

**Memorandum of Understanding:
Career and Technical Education (CTE) Faculty Director**

The Lake Tahoe Community College District ("District") and the Lake Tahoe Community College Faculty Association ("Association") agree to the following summer stipend for Career and Technical Education Directors (including, but not limited to, Director of Wilderness Education and Outdoor Leadership (WEOL), Director of Hospitality Management and Culinary Arts, Director of Emergency Medical Services, etc). The initial three-year pilot for the WEOL Director stipend began on July 1, 2022, and will sunset June 30, 2025. This MOU will extend the agreement indefinitely.


Intent:

The intent of this MOU is to provide Director coverage to CTE programs during summer months, including but not limited to WEOL Summer Field Experience and program oversight, Culinary operations and event support, and Emergency Medical Services program operations. It is also provided to better clarify days, roles, and compensation for CTE Faculty Directors.

It is the intent of the negotiating teams to consider making this MOU a Tentative Agreement in the next contract cycle.

Conditions:

- The faculty member will be placed on a regular 177-day contract with the 48-unit contractual load requirement being met in the primary terms (fall, winter, spring).
- A stipend will be provided for Director duties performed in the summer term that is equal to 6.25% (This equals 25% of the faculty member's annual department duties which are 25% of the full-time load) to provide compensation for coverage of Director duties from the end of the spring term to the start of the fall term. This 6.25% will be in addition to the existing 25% CTE Director academic year reassigned units (12) at the faculty member's current salary. This compensation will be counted for the employee's defined benefit for STRS.



Jeff DeFranco (Jul 11, 2025 10:02 PDT)

Jeff DeFranco
President/Superintendent Lake Tahoe Community College

07/11/2025

Date

Alena I. Anberg

Alena J. Anberg (Jul 10, 2025 11:37 PDT)

Alena Anberg

Faculty Association President

07/10/2025

Date










CTE Faculty Director MOU

Final Audit Report

2025-07-11

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