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**Memorandum of Understanding
Between the Victor Valley Community College District and the
Victor Valley College Faculty Association
June 5, 2025**

Work Experience Education Faculty Compensation

This Memorandum of Understanding is entered into by and between the Victor Valley Community College District (hereinafter "District") and the Victor Valley College Faculty Association (hereinafter "Association").

WHEREAS, the bargaining representatives of the District and the Association have met and negotiated in good faith to discuss compensation for faculty assigned to Work Experience Education (WEE) courses;

Included in this MOU is language defining the compensation model for faculty teaching WEE courses.

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

1. Faculty assigned to supervise Work Experience Education students in a Work Experience section shall be compensated at their hourly instructional rate for three (3) hours per enrolled student per section. To be paid through a special assignment.
2. This compensation applies to all credit and non-credit Work Experience Education sections offered under the District's approved Work Experience Plan and in alignment with Title 5 regulations (§55250–55257).
3. Faculty are responsible for fulfilling all duties related to WEE instruction, including but not limited to census, grades, work experience agreement meetings, advisement appointment meetings, employer site visits, coordination with worksite supervisors, and the evaluation of student learning outcomes. Compensation shall be issued upon verification of active student enrollment after the timely completion of the census.
4. This MOU shall not impact or alter existing contractual provisions related to semester load or overload limitations.

This Memorandum of Understanding shall take effect June 1, 2025, and end June 30, 2026, or until the language in the MOU is rolled into the contract upon mutual agreement between the District and VVCFA and approval of the Board of Trustees.

This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.

Victor Valley Community College District


Daniel Walden (Jun 10, 2025 14:44 PDT)

Dr. Daniel Walden, Superintendent/President

Victor Valley College Faculty Association


David Gibbs (Jun 10, 2025 14:31 PDT)

David Gibbs, VVCFA/President

