

**Letter of Agreement – General Education Team Teaching**  
To the Collective Bargaining Agreement  
between  
Western Oregon University  
and  
The Western Oregon University Federation of Teachers  
Local 2278, AFT, AFL-CIO

July 8, 2019

**WHEREAS**, Western Oregon University (“WOU”) wishes to offer collaboratively taught Team Teaching courses through its General Education First Year Seminar program beginning Fall 2019; and

**WHEREAS**, WOU wishes to provide opportunities for Team Teaching courses to be collaboratively taught by its faculty represented by the Western Oregon University Federation of Teachers Local 2278, AFT, AFL-CIO (“WOUFT”); and

**WHEREAS**, WOU and WOUFT (together, “Parties”) entered into interim bargaining under ORS 243.698 to negotiate appropriate remuneration for faculty participating in Team Teaching within the General Education First Year Seminar program;

***NOW AND THEREFORE.***

WOU and the WOUFT mutually agree upon the following:

- 1) Team Teaching courses (or substantially similar courses) that have not been taught before by the participating faculty members, will be credited at 4 credits per faculty member. Team Teaching courses (or substantially similar courses) that have not been taught before by the participating faculty members must be fully-collaborative and faculty must be present in the classroom for 100% of classroom work;
- 2) Team Teaching courses (or a substantially similar courses) that have been taught at least once by the participating faculty members, will be credited at 2 credits per faculty member. Each faculty member will also receive a \$1,000.00 stipend. Team Teaching courses (or a substantially similar courses) that have been taught at least once by the participating faculty members must be substantially collaborative and each faculty member must be present for at least 60% or more of classroom work.
- 3) When participating faculty members believe that the preparation and teaching requirements of a proposed course (or a substantially similar course) that has been taught before are extraordinary as compared to its peer General Education First Year Seminar program courses, the proposing faculty members may jointly petition the General Education Committee and the Provost for an exception that requests remuneration of 4 credits per faculty member instead of 2 credits per faculty member and a \$1,000.00

stipend. Petitions for 4 credits for courses (or substantially similar courses) that have been taught before must be submitted along with the course proposal to the General Education Committee and must include justification for the exception. The General Education Committee will consider both the course proposal and the exception petition simultaneously and may recommend to the Provost: a) granting both the course proposal and the exception petition; b) granting the course proposal only and rejecting the exception petition; or c) rejecting both the course proposal and the exception petition. If the proposal is accepted but the petition is rejected by the Provost, the proposing faculty members may choose to either accept the 2 credit course load credit and stipends, or withdraw the course.