

LRCCD/LRCFT  
Memorandum of Understanding

Remote Work Pilot for Counselors

**Background**

Under the current collective bargaining agreement, counselors must work their entire assignment on-ground at their campus of assignment. Currently, only classroom faculty are allowed to work online and remotely. The Federation and District have a shared interest in creating an opportunity for non-classroom faculty to work remotely.

**Intent**

This pilot program is intended to address student demand for remote counseling and allow flexibility for serving students effectively. In addition, the development of the Los Rios Colleges Online, indicate increased demand for online services. This pilot addresses tenured, tenure-track and part time faculty remote assignments, and begins in January 2022. If the pilot works well it will be incorporated into the 2023-2026 LRCFT/LRCCD Collective Bargaining Agreement

**Agreement**

1. "Remote" refers to the ability of a faculty member to perform their professional responsibilities (consistent with Article 8.4.2) in a location other than their campus of assignment.
2. "Online" refers to the modality in which the student accesses instruction, services, or resources.
3. Tenured counselors 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 counselors in the first or second year shall be limited to 0.4 FTE of remote assignment in any semester.
  - b. Tenure-track counselors in the third or fourth year shall be limited to 0.6 FTE of remote assignment in any semester.
  - c. Part-time faculty may be assigned up to .6 FTE of remote assignment in any semester.
    - i. Part-time faculty 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, counselors' work day will be consistent with Article 4.8.3.
5. If counselors 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 counseling in a remote and/or online environment.
6. This MOU sunsets in June 2023

LOS RIOS COMMUNITY  
COLLEGE DISTRICT



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Jamey Nye, Deputy Chancellor



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Chanelle Whittaker, AVCHR

06/02/2021  
DATE

LOS RIOS COLLEGE FEDERATION  
OF TEACHERS

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Belinda Lum, Chief Negotiator

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Jason Newman, President

May 24, 2021  
DATE