

**MEMORANDUM OF AGREEMENT
BETWEEN
CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
AND
CHABOT-LAS POSITAS FACULTY ASSOCIATION**

December 8, 2020

Impacts of COVID-19 Pandemic — Premium Pay for Faculty Working On Campus

As an augmentation to the CLPCCD/FA MOU dated April 16, 2020, the District and FA agree to the following effective Fall 2020:

- 1) PREMIUM PAY - In the event any District facility must be closed, or any District operations are curtailed by Federal, State or Local agency(ies), due to the COVID-19 pandemic, CLPCCD will require Faculty to work remotely to the extent possible.
- 2) Instructional faculty in disciplines designated as essential and/or hold hard to convert classes, requiring on-site class or lab performance will be compensated with supplemental premium pay at 15% of the F-rate per hour, only for those hours where there is student contact on campus, and only for scheduled class meeting times. Premium Pay shall not be applied towards Office hours.
- 3) The above shall be through mutual agreement with the appropriate dean and/or administrator. For Fall 2020, instructional hours previously approved by the dean for on-campus instruction will be deemed eligible for premium pay. For Spring 2021, faculty and appropriate dean and/or administrator will confirm the number of hours eligible for this premium pay under the criteria described above.
- 4) As a matter of safety and compliance, on-site Faculty will adhere to PPE protocols and requirements and instructions for students in attendance.
- 5) The Academic Non-Instructional/Special Assignments Timesheet shall be filled out (with specific dates and associated hours) each month and signed by the employee and appropriate dean and/or administrator, with notation of Premium Pay under the category entitled "Other".

This Agreement expires on the date the District determines the shelter in place order expires or after Spring 2021, whichever comes first. Furthermore, if a vaccine is released and made accessible to Faculty by the County or State, premium pay shall expire within thirty (30) days of such availability.

This is a one-time, non-precedent setting agreement.

Signed and entered this 8th day of December, 2020,

<signed>

David D. Fouquet
President, Chabot-Las Positas
Faculty Association

<signed>

Ronald P. Gerhard
Chancellor, Chabot-Las Positas
Community College District