

## **Memorandum of Agreement between Franklin Pierce University and the Rindge Faculty Federation**

This Memorandum of Agreement between Franklin Pierce University and the Rindge Faculty Federation (AFT#2433) establishes certain working conditions for the 2021-2022 contract year, subject to possible modification as noted below. This Agreement is a response to conditions resulting from the COVID-19 pandemic.

1. The University's expectation for the Academic Year 2021-2022 is that all members of the campus community will obtain vaccinations against COVID-19, as published on eraven: [https://www.franklinpierce.edu/Fall\\_2021/vac-comm.htm](https://www.franklinpierce.edu/Fall_2021/vac-comm.htm) (accessed June 12, 2021). The announcement includes the following statement: "We urge each member of our community to get fully vaccinated as soon as they can." The plan to return to a full, normal teaching and learning environment is based on the capacity of the authorized vaccines to protect the health of FPU community members within all areas on campus. These include student residence halls, academic buildings, and all other facilities. As the attendant expectation is that the Rindge campus will return to in-person instruction for AY2021-22 and thereafter, the University and RFF agree to revert to current CBA contractual provisions for all working conditions, commencing at the start of the fall 2021 semester.
2. Most classroom assignments will stay as they are, including the use of non-traditional classroom spaces. The Polyx50 technology will stay in all classroom spaces, including non-traditional classroom spaces, as part of the technology available for use. A few as yet to be determined non-traditional classrooms such as Spagnuolo Hall, Cheshire Community Room, the Bubble Clubhouse and Marulli Lounge may be discontinued as classroom space. Classes in those rooms will be moved to other appropriate spaces and will be reconfigured for standard desk spacing. Any faculty experiencing issues with this change will work with their Dean to resolve them.
3. Taking into account that switching to remote learning is still a possibility, every class will have a consistent presence through Canvas. Faculty compliance with FPU consistency standards for this presence requires:
  - a. Use of Canvas syllabus, gradebook, and FPU Outlook email. Faculty need to be prepared to move to an online presence on short notice with assignments, announcements, CampusWeb, and zoom., .
  - b. Faculty may choose from several Canvas templates which follow the accessibility requirements of universal design, provided by the university. Should faculty create their own template, they should follow the accessibility requirements of universal design as provided by the university in compliance with Intellectual Property provisions in CBA Article 27 and terms of this MOA.
  - c. Faculty must include within an introduction to each course the FPU template that explains how to navigate the Canvas site. The University will provide standardized language for such an introduction which faculty may choose to utilize.

4. After the start of the fall semester, in the event that COVID-19 cases rise to a threshold of infection that warrants an altered teaching environment established by the University, in consultation with RFF, the provisions set out in the MOA signed between the University and RFF on December 28, 2020, shall be revisited. They shall be subject to renegotiation and agreement by both parties prior to any implementation.

Agreed:

  
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President, RFF

July 14, 2021  
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Date

  
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Provost, FPU

June 29, 2021  
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Date