

SIDELETTER BETWEEN THE
GROSSMONT-CUYAMACA COMMUNITY COLLEGE
DISTRICT AND
AFT GUILD, LOCAL 1931

The District is in the process of piloting new technology in select classrooms, known as HyFlex, that will enable faculty to deliver instruction both in-person and remotely, simultaneously, as we transition back to pre-pandemic operations.

HyFlex courses are delivered both in person and online at the same time by the same on-site faculty member. Students can then choose for each and every class meeting whether to show up for class in person or to join it online, subject to the instructor's attendance requirements.

In consultation with the AFT, the District has agreed to a pilot program for the 2022-2023 academic year, since the District was unable to obtain the equipment to pilot the program in 2021-2022, with the following pilot parameters:

1. The pilot program will sunset upon the ratification of a successor agreement to the current Agreement which is due to expire June 30, 2023.
2. Assignments must all be voluntary for current faculty. New adjunct faculty may be hired expressly to teach a HyFlex assignment. Faculty will not be sanctioned or adversely evaluated in any way for refusing a HyFlex assignment. The Dean will determine and communicate the need for HyFlex assignments in writing to their faculty members via a department-wide communication. Current faculty may volunteer for these assignments as follows:
 - a. Tenured faculty may volunteer by contacting their Dean directly.
 - b. Tenure-track and adjunct faculty may volunteer by letting their AFT Guild site representative know they are interested in this opportunity. The AFT Guild site representative will then let the respective Dean know of their interest. Tenure-track and adjunct faculty will not be eligible for a HyFlex assignment without following this procedure.
 - c. The foregoing language shall be included in the email sent from the Dean.
 - d. The Dean will make the final determination of assignments.
 - e. AFT will be sent a listing of all HyFlex assignments, along with the name of the instructor, no later than the second week of classes.
3. A HyFlex assignment will count toward the faculty member's load as would the comparable regularly scheduled, traditionally delivered, course assignment. HyFlex assignments count as on-campus load for purposes of Article 7.18.5.

