

**Labette Community College  
Board of Trustees Special Meeting Agenda  
Monday, June 7, 2021  
11:30 a.m.  
Cardinal Event Center**

- I. Adoption of Agenda.....(Exhibit 1)
- II. Reports and/or Board Discussion
  - A. Faculty Senate Report
- III. Old Business (Action, Report, or Discussion)
- IV. New Business (Action, Report, or Discussion)
  - A. Hazard Pay .....(Agenda Item IV. A)  
(Exhibit 2)
- V. Public Comment

The Board of Trustees agenda shall contain one opportunity for public comment. This structure has been designed to provide the public with an opportunity to comment on any topic. The Chair of the Board explains the Board’s approach to the public comment with the following statement: **“At this time we invite anyone in the audience to speak to the Board about any item or concern that pertains to the college. By policy, at this time the Board will not take any action on any item or concern, but we will be happy to take it under advisement for possible future action.”** The Board also retains the right to set time limits on public comment.

In the event that a large number of citizens are present and wish to speak in favor or in opposition to an issue before the Board, the Board reserves the right to poll the number of citizens in favor of and in opposition to the issue at hand as well as to limit the number of spokespersons representing opposing viewpoints. The Board also retains the right to set time limits as deemed appropriate.

- VI. Next Regular Board Meeting: Thursday, June 10, 2021 at 5:30 p.m., Tentative Agenda Items.
- VII. Adjournment

SUBJECT

Approval of Hazard Pay for Faculty and Staff

REASON FOR CONSIDERATION BY THE BOARD

Changes to the Master Agreement require Board of Trustees approval.

The Board of Trustees acts on compensation-related items for full-time employees.

BACKGROUND

The Higher Education Emergency Relief funds allows for employee hazard pay during the pandemic when certain conditions are met as outlined in Exhibit 2.

PRESIDENT'S RECOMMENDATION

The President recommends the Board of Trustees approve the addition of an addendum to the Master Agreement effective for 2020-2021 for Hazard Pay.

The President recommends the Board of Trustees approve the Hazard Pay proposal for all staff.

## **Labette Community College Hazard Pay**

The administrative team at Labette Community College is making the recommendation to utilize CRRSAA: Higher Education Emergency Relief Fund (HEERF II) monies to provide employees who were substantially dedicated to mitigating or responding to the COVID-19 public health emergency. Hazard pay is defined as additional pay for performing hazardous duty or work involving physical hardship, in each case that is related to COVID-19.

These funds are being classified as Hazard Pay, as the individuals who interacted with the larger campus on a daily basis ran the risk of contracting COVID-19.

### **Eligibility Requirements**

For an employee to be eligible to receive the \$500 Hazard Pay for each semester, they must be contracted to work at least 18 hours per week (fall from Aug. 2020 - Dec. 2021, spring from Jan. 2021 - May 2021), perform work on campus, and be currently employed at Labette Community College as of May 14, 2021 to receive the Hazard Pay. If an employee chose to work remotely, or on an as-needed basis, they would not be eligible to receive Hazard Pay.

A contracted employee who works more than 18 hours per week is eligible to receive \$500 Hazard Pay for the fall semester if they were employed on or before the first day of the semester (August 17, 2020).

A contracted employee who works more than 18 hours per week is eligible to receive \$500 Hazard Pay for the spring semester if they were employed on or before the first day of the semester (January 19, 2021).

Eligible employees shall receive a maximum of \$1,000 Hazard Pay for both semesters (fall-\$500 and spring-\$500).

An employee who works less than 18 hours per week on a consistent basis is eligible to receive \$250 Hazard Pay (not contracted employment) per semester if they were employed on or before the first day of the fall semester (August 17, 2020).

An employee who works less than 18 hours per week on a consistent basis is eligible to receive \$250 Hazard Pay (not contracted employment) per semester if they were employed on or before the first day of the spring semester (January 19, 2021).

The President is not eligible to receive Hazard Pay; however, it is recommended the Vice Presidents receive the Hazard Pay. Their Hazard Pay would be paid by institutional funds, not CRRSAA: Higher Education Emergency Relief Fund (HEERF II) monies.

Adjuncts are eligible to receive \$150 per semester (fall 2020 and spring 2021) if they worked on ground during the semester. Adjuncts who are full-time LCC employees, and are eligible to receive other hazard pay, are not eligible for adjunct Hazard Pay.

If an employee does not meet the criteria above, they are not eligible to receive Hazard Pay.

6/2/2021