

## SIDE LETTER OF AGREEMENT

### RETURN TO CAMPUS – FALL 2021

This SIDE LETTER is entered into by and between the Riverside Community College District and the Faculty Association.

*The intent of this side letter is to address FALL 2021 return to campus regarding:*

- *Adoption of Board Resolution NO. 02-21/22 (August 10, 2021)*
- *Protocol for quarantine requirements*
- *Additional Department Chair/Assistant Chair Compensation*
- *Extending COVID-19 sick days through the end of December, 2021*

The District and the Faculty Association shall agree to the following:

1. The Faculty Association agrees to adopt Board Resolution 02-21/22 mandating COVID-19 vaccinations for all RCCD students and employees for the Fall 2021 term.
2. Protocol for quarantine requirements:
  - a. If faculty or students in a F2F/Hybrid class or academic student support center test positive for COVID-19 and are required to quarantine, the class shall transition to remote instruction or service in compliance with the quarantine requirements. Once the quarantine requirements have been met, the class or academic/student support assignment shall transition back on to campus. Exceptions may be made by the appropriate Vice President or President to transition to fully online.
  - b. Additional compensation of \$79.32 per hour (Group 1, Step 3) for five (5) hours shall be provided each time a class or academic/student support assignment is required to temporarily transition to remote instruction due to quarantine requirements.
3. Department Chairs/Assistant Chairs will receive additional compensation for work done during the two weeks between summer and fall employment at \$79.32 per hour (Group 1, Step 3) for a total of 20 hours for the additional hours to respond to scheduling changes and fielding faculty concerns due to the 4<sup>th</sup> wave of COVID-19 infections (Delta variant) in the face of returning to campus. The total compensation for Chairs/Assistant Chairs will be inclusive of the \$300 already stipulated by a previous MOU (8/04/2021).
4. For all cleared faculty, the District will provide up to 80 hours (prorated for part-time members) of COVID-19 paid sick leave to unit members through December 31, 2021 for the following reasons:

- i. The faculty member is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, Cal/OSHA, the CDC, or a local health officer with jurisdiction over the workplace, has been advised by a healthcare provider to quarantine, is experiencing COVID-19 symptoms and seeking a medical diagnosis.
  - ii. The faculty member is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school or place of care is closed or unavailable due to COVID-19.
  - iii. Vaccine-Related: The faculty member is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms.
5. Check-in stations will be located at Riverside Community College, Moreno Valley College, and Norco College. Full-time and part-time faculty that volunteer to perform work at Check-in stations shall receive additional compensation for work performed up to a total of 20 hours for the additional hours. Compensated at Group 1, Step 1 (\$66.23 per hour) of the Faculty Hourly Salary Schedule.



Wolde-Ab Isaac  
Chancellor, Riverside Community College District

Date: 8-22-2021



Rhonda Taube  
RCCD Faculty Association President

Date: 8-22-21