MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Part-Time Faculty Compensation for Course Accessibility Work
April 24, 2026

WHEREAS: Federal and state accessibility laws require instructional materials to be accessible to all students, and

WHEREAS: In April 2024, the U.S. Department of Justice issued a new rule under Title II of the Americans with Disabilities Act (ADA) requiring that all digital content provided by public institutions meet Web Content Accessibility Guidelines (WCAG) 2.1 Level AA, with a compliance date of April 26, 2027, and

WHEREAS: The District is committed to ensuring that all courses utilizing Canvas or other District-supported digital instructional platforms, including online, hybrid, and face-to-face courses that incorporate digital instructional content, meet applicable accessibility standards, and

WHEREAS: Part-time faculty, including instructional and non-instructional part-time faculty, contribute to accessibility by performing work to ensure that digital content is accessible, including but not limited to updating documents, webpages, instructional materials, and student-facing resources, and

IT IS THEREFORE AGREED THAT:

Part-time faculty shall be compensated for accessibility-related work at a rate of two (2) hours per every one (1) unit for up to seven (7) non-instructional hours per unique course made fully accessible and verified as 100% compliant for courses successfully taught during spring 2026 semester, summer 2026 term, and fall 2026 semester.

A "unique course" is defined as a distinct course preparation. Compensation shall be paid once per unique course, regardless of the number of sections taught. *Example:* A part-time faculty member assigned to teach two (2) sections of PSYCH 100, a three (3) unit course, shall receive compensation for six (6) hours. A part-time faculty member assigned to teach PSYCH 100 and PSYCH 110 shall receive compensation for twelve (12) hours.

Part-time faculty teaching face-to-face courses that incorporate digital instructional content must obtain approval from their manager for each course for which compensation will be sought prior to undertaking accessibility remediation work.

Part-time faculty who are actively employed by the District and who are assigned to teach during the spring 2026 semester, summer 2026 term, fall 2026, and spring 2027 semesters shall be eligible for compensation under this MOU.

Eligibility for compensation under this MOU shall apply only to courses that utilize Canvas for instructional purposes.

The compensation shall be paid only upon full completion of required accessibility remediation. Federal law requires 100% compliance; therefore, compensation shall be contingent upon verification that the course meets applicable accessibility standards in full.

Verification of completed accessibility work shall be demonstrated through a UDOIT report generated from Canvas confirming that the course content is 100% accessible in accordance with WCAG 2.1 Level AA standards.

The hours may be used at the part-time faculty member's discretion for remediation activities and/or accessibility-related training necessary to achieve full compliance.

Time sheets/Professional Development form shall be submitted to the direct supervisor no later than the end of the semester in which the accessibility work is completed.

This MOU shall sunset at the conclusion of the Spring 2027 semester unless extended by mutual written agreement. Either party may request to negotiate or extend the terms of this MOU prior to the sunset date.

For SBCCDTA:

Jamie Salyer

Jamie Salyer (Apr 30, 2026 06:02:51 PDT) Date:

Jamie Salyer
SBCCDTA Lead Negotiator

For SBCCD:

Kristina Hannon (Apr 30, 2026 07:32:09 PDT) Date:

Kristina Hannon
Vice Chancellor, Human Resources & Police Services,
SBCCD Lead Negotiator