

LRCCD/LRCFT  
Memorandum of Understanding

Waiver Allowing Faculty to Work 100% Remote for Fall 2021

**Background**

The ongoing COVID-19 pandemic, uncertainty regarding availability of vaccines, and the continuing concerns for public health make it difficult to predict when our colleges can return to normal operations. The Federation and District have a shared interest in protecting the health and safety of our students, faculty, and staff.

As of the execution date of this MOU, no decision has been made on whether the Los Rios Community College District will re-open for Fall 2021. This MOU and waiver are being developed in the event that LRCCD partially re-opens the campuses for the Fall 2021 semester. During Fall 2021, the District will still be under a partial closure and therefore under a local emergency Distance Education addendum.

**Agreements**

1. Regular (tenured and tenure-track) / Long Term Temporary classroom faculty can opt to teach their regular and overload assignment up to 100% online for Fall 2021 provided that:
  - a. A regular faculty member who opts to teach one or more courses online pursuant to this MOU must make that determination and notify the District within the timelines established by the District for scheduling purposes. Once made, this determination may not be amended without mutual agreement from the District.
2. In order to reduce part of their teaching load for Fall 2021, regular classroom faculty are allowed to use accumulated overload.
3. Regular classroom faculty, regardless of teaching face-to-face, hybrid, or online can offer *all* office hours online.
  - a. Office hours must be time and date specific.
4. Full time classroom faculty are expected to meet all service and professional development obligations.
5. Scheduled performance reviews will move forward for all tenured and tenure-track faculty in Fall 2021 according to contractual timelines. Faculty opting to teach their load fully online will be required to meet expectations for online teaching. The format of the reviews will follow the agreed-upon format from Fall 2020.

Last edited: 2/10/21

LOS RIOS COMMUNITY  
COLLEGE DISTRICT

LOS RIOS COLLEGE FEDERATION  
OF TEACHERS

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Jamey Nye, Deputy Chancellor

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Belinda Lum, Chief Negotiator

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Jake Knapp, General Counsel

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Jason Newman, President

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2/14/21

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