

MEMORANDUM OF UNDERSTANDING
BETWEEN THE ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT
AND THE ANTELOPE VALLEY COLLEGE FEDERATION OF TEACHERS
June 7, 2026

This Memorandum of Understanding ("MOU") between the Antelope Valley Community College District ("District") and the Antelope Valley College Federation of Teachers ("AVCFT") (collectively, the "Parties"), is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Agreement between the parties.

The purpose of this MOU is to memorialize and confirm agreements and the understanding of the parties relating to the calculation of load for performance classes in the Theater Arts department. Except as otherwise noted below, the remainder of the status quo Article shall be deemed to remain unchanged:

THEATER ARTS CLASSES

WHEREAS, the parties acknowledge that the current AVCFT CBA Article X, Section 1.3 provides as follows:

The baseline instructional hours and LHE for each course shall be calculated as follows:

Step One: *Baseline instructional hours—when proposed to AP&P, the course proposal form shall list the number of hours the course meets weekly based on a 17.5 term length multiplier. (The baseline hours for a course that meets 3 hours weekly equals 52.5 hours; a short-term course that meets 32 hours over the entire semester is considered to meet 1.8 hours weekly.)*

Step Two: *LHE = total weekly hours x workload factor*

Workload factors:

<i>Lecture:</i>	<i>1.0</i>
<i>Lab:</i>	<i>0.67</i>
<i>Lecture Lab:</i>	<i>0.825</i>
<i>Intercollegiate Athletics:</i>	<i>0.50</i>

If 60% or more of the total baseline hours are lecture, all hours are calculated at the lecture rate. If less than 25% of the total baseline hours are lecture, all hours are calculated at the lab rate. If the percentage of lecture hours is less than 60% but greater than or equal to 25% of the total baseline hours, all hours are calculated at the lecture-lab rate.

WHEREAS, the parties further acknowledge that the current AVCFT CBA Article X, Section 1.8 – Definitions of Modes of Instruction provides as follows:

LECTURE: *The instructor is in direct interaction with the entire class at the same time. Any instructional mode deemed appropriate by the instructor and consistent with the course objectives may be used for this direct interaction so long as that mode requires the instructor's interaction with the whole class.*

LAB: *The instructor supervises learning activities and works with students individually or in small groups.*

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57
58 WHEREAS, the parties acknowledge that under the provisions of Article X, Sections 1.3 and 1.8,
59 the following performance classes in the Theatre Arts department should have been paid at 6 lecture
60 hour equivalent ("LHE"): THA 115A, 115B, 115C; 116A, 116B, 116C; 117A, 117B, 117C; 118A, 118B,
61 118C; 119A, 119B, 119C; 121A, 121B, and 121C.
62

63 WHEREAS, the parties further acknowledge that - notwithstanding the language of Article X,
64 Sections 1.3 and 1.8 - as a result of an informal agreement and subsequent past practice, the above
65 classes were paid at 5 LHE instead of 6 LHE.
66

67 NOW THEREFORE, in consideration of the mutual covenants and promises stated below the
68 parties have entered into this Agreement in an effort to avoid unnecessary litigation and settle and forever
69 release all past, present, and future grievances, claims, charges, complaints, disputes, or causes of action
70 of any kind, known or unknown, on the date of this MOU, against each other arising from or relating to the
71 discrepancy and agreements above. Accordingly, the District and AVCFT hereby mutually agree to the
72 following material terms and conditions of separation:
73

- 74 1. Retroactive to July 1, 2025 and forward from the execution of this MOU, the following classes will be
75 paid at 6 LHE in accordance with the provisions of Articles X, Sections 1.3 and 1.8: THA 115A,
76 115B, 115C; 116A, 116B, 116C; 117A, 117B, 117C; 118A, 118B, 118C; 119A, 119B, 119C; 121A,
77 121B, and 121C.
78
- 79 2. As a result of the above agreement, the following faculty will be adjusted accordingly pursuant to
80 this MOU:
81
 - 82 • Carla Corona (FT)
83 Fall 2025, 119A/B/C (6 LHE--overlay classes, i.e., paid as one class)
84 Spring 2026, 116C (6 LHE)
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 - 86 • Kirk Vichengrad (ADJ) - Fall 2025, 115A/B/C (6 LHE)
87
 - 88 • Robert Salm (ADJ) - Fall, 2025, 121 A/B/C (6 LHE)
89
- 90 3. Any retroactive payments due under this MOU will be paid within sixty (60) days from the execution
91 of this MOU.
92
- 93 4. This Agreement shall not in any way be construed as an admission by the District or by AVCFT of
94 any acts of wrongdoing, discrimination, and/or violation of the law, policy, rule, employment contract,
95 or collective bargaining agreement whatsoever. The District and AVCFT specifically disclaim any
96 liability or wrongdoing, and/or violation of any law, policy, rule, employment contract, or collective
97 bargaining agreement whatsoever. This Agreement is a compromise and attempt to save the parties
98 the time and expense of litigation.
99
- 100 5. Except otherwise provided for herein, the parties agree that, specific to the issues above, this MOU
101 resolves all disputes, complaints, claims, promises, agreements, controversies, suits, rights,
102 demands costs, losses, debts, actions, causes of action, claims judgments, obligations, damages,
103 liabilities, expenses, of any kind or character whatsoever, known and unknown, suspected or
104 unsuspected, anticipated and unanticipated which either party now has, owns or holds, or claims to
105 have own or hold, other than those created by this Agreement.
106

107 This Agreement is non-precedential, will not bind the Parties in any future action, whether under similar
108 circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or
109 legal proceeding as evidence of past practice or intent of the parties or meaning or application of the
110 collective bargaining agreement. Nothing in this MOU shall be construed as waiving any rights under the

111 EERA or precluding future negotiations on impacts and effects relating to the impacts or effects of any
112 subsequent decisions or policies, or procedures.

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114 This MOU is made the 7th day of June, 2026.

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116 ANTELOPE VALLEY COLLEGE DISTRICT
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ANTELOPE VALLEY COLLEGE FEDERATION
OF TEACHERS

118
119 *Lauren Elan Helsper* Jun 7, 2026
120 _____

121 Lauren Elan Helsper, VP PCT

Scott Lee Jun 8, 2026

Scott Lee, AVCFT Lead Negotiator

122 *Jennifer Zellet*
123 _____ Jun 8, 2026
124 Jennifer Zellet, Superintendent/President