

**Summer 2021 Professional Development and Training for Faculty
as a result of COVID-19**

CFA/CSU Memorandum of Understanding

In recognition of the need for CSU campuses to provide additional professional development and training for Faculty Unit Employees during Summer 2021 as a result of COVID-19 and increased virtual instruction, the CSU agrees to provide compensation in the form of a one-time stipend(s) for employees who complete a professional development/training program(s) approved by the campus. Participation in the professional development/training program(s) for faculty as a result of COVID-19 is optional.

Employees must receive approval from their campus to participate in any such professional development/training program. The creation of such a program by a campus does not guarantee an employee's opportunity to participate.

The dollar amount of the one-time stipend(s) shall be agreed upon by each campus and its local CFA chapter. Payment of these stipends does not constitute additional employment nor grant additional entitlement. Stipends are taxable income, subject to other payroll deductions, and will be paid within 30 days after the appropriate administrator has determined the employee has demonstrated completion of the campus' summer professional development/training subject to campus payroll processing procedures.

Stipends are not pensionable, and therefore not subject to CalPERS retirement withholdings. CalPERS annuitants, including those participating in the Faculty Early Retirement Program, who are rehired by the CSU are eligible for stipends only if participation does not cause the faculty member to violate CalPERS rules or regulations, and/or any applicable law.

Participation in a professional development/training program will not have any impact on employee evaluations or range elevation, nor will participation or non-participation be used in any personnel actions.

Employee participation in a professional development/training program shall not be used in determining course assignments and shall not impact an employee's eligibility for an appointment. Furthermore, such participation shall not be used during the careful consideration process unless faculty members specifically include it in their list of qualifications.

Revised 04/14/2021

Any such professional development/training program shall not be considered extraordinary support or constitute work for hire. Intellectual Property Rights shall be controlled by Article 39 in the CBA.

This Agreement shall not be applicable beyond the summer 2021 term.

For the California Faculty Association:



Kathy Sheffield
Director of Representation & Bargaining

For the California State University:



Joseph Jelincic (Apr 14, 2021 16:08 PDT)

Joseph J. Jelincic III
Senior Director, Collective Bargaining



Steve James
Labor Relations Advisor