

**MEMORANDUM OF AGREEMENT**  
**COVID-19 Adjunct Faculty Reimbursement**

This Memorandum of Agreement is entered into between Oakton Community College Adjunct Faculty Association (“AFA”) and Oakton Community College (the “College”) this 16<sup>th</sup> day of June, 2020.

In March of 2020, disruption in face to face course delivery occurred due to the widespread COVID-19 pandemic. Based upon AFA and the College’s shared interests in supporting the continuity of course delivery during the spring of 2020, AFA and the College agree to the following as it relates to adjunct faculty reimbursements:

- This agreement applies to Adjunct Faculty teaching 3 or more LHEs during the Spring term for the period of March 23, 2020 to May 19, 2020 and does not apply to any future teaching semesters.
- This agreement includes those adjuncts who were already teaching online-only during the Spring term.
- The College will provide a one-time fixed allowance of \$50 for the period of March 23, 2020 to May 19, 2020.
- This applies during this period of remote teleworking for adjunct faculty member use of personal equipment and devices and/or support purchase of personal equipment and devices to be used in the scope of employment and directly related to the services performed for the College.
- This pay will be retroactive as of March 23, 2020 and will be paid in one lump sum on or before July 10, 2020.
- This MOA is expressly limited to the time period set forth above and is not intended to modify the current 2018-2021 AFA CBA or be attached as an addendum to the successor CBA.
- This agreement is non-precedential and shall not be applied to any future teaching semesters.
- It is COVID-19 related only, non-precedential, and shall not constitute binding precedent in any subsequent negotiations.

This Memorandum of Agreement is authorized by the signatures of the parties’ representatives as set forth below.



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Oakton Community College  
Adjunct Faculty Association President

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Oakton Community College  
Chief Human Resources Officer

Dated: \_\_\_\_\_

Dated:   6/16/2020