

1           **MEMORANDUM OF UNDERSTANDING BETWEEN THE PASADENA AREA**  
2                           **COMMUNITY COLLEGE DISTRICT AND**  
3                           **THE PASADENA CITY COLLEGE FACULTY ASSOCIATION**

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5                           **Spring Semester 2022 Supplemental Agreement**  
6                           **February 3, 2022**  
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8   Recognizing the increase in COVID-19 cases as a result of the Omicron variant, the parties agree  
9   to enter into this Supplemental Agreement to: (1) continue to follow public health directives,  
10   guidance, and practices; (2) maintain the continuity of the return; and (3) ensure faculty are  
11   adequately supported so as to enable this transition.

12   **Masking:**

13   All personnel on site, including students and public patrons, will be required to wear masks at all  
14   times while at a PCC facility, campus or center. PCC will provide KN95, N95 or surgical grade  
15   masks for staff and students use. When required, fit tests will be provided. Cloth masks only are  
16   prohibited.

17   **Testing:**

18   The District shall post COVID testing data, updated weekly, on the public COVID-19 dashboard.

19   Mandatory COVID weekly testing will continue through Spring 2022. Until further notice, based  
20   on COVID 19 conditions, weekly COVID-19 testing will be required for all vaccinated faculty,  
21   and every four days for unvaccinated faculty. The District will provide testing services until the  
22   end of Spring 2022. Faculty who do not comply with testing requirements will be subject to  
23   progressive discipline.

24   The District will acquire a clear method of verifying testing results such as Clear App. While  
25   mandatory testing is required, all Faculty, Instructional and Non-Instructional, who are working  
26   at a PCC facility, campus or center shall be paid \$75.00 per week.

27   Quarantining, contract tracing, return to remote and closure procedures shall adhere to City,  
28   County, Cal/OSHA and State Department of Public Health protocols.

29   **Boosters:**

30   All eligible faculty shall be required to receive boosters by May 8, 2022. Faculty will  
31   receive \$500 for submitting proof of receiving the booster by May 8, 2022.

32   **Notification:**

33   When a positive COVID case is confirmed, whether student, staff or faculty member, the  
34   Faculty Association Board and the campus community shall be notified of the date, time and  
35   location of the case and any other information required by Cal/OSHA via e-email.

37 **Decisions to pause in-person learning and transition to remote learning.**

38 Faculty, both instructional and non-instructional, may be temporarily assigned to perform their  
39 duties remotely if they have tested positive for COVID-19 and are asymptomatic, or if they are  
40 caring for an immediate household member who has tested positive for COVID-19. Faculty  
41 must report and provide documentation to their supervising dean and the PCC COVID Support  
42 Team.

43 All faculty – instructional and non-instructional – full-time and adjunct -who have remained  
44 remote from January 24, 2022 through February 6, 2022 due to safety concerns, shall be issued a  
45 letter of counseling outlining the contract expectations and violations. This letter will not be a  
46 part of the unit members’ personnel file, or be used as any part of the unit members’ evaluation  
47 and will be destroyed by the Faculty Association by December 23, 2022 provided no  
48 insubordination occurs within the stated time period.

49 This MOU is intended to address the impacts and effects of the return to campus for Spring 2022  
50 as of the date of execution of this agreement. However, the Parties agree that subsequent events  
51 may require additional discussion or create additional impacts and effects, and any additional  
52 changes to workload, calendar, or access to campus and resources will be negotiated between the  
53 parties.

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55 Dated: Feb 8, 2022

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57 By:   
58 Robert Blizhnski (Feb 8, 2022 10:51 PST)  
59 For Pasadena Area Community College District

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60 Dated: Feb 8, 2022

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62 By:   
63 Mark Whitworth (Feb 8, 2022 10:16 PST)  
For Pasadena City College Faculty Association

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