Memorandum of Understanding Between San Joaquin Delta College Community College District And San Joaquin Delta College Teachers' Association

Performance Improvement Plan (PIP) Use Outside of Evaluation

This Memorandum of Understanding ("MOU") is made effective June 16, 2020, and has been jointly prepared by representatives of the San Joaquin Delta College Community College District ("District") and the designated representatives of the San Joaquin Delta College Teachers' Association ("SJDCTA"), the exclusively recognized employee organization within the District for all full-time and part-time faculty, including librarians and counselors, to modify provisions of the Master Agreement ("Agreement") between the District and the SJDCTA as follows:

Whereas, the District and SJDCTA want to outline a process to utilize the already established Performance Improvement Plan (PIP) listed in Appendix E of the current collective bargaining agreement (CBA) for situations that fall outside of the evaluation process;

Whereas, the District and SJDCTA want to provide faculty with an opportunity to improve behaviors, and

Now, Therefore, the District and the SJDCTA do hereby agree as follows:

- 1) When a faculty member has allegations that have been confirmed by an investigation, or the District is utilizing the progressive discipline process, the District has the option to place that faculty member on a PIP and/or use other disciplinary sanctions.
- 2) A faculty member who is on a PIP for the above described reasons will not be eligible for overload or hourly assignments until the PIP has been successfully completed.

For the District:

Docusigned by:

Deliver Solina

Deanna L. Solina, Esq.

Chief Negotiator for the District

VP of Human Resources &

Risk Management

Docusigned by:

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Dr. Omid Pourzanjani

Superintendent/President

6/20/2020

San Joaquin Delta College

For the Association:

Elizabeth Maloney

6/20/2020

Date

Chief Negotiator for the SJDCTA

President, SJDCTA