

MEMORANDUM OF UNDERSTANDING

The following memorializes the understanding of the Butte-Glenn Community College District (hereinafter referred to as the "District") and the Butte College Education Association (hereinafter referred to as "BCEA") regarding 3.4.3 New Employee Orientation:

Add 3.4.3 e. New Faculty Orientation Program

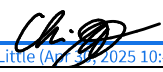
1. Pilot Program Implementation: The District will collaborate with Professional Development BCEA to develop and implement a year-long orientation program for all newly hired faculty employees. The purpose of this program is to further orient new faculty to the District's culture, expectations, and operational procedures beyond the initial orientation.
2. Program Schedule: The training will occur once a month, totaling eight (8) sessions within the academic year – four (4) sessions in the fall semester and four (4) sessions in the spring semester. Scheduled trainings shall take place on the first Friday of each month during the aforementioned periods. Each training session will last approximately three (3) hours.
3. Attendance Requirement: All newly hired faculty members are required to attend these training sessions. Exemptions will be granted by the Vice President of Instruction only to those faculty members who have scheduled class instruction during the orientation times.
4. Status of the Pilot Program: This agreement is understood to establish a pilot program. As such, it will be in effect for the ~~2025-2026~~2024-2025 academic year as a trial period. The efficacy and outcomes of the pilot program will be reviewed upon its completion to determine its impact and inform any adjustments needed for future implementation.
5. Compensation: Participation in the training sessions shall be considered as Flex time for all newly hired faculty employees involved, which will be credited towards their required professional development hours as delineated by the Flex obligation policies.

By: 

For BCEA

By: 

By: Erik Shearer (Apr 30, 2025 09:42 PDT)

By: 

By: Chris Little (Apr 30, 2025 10:43 PDT)
For the District












BCEA MOU New Faculty Orientation_Apr25

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