



MOU Between the
MiraCosta Community College District &
MiraCosta Community College District – Associate Faculty
23-04

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) The District created the Cultural Curriculum Collective ("CCC") during the 2020/21 academic year. The District determined that a need exists to convert the CCC to Juntos Podemos, a training program designed to meet the need of the current Title V HSI grant objectives.
- 2) The purpose of Juntos Podemos is to engage in a collaborative reflection and enhancement process for each faculty member's respective courses. The focus is on developing a pedagogy of *cariño*: culturally responsive, inclusive, and relevant materials that will guide the implementation of effective and equitable teaching practices through a lens of servingness. Faculty participants will review and identify 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 showcases their work.
- 3) Juntos Podemos will be led by facilitators, not to exceed four per year ("Facilitators"). The Facilitators will be selected by the Vice President, Instructional Services ("VPIS"), in consultation with the Title V Project Director and Title V Activity Director.
- 4) Each Facilitator will be responsible for the design, instruction, facilitation, and project management of Juntos Podemos. The Facilitators will provide direction and leadership throughout the academic year to the Juntos Podemos participants. The Facilitators will meet monthly with the Title V Project Director or designee to provide an update on the progress of the participants. Each Facilitator will receive a stipend of \$4,000 upon completion of each annual cohort. Facilitators will be compensated no later than June 30 of each designated year upon written confirmation by the VPIS to the Payroll Manager.
- 5) The Facilitators will put out a call for faculty interested in participating in Juntos Podemos prior to the start of each Fall semester. The Facilitators and Title V Project and Activity Director will select faculty participants from a broad range of disciplines and departments of the college. The total cohort of faculty participants shall not exceed twenty-five (25) faculty members. Each faculty participant will make a commitment to

complete the project specified by Juntos Podemos training and project by the end of the designated academic year.

- 6) Each Juntos Podemos faculty participant will be 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 Juntos Podemos shall receive a stipend of \$2,000 upon the conclusion of the project and submission of the final presentation to the Title V Project and Activity Director. This stipend will provide compensation for the faculty member's work in Juntos Podemos for the entire academic year. Faculty may also request FLEX in lieu of compensation.

This agreement will become effective upon approval. It shall expire on June 30, 2024.

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 23-04 Juntos Podemos

Final Audit Report

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