

1 **PASADENA AREA COMMUNITY COLLEGE DISTRICT**

2  
3 **TO THE**

4  
5 **PASADENA CITY COLLEGE FACULTY ASSOCIATION**  
6 **August 30, 2021**

7  
8 **Fall Semester 2021 Return to Campus Agreement**  
9 **Non-Instructional Faculty**

10  
11 The parties enter into this Supplemental Agreement in their continued response to the COVID-  
12 19 epidemic to (1) continue to follow public health directives, guidance, and practices, (2)  
13 maintain the continuity of the return and (3) ensure faculty are adequately supported so as to  
14 enable this transition.

15  
16 This Agreement is effective and covers work performed beginning August 23 through December  
17 12, 2021. Should the need for this Side Letter Agreement to extend beyond Fall Semester 2021,  
18 nothing in this agreement shall be precedent setting in future situations, nor will not bind the  
19 Parties in any future action, whether under similar circumstances or not, and cannot be  
20 introduced in any grievance, arbitration, complaint, administrative, or legal proceeding as  
21 evidence of past practice or intent of the Parties or meaning or application of the collective  
22 bargaining agreement. To the extent this Agreement contains new terms, it supersedes the  
23 parties' COVID Emergency Agreements.

24  
25 During Fall 2021 semester, non-instructional faculty may be required to work face to face on  
26 campus, or another assigned location as long as it is safely conducive to the discharge of their  
27 responsibilities. All non-instructional faculty will be assigned to workspaces that provide  
28 allowances for personal social distancing. After September 30, student vaccination status will be  
29 verified before services are provided in-person one on one non-instructional settings. For  
30 individuals who are unvaccinated and seeking assistance, the college will provide services  
31 remotely.

32  
33 Counselors, Librarians, and all other non-instructional faculty shall work 4 days a week on-site. ,  
34 50% of which may be remotely on-site.

35  
36 In the library, the District will ensure building capacity of 50 percent occupancy rates.

37  
38 The district will train personnel to review students ability to be on campus for face to face personal  
39 non instructional services. From the date of this signed MOU through September 30, 2021,  
40 students seeking services from non instructional faculty will be required to show approval to the  
41 districts trained personnel, via the Qualtrics app, indicating they are vaccinated and non  
42 symptomatic at the time of requested services. Students not approved for face to face non  
43 instructional services via the Qualtrics app, will be allowed to submit a recent negative COVID 19  
44 test (within 3 days) to qualify for face to face services. In instances where students do not have  
45 a negative COVID 19 test and are not vaccinated they will be able to receive services remotely.

46  
47 For all faculty (non-instructional and instructional) who serve students face-to-face in an  
48 instructional, counseling, or library service on campus, the District shall pay an additional \$50.00  
49 per day for the days worked in the above defined capacities.

50 For faculty providing proof of full vaccination status by September 30, 2021 the District will  
51 compensate the member \$500.00. Any sequential submission after September 30, 2021, will  
52 be reduced monthly by \$200.

53  
54 **Miscellaneous:**  
55  
56 Compensation granted pursuant to this MOU shall not be creditable/pensionable compensation  
57 for purposes of CalSTRS reporting.

58  
59 The Parties acknowledge and understand that the purpose of the compensation detailed herein  
60 is to support and encourage efforts to fight the spread and transmission of COVID-19 at the  
61 District.

62  
63  
64  
65 Signed and entered this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

66  
67 FOR THE COLLEGE DISTRICT

66  
67 FOR THE ASSOCIATION

68  \_\_\_\_\_ Aug 31, 2021

68  \_\_\_\_\_ Aug 31, 2021

69 Robert Blizinski (Aug 31, 2021 11:54 PDT)

69 Mark Wittworth (Aug 31, 2021 09:17 PDT)

70  
71 \_\_\_\_\_

70  
71 \_\_\_\_\_

72  
73 \_\_\_\_\_

72  
73 \_\_\_\_\_

74  
75 \_\_\_\_\_

74  
75 \_\_\_\_\_