

March 18, 2021

21-147

EMPLOYEE CONNECTIVITY STIPEND

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REPORT: During this extraordinary time while College operations remain primarily remote, it is critical that employees working from home have the technology services they need to effectively carry out the work the College. Therefore, the College recommends allowing a one- time stipend payment of \$800 to eligible employees to pay for costs incurred on or after December 27, 2020 that are associated with an upgrade to existing Internet provider service or new Internet provider service.

Any faculty or staff member that attests that the stipend is critical to ensure continuity of their work is eligible to receive it. The following are examples that would demonstrate eligibility.

- Students are being directly impacted (e.g. in classroom settings, financial aid, advising, student services, resource centers, etc.)
- Faculty cannot adequately present their materials in a classroom setting.
- Essential administrative work is disrupted (e.g. payroll, schedule entry, etc.)
- Technology or facilities remote support for critical functions and services.

Temporary delays or interruptions to non-time-sensitive or non-critical work will not qualify.

The stipend will be funded through CRRSAA/CARES II dollars.

RECOMMENDATION: That the Board approve payment of a technology stipend as follows:

That a one-time \$800 stipend be allowed for costs incurred on or after December 27, 2020 that are associated with an upgrade to existing Internet provider service or new Internet provider service;

That the stipend be available to employees who have already incurred such costs, as well for future costs;

That the stipend be paid on a post-tax basis; and

That, in order to receive the stipend, employees must attest in writing that the stipend is critical to ensure continuity of their work.