



MOU Between the  
MiraCosta Community College District &  
MiraCosta Community College District – Associate Faculty  
23-03

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This Memorandum of Understanding ("MOU") is entered into by and between the MiraCosta Community College District (hereinafter referred to as "District") and the MiraCosta College Academic Associate Faculty (hereinafter referred to as "MCCAFA") (hereinafter collectively referred to as the "Parties") and is expressly made pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement ("CBA"). The purpose of this Memorandum of Understanding is to allow for the specific project identified below:

- 1) For the 2022/2023 school year, the District determined that a need existed to continue the Cultural Curriculum Collective ("CCC") pilot to align with several college-wide initiatives and goals, including Guided Pathways and becoming a racially-just campus.
- 2) The CCC was led by four facilitators in 2022/2023 ("Facilitators"). The Facilitators were selected by the Vice President, Instructional Services ("VPIS"), in consultation with the Academic Senate President and Teaching and Learning Center Coordinator.
- 3) Each Facilitator was responsible for the design, instruction, facilitation, and project management of the CCC. The Facilitators provided direction and leadership throughout the academic year to the CCC participants. The Facilitators met monthly with the VPIS to provide an update on the progress of the CCC. Each Facilitator will receive a stipend of \$3,750 upon completion of the 2022/2023 CCC cohort.
- 4) The Facilitators put out a call for faculty interested in participating in the CCC at the beginning of the Fall 2022 semester. The Facilitators and VPIS selected faculty participants from a broad range of disciplines and departments of the college. The total cohort of faculty participants was not to exceed eighteen (18) faculty members. Each faculty participant made a commitment to complete the project specified by the CCC by the end of the 2022/2023 academic year.
- 5) The purpose of the CCC was to engage in a collaborative reflection and enhancement process for each faculty member's respective courses. The focus was on developing culturally responsive, inclusive, and relevant materials that will guide the implementation of effective teaching and equity practices. Faculty participants reviewed and identified elements among the Course Outline of Record, syllabus, course assignments, and/or methods of providing feedback to students that could be more inclusive and equity-focused, culminating in the creation of a presentation that showcased their work.
- 6) Each CCC faculty participant was required to complete a final presentation for this project. Faculty participants may be requested to present their project to the campus

community, including to their respective departments, governance groups, or the Board of Trustees.

- 7) Each associate faculty member participating in the CCC shall receive a stipend of \$1500 upon the conclusion of the project and submission of the final presentation to the Academic Senate and VPIS. This stipend will provide compensation for the faculty member's work on the CCC, including an initial kick-off meeting, five (5) training workshops, the final project, and two (2) optional project workshops. The stipend shall be paid by June 30, 2023, upon written confirmation by the VPIS to the Payroll Manager of conclusion of the CCC project. Faculty may also request FLEX in lieu of compensation.

This agreement will become effective upon approval. It shall expire on June 30, 2023.

Sunita V. Cooke, Ph.D.

Krista Warren



Jun 27, 2023



06/27/2023

Signature Date  
Superintendent/President  
MiraCosta Community College District

Signature Date  
President  
MCC Academic Associate Faculty










# AF MOU 23-03 CCC

Final Audit Report

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