

**MEMORANDUM OF UNDERSTANDING  
REMOTE WORKING STIPEND  
May 19, 2021**

This Memorandum of Understanding (hereinafter "MOU") is entered into by and between the Victor Valley Community College District (hereinafter "District") and the Victor Valley College Faculty Association (hereinafter "Association"). The bargaining representatives of the District and the Association have met in good faith and mutually agreed to negotiate a "remote working stipend" for all unit members for expenses related to working from home during the COVID-19 pandemic and training on COVID-19-related protocols.

The District and the Association have reached the following agreement:

1. The District shall provide compensation for all unit members to defray necessary expenses incurred as a result of unit members transitioning to working from home, beginning March 2020 through August 14, 2021, as follows:
  - a. The District will unit members a one-time stipend totaling \$800.00: \$750 for expenses incurred performing duties remotely due to the college closure in March 2020, and \$50 for training on COVID-19-related protocols.
    - i. The stipend is intended to cover a unit members remote work expenses including, but not limited to, a computer, monitor, wireless headset, keyboard, scanner, printer, increased internet speed/capacity/bandwidth, phone service and/or data, or other related expenses necessary for working remotely. Unit members shall not be required to submit receipts.
    - ii. The District is not responsible for maintaining, repairing, or replacing remote work equipment. Unit members incurring expenses after this one-time stipend shall not be eligible for additional compensation or reimbursement.
    - iii. All unit members shall be required to complete Keenan Safe Colleges online training prior to May 14, 2021, as referenced in the Reintegration Plan.
  - b. Unit members who are employed during the Spring 2021 Semester are eligible. Unit members who are separated as a full-time faculty member or retired prior to the Spring 2021 semester are not eligible. Because it is intended as a reimbursement of expenses, Unit members shall also not be eligible to receive the above stipend if they: Were on an extended leave of absence for a period equal to or greater than 0.50 annual load; were on sabbatical; or performed the majority of their duties using college-provided equipment or facilities.

The District will notify the Association of any exclusions of currently employed eligible unit members based on the criteria above. Such unit will receive a one-time stipend of \$50 and are required to complete the Keenan Safe Colleges online training.
2. The District agrees that this one-time \$750.00 stipend will be paid on the unit members paycheck during the pay period occurring 30 days following the execution of this agreement. The \$50 stipend will be paid following the completion of the Keenan Safe Colleges online training.

This Memorandum of Understanding covers payment for remote work expenses incurred and training on COVID-19-related protocols from March 2020 through August 14, 2021. In the event that unit members are required to work remotely beyond August 14, 2021, the District and the Association will either mutually agree to extend or re-negotiate the terms of the MOU relating to authorization and reimbursement for remote working expenses.


This MOU is non-precedential and does not establish nor affect any past practice or policy, except as explicitly stated herein.

VICTOR VALLEY COMMUNITY  
COLLEGE DISTRICT

  
\_\_\_\_\_  
Dr. Daniel Walden  
VVC Superintendent/President

  
\_\_\_\_\_  
Date

VICTOR VALLEY COLLEGE  
FACULTY ASSOCIATION

  
\_\_\_\_\_  
Michael Butros  
VVCFA/President

  
\_\_\_\_\_  
Date

