

**MEMORANDUM OF UNDERSTANDING
BETWEEN
IMPERIAL VALLEY COMMUNITY COLLEGE DISTRICT
AND
IMPERIAL VALLEY COLLEGE FACULTY ASSOCIATION CCA/CTA/NEA**

This Memorandum of Understanding ("MOU") is entered into by and between the Imperial Valley Community College District (hereinafter referred to as "District") and the Imperial Valley College Faculty Association CCA/CTA/NEA (hereinafter referred to as "IVCFA") (collectively referred to as the "Parties"), and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement ("CBA"). The purpose of this MOU is to facilitate the implementation of an Early College instructor role in Automotive Technology, which enables high school students to earn college credits by attending courses taught on their high school campus during regular high school hours and workdays, under the terms agreed upon by the Parties and in compliance with the CBA.

This MOU between the Parties is not intended to change the terms of the current CBA, but is instead a one-time, non-precedent setting agreement that may not be used as the basis of a past practice by either party.

TERMS

- 1. Workload and Employment Conditions:** The Early College instructor is a year long position and shall adhere to the primary workload as outlined in the existing CBA between the faculty and the District. Specific adjustments are only made to accommodate the CCAP agreement including achieving a workload of 1.0 at the high school. The faculty member is required to adhere to Education Code Section 22138.5 (c) (1), ensuring compliance with statutory requirements regarding 1050 hours of instructional hours. Additionally, faculty selection will adhere to the CBA 11.4.1.3 with the understanding the person occupying this Early College instructor position is required to select all courses designated at the high school.
- 2. Student Status and Classroom Environment:** Students enrolled in the Early College courses will be considered college students and are expected to follow IVC policies. Courses will be conducted on the high school campus during regular high school hours, integrating the college curriculum into the students' regular school day. The faculty member is required to follow the high school schedule, including starting and ending times, breaks, and holidays, to ensure consistency and integration with the high school environment. Instructors are not required to use high school's grading system, attend high school meetings, parent conferences, or communicate with parents beyond the requirements outlined in IVC policies and procedures. Additionally, instructors must

take attendance for all classes designated as requiring positive attendance to ensure compliance with college policies.

3. **Academic Calendar:** The faculty member's appointment will explicitly accommodate the high school semester as follows:

Fall Semester: August 13 - November 4

Wednesdays on August 27, September 10, and October 15, 2025, will focus on essential tasks including class preparation, student evaluation, and course development.

Spring Semester: January 6- June 3

Wednesdays on January 14, March 4, April 22, and May 20, 2026, will focus on essential tasks including class preparation, student evaluation, and course development.

This arrangement allows Early College courses to integrate into the high school schedule, which differs from the traditional college academic year. To accommodate this change in the schedule, the total contract days for this position will be 194 days. Off-contract days will be planned around the high school's academic calendar to ensure alignment.

4. **Overload Pay:** Compensation for the Early College instructor, especially in cases where the workload exceeds the regular contract load, will be provided at the overload pay rate as outlined in the existing contract between the District and IVCFA.
5. **Faculty Responsibilities:** The Early College instructor is responsible for delivering high-quality education consistent with IVC's standards, maintaining academic records as per IVC policies, participating in relevant professional development, and working collaboratively with the District to ensure the program's success.
6. **Duration:** This MOU is effective retroactively to August 1, 2025, and expires on June 30, 2026, until the successor collective bargaining agreement is adopted, whichever occurs later.

For the District:


Johanna Fisher (Nov 7, 2025 09:29:57 PST)

Nov 7, 2025

Date

For the Faculty Association:



Nov 9, 2025

Date