

Memorandum of Understanding
Between
Pierce College and Pierce College Federation of Teachers (PCFT)
Digital Accessibility (Title II)

Pierce College and the Pierce College Federation of Teachers (PCFT) agree to the following Memorandum of Understanding (MOU).

1. Effective Dates.

This MOU will be executed on December 15, 2025 and expire on June 22, 2026.

2. Purpose.

This MOU outlines the agreement between Pierce College Administration and the Pierce College Federation of Teachers regarding course remediation for Spring quarter 2026 to meet Title II Digital Accessibility Standards. The goal is to ensure all online courses achieve between 80 and 100% digital accessibility score in Yuja. The plan and compensation outlined in the MOU offers the opportunity for faculty to complete the Canvas Digital Accessibility course and apply those skills to course content, ensuring that all students have equitable access to learning materials.

This compensation recognizes the initial workload associated with course improvement and training while establishing baseline competencies for ongoing accessibility compliance standards.

The College and the Union agree that the stipend for Digital Accessibility training and course remediation is limited to successful completion of this remediation work and not connected to a review of course content or quality of teaching.

3. Terms of Agreement.

a. Training Completion Incentive

- a. All faculty with Spring 2026 online courses and hybrid courses who complete the designated digital accessibility training and successfully remediate one course prep to achieve between 80 and 100% accessibility will receive:

- i. Option A: \$500 stipend for the first successfully remediated course OR
 - ii. Option B: May choose to include this as a SIPable goal (FT Faculty only) for the first successfully remediated course.
- b. Training and course remediation will need to be completed before April 6, 2026.
- c. Additional Spring 2026 Course Prep Remediation
 - a. The Union and Administration agree to return to bargaining in January, 2026 to discuss subsequent course remediation.
- d. Payment
 - a. Payment for this work will take place Spring Quarter and faculty will receive it no later than May 10, 2026.



[Deena Forsythe \(Jan 13, 2026 09:33:35 PST\)](#)

01/13/2026

Deena Forsythe, Vice President of Human Resources
Pierce College

Date



[Lisa Murray \(Jan 13, 2026 08:03:32 PST\)](#)

01/13/2026

Lisa Murray, PCFT President

Date