

Memorandum of Understanding Compensation for Impacts of Davies Hall Closure

Background

The abrupt closure of Davies Hall on September 8, 2023, resulted in a workload increase for faculty at American River College. Over 90 faculty members were displaced from their Davies offices and workspaces and approximately 240 classes had to be immediately moved online or to alternative campus locations, all with short notice and in the early weeks of a very busy Fall semester. The Davies Hall closure had a snowball effect and displaced faculty in other buildings as ARC administration worked to accommodate needs amidst the closure.

Recognizing the difficulties caused by the Davies Hall closure, LRCCD and LRCFT share an interest in compensating all faculty impacted by the Davies Hall closure.

Agreements

1. All compensation will be paid by the District and will not come from LRCFT's proportionate share of District revenues.
2. Faculty who lost offices in Davies Hall or were forced to relocate from their offices or workspaces as a result of the Davies Hall closure will be provided with a one-time payment of \$2000. This payment would be inclusive of:
 - a. Time spent evacuating Davies Hall within a short time period.
 - b. Time spent re-establishing temporary workspaces for Fall 2023.
 - c. Additional time being spent to move out any remaining items in the office.
 - d. Time that has been or will be spent moving into new offices.
3. Faculty with classes that were impacted will be provided with a one-time payment of \$1,000 for each course transitioned as part of closure. This amount acknowledges:
 - a. Time spent re-doing course preparation work in a short time period.
 - b. Multiple changes in the modality of course delivery.
 - c. Multiple tiers of required communication with students caused by unclear and changing or confusing communications from ARC administration.
 - d. Relocating to multiple classrooms and obtaining needed materials and resources.
4. Faculty chairs will be provided an additional 0.1 per semester RT for the Fall 2023 and Spring 2024 semesters for a total of 0.2 over the 2023-2024 academic year.
 - a. This release time may be used during Spring 2024, or the 2024-2025 academic year.

5. Faculty who had reassignment to other duties (e.g. Faculty Coordinator positions) and lost their Davies Hall office, or who were relocated from their office outside of Davies Hall as a result of the Davies Hall closure, will receive \$750 per 0.2 reassigned time held in the Fall 23.
 - a. Faculty receiving Department Chair reassigned time are excluded from this payment.
6. Faculty members who lost their office as a result of the closure can be reimbursed up to \$750 for the cost of storage at a storage facility.
 - a. Faculty will be provided with a process for reimbursement that may include providing the District copies of receipts or other documentation.

LRCFT Approval:
Jason Newman, President
Belinda Lum, Chief Negotiator
February 7, 2024

LRCCD Approval:
Carrie Bray, VC HR
Mario Rodriguez, EVC Finance & Admin
February 12, 2024