

LRCFT / LRCCD
Memorandum of Understanding

Work from Home Reimbursement

Background

Moving to a fully remote/online work environment required faculty to obtain computer upgrades, internet improvements, and other infrastructure-related costs, including an increase of electricity usage. These costs continue to increase as we move into the fall 2021 semester. The last two federal relief packages –*Higher Education Emergency Relief (HEERF) Act II and III*--- contain provisions that allow the District to use the HEERF grants to offset the technology costs associated with a transition to distance education. The LRCFT and LRCCD have a shared interest in reimbursing faculty for costs related to working from home.

Agreement

1. Faculty working up to a 1.0 FTE load will be reimbursed \$75 per month for 21 months.
 - a. Payment will be pro-rated by assignment for faculty working less than a 1.0 FTE load.
2. Faculty will be paid in two installments
 - a. *Installment One* will be paid in June which includes payment for the past 13 months (April 2020 to April 2021).
 - b. *Installment Two* will be paid in January 2022 for a total of 8 months (May 2021-Dec. 2021).
3. Faculty pro-rated payment will be based on the following:
 - a. April thru June 2020 paid based on spring 2020 assignment.
 - b. July 2020 thru Dec 2020 paid based on Fall 2020 assignment.
 - c. January 2021 thru June 2021 paid based on Spring 2021 assignment
 - d. July 2021 thru Dec 2021 paid based on Fall 2021 assignment.

Signed by:

LRCCD: Jamey Nye, Deputy Chancellor and Chanelle Whittaker, AVCHR

LRCFT: Jason Newman, President and Belinda Lum, Chief Negotiator