

Memorandum of Understanding Between
The Antelope Valley Community College District
And
The Antelope Valley College Federation of Teachers

This Memorandum of Understanding (MOU) is made as of the 18th day of November 2025 by and between the Antelope Valley College Federation of Teachers ("AVCFT") and the Antelope Valley Community College District ("DISTRICT"), collectively known as the "PARTIES." This MOU expires on December 31, 2025, or upon the return of Dean Dr. Wendy Stout from leave, whatever occurs first.

RECITALS

Whereas, the DISTRICT hired Athletic Director Joel Gunterman to serve as the Educational Administrator supervising all coaching staff and Intercollegiate Athletics (IATH) instructors. Athletic Director Gunterman assumed his position in April 2025.

Whereas, the DISTRICT transitioned instructional faculty in the departments of Health Education (HE), Kinesiology Fitness (KINF), Kinesiology Theory (KINT), and Recreational Leadership (REC) to report to the Dean, Health and Safety Sciences (HSS), Dr. Wendy Stout.

Whereas, Dr. Stout took an unexpected, emergency leave of absence effective October 1, 2025.

Whereas, the DISTRICT hired Dr. Vickie Mulvaney-Trask to serve as Acting Dean, Health and Safety Sciences from October 6, 2025, through October 31, 2025. Effective November 1, 2025, Athletic Director Gunterman will serve as the Acting Dean, Health and Safety Sciences and Athletic Director.

Whereas, the PARTIES have recognized the need to identify temporary substitutes for the supervising educational administrators serving on the evaluation committees for tenure-track, permanent, and adjunct faculty given Dr. Stout's absence.

Whereas, The PARTIES desire to work together to support the Evaluatee and their committees to ensure an appropriate evaluation of their work performance.

IT IS NOW, THEREFORE, AGREED AS FOLLOWS:

1. Should the need for this Agreement extend beyond December 31, 2025, the PARTIES may mutually agree to modify this Agreement or portions thereof in writing.
2. The PARTIES agree that in the absence of Dean Stout, Acting Dean of Health and Safety Sciences, will serve as the Educational Administrator and supervisor for all faculty reporting to the Dean of Health and Safety Sciences.
3. The PARTIES agree that the Acting Dean and/or Dean of Math, Science,

and Engineering, Dr. Jedi Lobos will participate in the faculty evaluation processes during Dean Stout's absence and will draft the respective Dean's reports. The attached chart lists the faculty members under evaluation and the assigned evaluator.

4. The PARTIES agree that the future evaluation committee composition for faculty members in the tenure process will be reviewed and discussed as applicable prior to the start of the 2026-2027 academic year.
5. Unintended Consequences: Should an unforeseen issue arise, the AVCFT and the Vice President Academic Affairs will consult and come to a mutual agreement to resolve the issue.
6. Entire Agreement: This Agreement is non-precedential and constitutes the entire agreement and understanding between the PARTIES. There are no other oral understandings, terms or conditions. All prior understandings, terms, or conditions are deemed merged into this Agreement.
7. Execution: This Agreement may be executed in one or more counterparts, including by signature pages delivered in electronic format, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

Lauren Elan Helsper

Nov 18, 2025

Dr. Lauren Elan Helsper
AVCCD Lead Negotiator

Dr. Scott Lee

Nov 20, 2025

Dr. Scott Lee
AVCFT Lead Negotiator

Dr. Jennifer Zellet

Nov 20, 2025

Dr. Jennifer Zellet
AVCCD Superintendent/President

Faculty Classification and Discipline	Faculty Last Name	Faculty First Name	Dean Assigned to Evaluate
Tenure-Track (Nursing)	Adams	Jeana	Interim Dean of HSS
Tenure-Track (EMT/Paramedic Director)	Aguilar	Ed	Interim Dean of HSS
Tenure-Track (RN)	Diaz	Brandon	Interim Dean of HSS
Tenure Track (Nursing)	Gonzales	Martin	Interim Dean of HSS
Tenure-Track (Medical Office Assisting)	Jordan	Robin	Interim Dean of HSS
Tenure-Track (Respiratory Care)	Kuroyama	Cory	Interim Dean of HSS
Tenure-Track (RN)	Ramirez	Olga	Interim Dean of HSS
Tenure-Track (RN)	Rock	Jennifer	Interim Dean of HSS
Tenure-Track (LVN)	Taylor	Jennfier	Interim Dean of HSS
Tenure-Track (LVN)	Watters	Katrina	Interim Dean of HSS
Tenure-Track (EMT)	Watters	Darren	Interim Dean of HSS
Tenure-Track (Athletics)	Gordon	Russell	Interim Dean of

			HSS
Tenured (H&SS)	Kilayko	Maria	Jedi Lobos
Tenured (H&SS)	Parkinson	Elinda	Jedi Lobos
Tenured (H&SS)	Smith	Kim	Interim Dean of HSS
Tenured (Athletics)	Cruz	Mark	Interim Dean of HSS
Adjunct (H&SS)	Biehl	Jessica	Jedi Lobos
Adjunct (H&SS)	Butler	Jonathan	Interim Dean of HSS
Adjunct (H&SS)	Garcia	Miguel	Jedi Lobos
Adjunct (H&SS)	Harness	Thomas	Jedi Lobos
Adjunct (H&SS)	Martinez	Julio	Jedi Lobos
Adjunct (H&SS)	Milhoan	Francesca	Jedi Lobos
Adjunct (H&SS)	Neri	Juan	Jedi Lobos
Adjunct (H&SS)	Onikeku	Francis	Jedi Lobos
Adjunct (H&SS)	Organista	Lilia	Jedi Lobos
Adjunct (H&SS)	Plus	Anita	Interim Dean of HSS
Adjunct (H&SS)	Schott	Kevin	Interim Dean of HSS
Adjunct (H&SS)	Sharp Jr.	Charles	Interim Dean of HSS
Adjunct (H&SS)	Thomas	Mary	Interim Dean of HSS
Adjunct (H&SS)	Titov	Daniel	Interim Dean of HSS
Adjunct (H&SS)	Valdivia	Kimberly	Interim Dean of

			HSS
Adjunct (Kin. & Athletics)	Butler	DeAnna	Interim Dean of HSS
Adjunct (Kin. & Athletics)	Livermont	John	Interim Dean of HSS
Adjunct (Kin. & Athletics)	Dunham	Ryan	Interim Dean of HSS
Adjunct (Kin. & Athletics)	Wyatt	Justin	Interim Dean of HSS
Adjunct (Kin. & Athletics)	Wyatt	Gina	Interim Dean of HSS










MOU re Acting Dean HSS(avcft) - 11.18.25

Final Audit Report

2025-11-21

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