

Memorandum of Agreement

between

Lane Community College Education Association (LCCEA)

and

Lane Community College (LCC)

Hyflex Modality

~~This MOA shall sunset upon completion of a successor CBA or June 30, 2024, whichever date is later.~~

This Memorandum of Agreement (MOA) between Lane Community College Education Association (LCCEA) and Lane Community College (College) concerns Hyflex Modality. All terms of the LCC-LCCEA Collective Bargaining Agreement and associated Memoranda of Agreement remain in effect. Hyflex is a distinct type of hybrid modality and is defined as courses where a portion of the class instruction is conducted online (asynchronously) usually via Moodle, and the rest is conducted during regularly scheduled meetings as follows: the scheduled meetings are offered in-person and simultaneously on Zoom and attendance is expected. Students can choose on a day-to-day basis whether to attend class either on campus or on Zoom.

1. The College shall use its best efforts to ensure there is a fully functioning, up-to-date computer in classrooms for use during hyflex instruction (i.e. in addition to Dten). The College shall maintain and keep up-to-date all Dtens. The College shall repair or replace computers in classrooms used for hyflex instruction within a reasonable timeframe of reports that such computers are not fully functioning or up-to-date and should the process exceed five (5) days, the College will provide an alternative classroom with fully functioning equipment. If no alternative classroom with fully functioning equipment is available, the faculty member shall have the discretion to offer the class face-to-face or online.
2. The College shall use its best efforts to ensure fully functioning wifi at reasonable speeds that facilitate streaming in all faculty offices and instructional spaces. The College shall make a reasonable effort to install repeaters or other hardware necessary to remedy wifi connectivity issues within a reasonable timeframe of reports that wifi is not fully functional at reasonable speeds to facilitate streaming and should this process exceed five (5) days, the College will provide an alternative office space or instructional space with fully functional wifi.
3. The College shall provide no less than four per term in-person and/or virtual workshops at a variety of days and times on use of Dtens in an attempt to train faculty teaching

hyflex courses. Faculty requiring such training shall choose one of the workshops. Two of the four workshops may be recorded/self-paced. Such workshop(s) shall be compensated at faculty members' regular rates.

4. The College may provide opportunities from which faculty may choose for professional development for hyflex teaching. Any workshop or meeting time for the purpose of professional development for hyflex teaching shall be compensated at regular faculty rates for part-time faculty who have exhausted in-service hours.
5. The College shall provide compensation for 70 hours at the Curriculum Development rate for hyflex course development/conversion of hybrid or online course to hyflex modality through the ATC as part of course development in conjunction with Academic Technology's regular process. This does not include any previous CD hours already provided to develop the course as online or hybrid. If a faculty member spends less than 70 hours on curriculum development for hyflex conversion, compensation shall be limited to hours worked.
6. For the duration of this MOA, the College will reduce the maximum class capacity by 12.5% for any course designated as Hyflex modality. For fractional results, capacities shall be rounded up to the next whole number.

For faculty team teaching a course where class sizes cannot be reduced, faculty shall record and receive compensation for 0.67 hours (at regular rates below 1.0 FTE and at overload rates above 1.0 FTE) for each hour of synchronous hyflex instruction.

7. If available and requested by the faculty member teaching a Hyflex class, a student assistant shall be provided and assigned to attend all synchronous hours of hyflex courses and streaming courses with students F2F and online in order to assist with management of simultaneous online and F2F instruction. Upon request, the College shall make all reasonable efforts to identify, hire, and train a student assistant. Faculty may also recommend student assistants for hire.
8. Any data the College collects regarding hyflex instruction shall be made available to faculty upon request. The College shall provide data on the success of the hyflex instructional modality annually, no later than April 1 each year, which shall include but not be limited to course success rates in hyflex courses. In addition, the College shall provide additional comparative data on the success of the hyflex instructional modality for any terms when students have the choice on a day-to-day basis whether to attend online or in-person compared with terms when no such choice exists. In accordance with 39.1.2, Faculty Council shall participate in the development of campus wide course evaluative tools for use in assessing the hyflex modality.

9. In seeking volunteers for hyflex teaching, the College will actively solicit information about the wide range of professional development, experience, and expertise of faculty regarding online and hybrid instruction.
10. In accordance with the Distance Learning MOA, individual faculty may refuse distance learning courses without prejudice.
11. All course assignments shall be made in accordance with the CBA and associated Memoranda of Agreement.

For the Association

Date

For the College

Date