

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE BARSTOW COMMUNITY COLLEGE DISTRICT  
AND THE BARSTOW COLLEGE FACULTY ASSOCIATION  
LOAD AND HOURS CLARIFICATION**

This Memorandum of Understanding ("MOU") is entered into by and between the Barstow Community College District (hereinafter referred to as "District") and the Barstow College Faculty Association, an affiliate of CTA/NEA (hereinafter referred to as "BCFA") and is expressly made pursuant to the Educational Employment Relation Act and the current collective Bargaining Agreement (CBA).

**Purpose**

The purpose of this MOU is to establish a mutual agreement between the District and BCFA regarding Article 7.2.3 of the Collective Bargaining Agreement (CBA) effective July 1, 2023 through June 30, 2026.

**Agreement**

1. The District and the Association agree that in upcoming negotiations, the final sentence of Article 7.2.3 shall be modified to read as follows:

**7.2.3** Regular Load: As part of the forty (40) hour workweek, a full-time instructional faculty load shall be thirty (30) standard lecture hours (SLH) per academic year, with the general expectation of 15 SLH per semester. These hours are calculated as a full hour (1.00) of lecture or lab based on the hours listed in the Official Course Outline of Record (COR), where 18 hours of lecture or lab shall be equated to 1 SLH.
2. In advance of those negotiations, the District agrees to conduct a review of courses beginning with the effective period of the current CBA (2023–2026).
3. Should discrepancies be identified between the hours assigned and the Course Outline of Record (COR), The District shall provide back pay to active members of the bargaining unit.
4. This review and any resulting back pay shall be paid as soon as possible, according to payroll dates, and shall apply only to current active bargaining unit members.

**Duration**

This MOU shall become effective upon signature by both parties and shall remain in effect until modified by mutual agreement.

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For the District:

  
Eva Bagg (Oct 15, 2025 16:21:34 PDT)

10/15/2025

Dr. Eva Bagg, Superintendent-President

Date

For BCFA:

  
Beverly Ranney

10/15/2025

Dr. Beverly Ranney, BCFA President

Date

# Fall 2025 BCFA MOU - Load & Hours on COR

Final Audit Report

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