1C	I&T
4	ACRP 1D	I&T
5	ACRP 2A	I&T
6	ACRP 2B	I&T
7	ACRP 2C	I&T
8	ANAT 30	NS
9	ANAT 32	NS
10	APHY 34A	NS
11	APHY 34B	NS
12	ARCH 119	I&T
13	ARCH 170	I&T
14	ARCH 171	I&T
15	ARCH 172	I&T
16	ARCH 199	I&T
17	ART 160	FA
18	ART 173	FA
19	ART 181	FA
20	ART 187	FA
21	ART 210	FA
22	ART 219	FA
23	ART 220	FA
24	ART 274	FA
25	ART 275	FA
26	ART 288	FA
27	ASTR 12	NS
28	ASTR 13	NS
29	ATEC 34	I&T
30	ATEC 35	I&T
31	ATEC 43	I&T
32	AUTO 14	I&T
33	AUTO 16	I&T
34	AUTO 22A	I&T
35	AUTO 22B	I&T
36	AUTO 27	I&T
37	AUTO 28	I&T
38	BIOL 10	NS
39	BIOL 10H	NS
40	BIOL 101	NS
41	BIOL 101H	NS
42	BIOL 102	
43	BIOL 102H	NS
44	BIOL 11	NS
45	BIOL 12	NS
46	BIOL 16	NS

47	BIOL 18	NS
48	BIOL 8	NS
49	CHEM 1A	NS
50	CHEM 1B	NS
51	CHEM 20	NS
52	CHEM 21A	NS
53	CHEM 21B	NS
54	CHEM 4	NS
55	CHEM 4H	NS
56	CHEM 7A	NS
57	CHEM 7B	NS
58	CIS 11	BUS
59	CIS 119	BUS
60	CIS 120	BUS
61	CIS 121	BUS
62	CIS 122	BUS
63	CIS 13	BUS
64	CIS 137	BUS
65	CIS 150	BUS
66	CIS 152	BUS
67	CIS 154	BUS
68	CIS 156	BUS
69	CIS 18	BUS
70	CIS 2	BUS
71	CIS 26	BUS
72	CIS 28	BUS
73	CIS 29	BUS
74	COSM 2A	I&T
75	CSCI 1	MATH
76	CSCI 14	MATH
77	CSCI 16	MATH
78	CSCI 2	MATH
79	CSCI 23	MATH
80	CSCI 3	MATH
81	CSCI 30	MATH
82	CSCI 40	MATH
83	CSCI 7	MATH
84	CSCI 8	MATH
85	CTEC 100	I&T
86	CTEC 110	I&T
87	CTEC 121	I&T
88	CTEC 122	I&T
89	CTEC 131	I&T
90	CTEC 132	I&T
91	CTEC 141	I&T
92	CTEC 142	I&T
93	CTEC 172	I&T

94	CTEC 180	I&T
95	CTEC 200	I&T
96	CTEC 201	I&T
97	CTEC 202	I&T
98	CTEC 203	I&T
99	CTEC 210	I&T
100	CTEC 211	I&T
101	CTEC 212	I&T
102	CTEC 213	I&T
103	CTEC 220	I&T
104	CTEC 221	I&T
105	CTEC 222	I&T
106	CTEC 230	I&T
107	CTEC 231	I&T
108	DANC 120A	FA
109	DANC 120B	FA
110	ECHT 11	I&T
111	ECHT 110	I&T
112	EDEV 10	HSA
113	EDEV 11	HSA
114	EDEV 121	HSA
115	EDEV 140	HSA
116	EDEV 35	HSA
117	EDEV 36	HSA
118	EDEV 37	HSA
119	EDEV 38	HSA
120	EDEV 41	HSA
121	ENGR 12	MATH
122	Env Tech 165	I&T
123	FTEC 15	HSA
124	GEOL 3	NS
125	GEOL 30	NS
126	GEOL 32	NS
127	GEOL 34	NS
128	GEOL 36	NS
129	GEOL 4	NS
130	JOUR 11	HUM
131	JOUR 14	HUM
132	JOUR 9	HUM
133	MATH 110	MATH
134	MATH 115	MATH
135	MATH 116	MATH
136	MICR 33	NS
137	NURS 240	HSA
138	NURS 242	HSA
139	NURS 247	HSA
140	OCEA 10	NS

141	OCEA 10H	NS
142	PHYO 31	NS
143	PHYS 12	NS
144	PHYS 1A	NS
145	PHYS 1B	NS
146	PHYS 1C	NS
147	PHYS 1D	NS
148	PHYS 2A	NS
149	PHYS 2B	NS
150	PHYS 3A	NS
151	PHYS 3B	NS
152	PSCI 25	NS
153	PSYC 9A	BSS
154	PSYC 9B	BSS
155	RTEC 111	HSA
156	RTEC 123	HSA
157	RTEC 124	HSA
158	RTEC 233	HSA
159	RTEC 93	HSA
160	SLAN 230	HSA
161	SLAN 210	HSA
162	SLAN 211	HSA
163	SLAN 220	HSA
164	SLAN 221	HSA
165	SOCI 109A	BSS
166	THEA 184	FA
167	THEA 185	FA
168	THEA 189	HA