

**Memorandum of Understanding Between
The Antelope Valley Community College District**

And

The Antelope Valley College Federation of Teachers

This Memorandum of Understanding (MOU) is made as of the 12th day of August 2025 by and between the Antelope Valley College Federation of Teachers ("AVCFT") and the Antelope Valley Community College District ("DISTRICT"), collectively known as the "PARTIES." This MOU expires on June 30, 2026, or upon the ratification of the 2025-2028 CBA, whatever occurs first.

RECITALS

Whereas, the DISTRICT has hired an Athletic Director to serve as the Educational Administrator supervising all coaching staff and Intercollegiate Athletics (IATH) instructors.

Whereas, the DISTRICT has transitioned instructional faculty in the departments of Health Education (HE), Kinesiology Fitness (KINF), Kinesiology Theory (KINT), and Recreational Leadership (REC) to report to the Dean, Health and Safety Sciences.

Whereas, The PARTIES have identified the need to revise the method for conducting evaluations for faculty (fulltime and adjunct) who serve as both coaches and instructional faculty.

Whereas, The PARTIES desire to work together to support the Evaluatee and their committees to ensure an appropriate evaluation of their work performance.

Whereas, the PARTIES seek to work collaboratively and collegially to implement a structure for evaluation for faculty who report to both the Dean of Health and Safety Sciences and the Athletic Director.

IT IS NOW, THEREFORE, AGREED AS FOLLOWS:

1. Should the need for this Agreement extend beyond June 30, 2026, the PARTIES may mutually agree to modify this Agreement or portions thereof in writing.
2. The PARTIES agree that the language of this MOU is intended to provide clarity on terms used in Article VIII (Evaluation and the Tenure Process) of the CBA.
3. The PARTIES agree that "Primary Division" will be defined as the department in which the faculty member was originally hired (ex. IATH, KINF, etc.)
4. The PARTIES agree that the "Observation Report" will also be used by the Athletic Director as a tool to evaluate coaches.

5. When a faculty member has responsibilities resulting in their reporting to both the Athletic Director and the Dean, the PARTIES agree both the Dean, Health and Safety Sciences and the Athletic Director will complete an "Observation Report" of the faculty member. Should there be conflicts in the results of the "Observations Reports" the Dean, Health and Safety Science and the Athletic Director will consult with the evaluator or evaluation committee and, if necessary, the Vice President of Academic Affairs before completing the final report.
6. The PARTIES agree that the Educational Administrator of the Primary Division (as defined above) will submit the Dean Report.
7. The PARTIES agree that the peer evaluation of such faculty will be completed by the department not considered as the "Primary Department."
8. Unintended Consequences: Should an unforeseen issue arise, the AVCFT and the Vice President Academic Affairs will consult and come to a mutual agreement to resolve the issue.
9. Entire Agreement: This Agreement constitutes the entire agreement and understanding between the PARTIES. There are no other oral understandings, terms or conditions. All prior understandings, terms, or conditions are deemed merged into this Agreement.
10. Execution: This Agreement may be executed in one or more counterparts, including by signature pages delivered in electronic format, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

Lauren Elan Helsper

Aug 12, 2025

Dr. Lauren Elan Helsper
AVCCD Lead Negotiator



Aug 13, 2025

Dr. Scott Lee
AVCFT Lead Negotiator



Aug 13, 2025

Dr. Jennifer Zellet
AVCCD Superintendent/President









MOU re KinAth faculty evaluation (8_12_25)

Final Audit Report

2025-08-13

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"MOU re KinAth faculty evaluation (8_12_25)" History

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