

LRCCD/LRCFT
Memorandum of Understanding

Remote Work for Librarians

Background

Under the current collective bargaining agreement, Librarians generally work the majority of their assignment on-ground at their campus of assignment (with some exceptions). Currently, only classroom faculty have explicit contractually specified allowances outlining online and remote work. The Federation and District have a shared interest in clarifying online and remote work for Librarians, to ensure parity with classroom faculty.

Agreement

1. "Remote" refers to the ability of a faculty member to perform their professional responsibilities (consistent with Article 8.4.3 and 8.4.5) in a location other than their campus of assignment.
2. "Online" refers to the modality in which the students and/or clients access instruction, services, or resources.
3. Tenured librarians may be assigned up to .8 FTE of remote assignment in any semester by mutual agreement with the Area Dean based on program demands.
 - a. Tenure-track librarians in the first or second year shall be limited to 0.4 FTE of remote assignment in any semester.
 - b. Tenure-track librarians in the third or fourth year shall be limited to 0.6 FTE of remote assignment in any semester.
 - c. Part-time librarians may be assigned up to .6 FTE of remote assignment in any semester.
 - i. Part-time librarians must complete a minimum of one performance review without an overall evaluation of less the satisfactory to be eligible for remote assignment.
4. When scheduled to work remote, librarians' work-day will be consistent with Article 4.84
5. If librarians accept a remote assignment during their performance review year then they agree to have remote work evaluated as part of their workstation review.
 - a. Where practicable, the review team shall include faculty with experience working in an online environment.
6. This MOU sunsets in June 2023

LOS RIOS COMMUNITY
COLLEGE DISTRICT

LOS RIOS COLLEGE FEDERATION
OF TEACHERS



Jamey Nye, Deputy Chancellor



Chanelle Whittaker, AVCHR

06/02/2021

DATE

Belinda Lum, Chief Negotiator

Jason Newman, President

May 24, 2021

DATE