

Memorandum of Understanding

Imperial Valley College-Hemp Research Initiative (IVC-HRI) and The Agricultural Benefit Program Grant

This Memorandum of Understanding is entered into between the Imperial Community College District (District) and the Imperial Valley College Chapter of the Community College Association/California Teachers Association/National Education Association (Association).

The District and the County of Imperial entered into multiple partner agreements with various private companies to conduct research concerning the Growing and Cultivation of Hemp for Educational Research starting May 15, 2019. The various Hemp research projects will continue until either partner decides to end the agreements.

The District also received a grant from the County of Imperial, known as the "Agricultural Benefit Program Grant" on August 21, 2019. This grant is currently scheduled to end in June 30, 2020, although the grant could be extended.

Currently, Dr. Kanyi is also the Agriculture Program Coordinator earning 3 units of reassigned time each semester under Article 17.12 of the current Collective Bargaining Agreement 2018-2021.

The Collective Bargaining Agreement (CBA) between the District and the Association, Article 17.16 required the District to notify the Association of the awarding of any grant or special project to assure compliance with the terms of the current CBA. The District and the Association met on October 8 and 30, 2019 to negotiate a Memorandum of Understanding regarding the work to be undertaken by Dr. Michael Kanyi, Assistant Professor of Agriculture to achieve the goals of both the Hemp Project and the Agricultural Benefit Program grant.

It is mutually agreed by both parties to the following:

For the Imperial Valley College-Hemp Research Initiative (IVC-HRI):

- Dr. Michael Kanyi will attend necessary meetings and review research materials for appropriateness. For this work, Dr. Kanyi will keep track of all hours spent working on the Hemp Initiative and be compensated at the current overload rate until the end of all Hemp Agreements.

For the Agricultural Benefit Program Grant:

- Faculty Supervisor: Dr. Kanyi will receive 3 ½ units reassigned time each semester for supervising this grant, retroactive to the beginning of work on the grant until the grant ends, June 30, 2020 (or later if the grant is extended). Any off contract work undertaken will be compensated pursuant to Article 17.12.
- Since the full time technical expert support person has not yet been hired, the District agrees to compensate Dr. Kanyi for any additional hours he has worked since the start of the grant and until the technical support person starts work. Dr. Kanyi will keep track of this extra work and the hours worked and will be compensated per hour at the current overload rate.


- The District also agrees to review the work load distribution between Dr. Kanyi and the technical expert support person in February 2020 to assure that the amount of work required of Dr. Kanyi does not exceed the 3 ½ units of reassigned time.

Agriculture Program Coordinator Reassigned Time position: The District agrees to increase the amount of reassigned time Dr. Kanyi receives each semester from 3 units to 4 units starting August 2019 through June 2021, or until a successor contract is reached.

If either the IVC-HRI project or the Agricultural Benefit Program Grant is extended or renewed, the District will notify the Association. Unless otherwise negotiated, this MOU will continue in full force and effect until the expiration of the current and/or successor projects or grant.

Executed this 16th day of November, 2019, at Imperial, California.

IMPERIAL COMMUNITY COLLEGE DISTRICT


Clint Dougherty, Chief Human Resources Officer

IVC CCA/CTA/NEA FACULTY ASSOCIATION


Mary-Jo Wainwright, President