

COVID-19 FAQ

WAGES

Q1. Will faculty be paid for cancelled classes?

A1. Yes. We have been assured that faculty teaching any class that meets contractual requirements for continuing (minimum enrollment and/or occurring at census date) will be paid for the entire term.

Q2. How will faculty be paid for all of the additional work they are doing to convert their classes?

Q11. PFT is in negotiations with the District about faculty compensation. We will provide updates as we are able to do so. The Federal Stimulus Package provided emergency funding to our District and we will advocate for some of those dollars to go to PT faculty for the additional work required.

Q3. My late start class was cancelled. Will I be paid for it?

A3. If the class was cancelled due to low enrollment then you will not be paid unless it was cancelled within two weeks of starting (which would mean that you're paid for one week of class). If the class was cancelled and met the contractual minimum enrollment guidelines (20 students for CTE and 25 students for all others) then please let us know and we can ensure that you are paid for the entire course.

Q4. When will I get my raise? When will I get retro pay?

A4. HR is processing COLA increases in two steps - first uploading/testing the new salary tables and second processing retro. pay. Full-time faculty salary tables were put into production and new rates will be incorporated into April paychecks. Part-time faculty salary schedules are more complicated (not an across the board increase) and are next on HR's list. A precise timeline for PT salary increases and retro. pay is not yet available.

CONVERSION TO REMOTE TEACHING

Q5. What if I can't convert my class to an online format?

A5. Talk to your administration about this. You cannot be forced to teach your class online. Because of the state's shelter-in-place directive, however, you will probably not be able to resume any face-to-face instruction.

Q6. I teach a class that trains students in an essential service. Can I teach a face-to-face class to support them?

A6. PFT is in conversation with the District regarding this possibility. It is complicated and needs to be considered from many angles.

Q7. I do not have internet access and/or a computer that will allow me to teach remotely. What am I supposed to do?

A7. Article 15.C of our [contract](#) ensures that the District will provide reasonable access to everything required for a faculty member to do their work. To that end, the District has purchased a number of new laptops. We are working with the District to determine needs and outline a method for distributing supplies.

Q8. Will I be forced to teach online after this crisis is over?

A8. Article 31 of our [contract](#) ensures that faculty must agree to an online modality. We will fight to ensure that faculty are able to determine the best method for teaching and learning once this crisis has passed.

Q9. Can faculty be asked to share their specific plans for remote learning?

Q9. Faculty cannot be compelled to share anything associated with remote learning that would not be required of them in a regular face-to-face class. Any change in reporting would need to be negotiated. The administration can ask for it but you can decline.

SICK LEAVE

Q10. What happens if I get sick or need to take care of a sick family member?

A10. Currently, we are following the guidelines in Article 26 of our [contract](#). We are trying to negotiate additional sick time for faculty directly affected by the COVID-19 virus and will keep faculty informed as things change.

Q11. I am sick. Do I have to disclose this to the District?

A11. Your medical information is always private and it is your choice as to whether or not you disclose any illness.

EVALUATIONS

Q12. I am due for an evaluation. Will it occur this semester?

A12. If your evaluation was completed prior to March 13, 2020 it will be used. If you were teaching an online class and had an evaluation scheduled *and* you and your evaluator agree to complete it then you may do so. All other evaluations will be suspended until normal instruction returns.

Q13. My evaluation was scheduled for this semester and I'm eligible to be placed in the Preferred Hiring Pool. What will happen to my status as a part-timer?

A13. We are currently in negotiations with the District to determine how to mitigate any harm to our part-timers. PFT is advocating for a one-semester preference to allow these faculty to be evaluated.

GRADING

Q14. Can the District force me to pass or give incompletes to my students because of this crisis?

A14. No. Article 4 of our [contract](#) ensures that faculty have the sole purview over their students' grades.

Q15. How will students make up missing work in lab classes?

A15. This has not yet been determined at either the state or local level.