

MEMORANDUM OF UNDERSTANDING
BETWEEN
Victor Valley Community College District
AND

California School Employees Association and its Victor Valley College Chapter 584

**Center for Organizational Responsibility and Advancement Professional Learning
(hereafter “CORA Learning”) and All College Day Presentation**

This Memorandum of Understanding (MOU) is entered into by and between Victor Valley Community College District (District) and the California School Employees Association and its Chapter 584 (CSEA).

The District and CSEA have met and negotiated in good faith to discuss voluntary extra duty hours associated with CORA Learning Professional Development compensation for completing two online asynchronous CORA Learning courses during Summer 2023 or Winter 2024, and conducting breakout sessions during Fall 2023 or Spring 2024 All College Day.

Specific to this document is compensation for up to 15 full-time classified professionals participating in CORA Learning in Summer 2023 or Winter 2024.

The District and CSEA have reached the following agreement:

Classified professionals who complete two CORA Learning courses in either Summer 2023 or Winter 2024 and conduct a breakout session during the next scheduled All College Day (Fall 2023 for Summer participants, Spring 2024 for Winter 2024 participants) will receive a stipend of Five Hundred Dollars (\$500). Upon completion of both courses, participating classified professionals will be expected to use the knowledge they have gained to present a strategy, practice, or other idea for implementation on campus during a breakout session at All College Day.

Classified professionals who wish to participate must submit an interest form to the District via the online interest form link: [CORA Learning Interest Form](#). The District will select participants.

This MOU is effective July 1, 2023 through March 1, 2024. CSEA has advised the District that this Memorandum of Understanding is subject to all approvals required under CSEA Policy 610, as well as the CSEA ratification process. The District has advised CSEA that this Memorandum of Understanding is subject to approval by the Board of Trustees.

For CSEA:


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Michele Laveaux

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For the District:


Daniel Walden (Jul 5, 2023 17:35 PDT)

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Professional Development Opportunity for Classified Professionals
CORA Learning Institute

Semester	Course	Description
July	Supporting Students with Food and Housing Insecurities (4 modules, 15 hours)	This program will explore the prevalence and impact of basic needs insecurities such as food and housing insecurities. Learners will be exposed to research around the incidence of basic needs insecurity as well as strategies and interventions to help support students in community college with basic needs insecurity.
August	Supporting Men of Color in the Community College (4 modules, 15 hours)	<p>This course provides community college advisors, student service officers, and support staff with strategies and approaches that can be used to foster enhanced learning, development, and success among college men of color.</p> <p>In this course, learners will discuss trends, issues, and salient influences on experiences and outcomes for community college men of color. We will also identify factors that warrant an intentional and culturally affirming approach to serving community college men of color and propose strategies that can be employed by student services staff to build rapport and facilitate student success for community college men of color.</p>
Fall	All College Day	Participants share the strategies learned and present an activity or strategy that they would like to implement at VVC.

Additional Resources Available through CORA Learning:

Unconscious Bias: This program is designed to provide an introduction to the topic of unconscious bias to school, college, and university educators. The program highlights various definitions of unconscious associations, discusses the influence of these associations on student success and provides pathways to better understand unconscious bias in education. (4 modules, 15 hours, \$200 registration)

Racial Microaggressions: This program provides school, college and university educators with an introduction to racial microaggressions and their numerous manifestations in educational settings. The program also provides recommendations on how to reduce the prevalence and influence of microaggressions on recipients. (4 modules, 15 hours, \$200 registration)

Racelighting: This five-part course series addresses how schools, colleges, and universities can address racelighting. Racelighting is an act of psychological manipulation where people of color receive racial messages that distort their realities and lead them to second-guess themselves. There are two types of racelighting, active and passive. Active Racelighting occurs when the perpetrator has the intention of sowing doubt and disorienting the racelightee. Passive Racelighting occurs through an accumulation of microaggressions that serve to sow doubt and disorient the racelightee. Most often, these messages are unintentional. In this course, we address both forms of racelighting and provide specific steps that individuals and campuses can take to reduce racelighting and its impact on Black, Indigenous and People of Color (BIPOC). (5 modules, 20 hours, FREE)

Black Minds Matter: Black Minds Matter is a public series that is designed to raise the national consciousness about issues facing Black students in education. The series intentionally addresses the pervasive undervaluing and criminalization of Black minds. Tangible solutions for promoting the learning, development, and success of Black students are offered. (5 lectures, 25 hours, FREE)