

Memorandum of Understanding

Employee Compliance Training

September 29, 2025

This Memorandum of Understanding is entered into by and between the Victor Valley Community College District (hereinafter "District") and the Part Time Faculty United, American Federation of Teachers (AFL-CIO) Local 6286 (hereinafter "AFT").

WHEREAS, the bargaining representatives of the District and the AFT have met and negotiated in good faith to discuss mandatory compliance trainings on the topics of sexual harassment prevention and mandated reporting.

NOW THEREFORE, the District and the AFT have reached the following agreement:

All eligible unit members shall be required to complete the mandatory sexual harassment prevention training and mandated reporter training by October 31, 2025, as follows:

1. As part of the District's compliance with Government code section 129050.1 which requires all employers with five employees or more to provide one (1) hour of sexual harassment prevention training to non-managerial employees, online training will be provided by Keenan: "Sexual Harassment Prevention for Non-Managers".
2. As part of the District's compliance with The California Child Abuse and Neglect Reporting Act ("CANRA"), codified at California Penal Code §§ 11164-11174.3, which requires that employers of Mandated Reporters (as defined in the Act) promote identification and reporting of child abuse or neglect. All school employees and individuals working on behalf of the school who are identified as mandated reporters must complete annual training on their legal duties under the Child Abuse and Neglect Reporting Act (CANRA). Online training will be provided by Keenan: Mandated Reporter: Child Abuse and Neglect CA AV 1432 (1 hour)

Eligible employees include all unit members who have a current assignment either online or on campus during the Fall 2025 semester. The District will provide confirmation to the unit members upon completion. Unit members who complete both trainings by October 31, 2025, shall receive a one-time stipend of \$130. The \$130 stipend will be paid following verification of the completion of the sexual harassment prevention and mandated reporter trainings.

The Parties agree and understand that except as provided in this MOU or otherwise agreed to in writing, this MOU shall expire and have no further effect on October 31, 2025.


Daniel Walden (Sep 29, 2025 17:01:48 PDT)

Date: 09/29/25

Dr. Daniel Walden, Superintendent/President


April Allen (Sep 29, 2025 16:47:09 PDT)

Date: 09/29/25

April Allen, President, AFT Local 6286

AFT MOU Compliance Training Stipend

09.29.25

Final Audit Report

2025-09-30

Created:	2025-09-29
By:	Jovanna Meza (Jovanna.Meza@vvc.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAuQd8xYM6UoEzueH4PjIIr-Irn7B_ENZu

"AFT MOU Compliance Training Stipend 09.29.25" History

-  Document created by Jovanna Meza (Jovanna.Meza@vvc.edu)
2025-09-29 - 6:21:08 PM GMT- IP address: 207.233.102.21
-  Document emailed to april.allen@vvc.edu for signature
2025-09-29 - 6:23:20 PM GMT
-  Email viewed by april.allen@vvc.edu
2025-09-29 - 11:46:20 PM GMT- IP address: 47.143.217.30
-  Signer april.allen@vvc.edu entered name at signing as April Allen
2025-09-29 - 11:47:07 PM GMT- IP address: 47.143.217.30
-  Document e-signed by April Allen (april.allen@vvc.edu)
Signature Date: 2025-09-29 - 11:47:09 PM GMT - Time Source: server- IP address: 47.143.217.30
-  Document emailed to Daniel Walden (daniel.walden@vvc.edu) for signature
2025-09-29 - 11:47:11 PM GMT
-  Email viewed by Daniel Walden (daniel.walden@vvc.edu)
2025-09-30 - 0:01:35 AM GMT- IP address: 104.47.57.126
-  Document e-signed by Daniel Walden (daniel.walden@vvc.edu)
Signature Date: 2025-09-30 - 0:01:48 AM GMT - Time Source: server- IP address: 207.233.102.21
-  Agreement completed.
2025-09-30 - 0:01:48 AM GMT