

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT
AND THE PALOMAR COUNCIL OF CLASSIFIED EMPLOYEES, AFT Local #4522**

October 8, 2021

COVID-19 Classified Employee COVID-19 Stipend

This Memorandum of Understanding (“MOU”) is entered into by and between the PALOMAR COMMUNITY COLLEGE DISTRICT (“District”) and the COUNCIL OF CLASSIFIED EMPLOYEES (“CCE”), collectively “the parties” and temporarily amends certain provisions of the District/CCE Agreement (the “Agreement”) to mitigate the impacts of the COVID-19 Pandemic.

As a result of the expenses incurred by Classified Employees in order to continue the district’s operations amidst the COVID-19 pandemic, all Classified Employees shall receive a one-time stipend equal to seven hundred and fifty dollars (\$750.00). This stipend is intended to reimburse employees for telecommuting expenditures (e.g., internet). This is a one-time stipend and is available in lieu of the current internet reimbursement process, which shall sunset for the reimbursement period ending in June 30, 2021(see Table 1 below for clarification). This one-time stipend covers the 2021-2022 fiscal year.

Additionally, each Classified Employee shall be eligible for a one thousand dollars (\$1,000.00) stipend upon proof of COVID-19 vaccination. Only those Classified Employees that have submitted proof of complete vaccination (e.g., proof of receiving one shot of a single-dose vaccine or two shots of a two-dose vaccine) shall be eligible. Each employee shall only receive this stipend once and must be an active employee at the time the Governing Board approves this MOU. Eligibility for the vaccination stipend shall include active employees, new hires, and those who submit during the vaccine mandate covered under the COVID-19 Vaccination and Immunization Plan. This stipend covers any boosters that may be required in the future.

Additionally, all active Classified Employees shall be paid a one-time COVID-19 Retention Incentive in the amount of five hundred dollars (\$500.00) per employee in recognition of work done during the pandemic.

All stipends are subject to applicable to state and federal taxes and not subject to pension contributions.

Table 1

Internet	Dates of Coverage	Deadline to Submit
Retroactive Time Period	3/13/20-3/31/21	September 30, 2021
Quarter Cycle #1	4/1/21-6/30/21	September 30, 2021

Dated: Oct 11, 2021


Anel Gonzalez (Oct 11, 2021 15:12 PDT)

Anel Gonzalez
CCE/AFT #4522 President

Dated: Oct 11, 2021


David Joseph Montoya III (Oct 11, 2021 09:00 PDT)

David Joseph Montoya III
Vice President, Human Resources
District Chief Negotiator

COVID19 Stipend MOU FINAL

Final Audit Report

2021-10-11

Created:	2021-10-11
By:	Maria Zapien Rangel (mzapienrangel@palomar.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAOxdri3N9ffdwSTXJHRdwCDZbbLwYtwDf

"COVID19 Stipend MOU FINAL" History

-  Document created by Maria Zapien Rangel (mzapienrangel@palomar.edu)
2021-10-11 - 3:53:08 PM GMT- IP address: 205.153.156.222
-  Document emailed to David Joseph Montoya III (dmontoya@palomar.edu) for signature
2021-10-11 - 3:53:52 PM GMT
-  Document emailed to Anel Gonzalez (agonzalez@palomar.edu) for signature
2021-10-11 - 3:53:53 PM GMT
-  Email viewed by David Joseph Montoya III (dmontoya@palomar.edu)
2021-10-11 - 4:00:13 PM GMT- IP address: 104.47.51.126
-  Document e-signed by David Joseph Montoya III (dmontoya@palomar.edu)
Signature Date: 2021-10-11 - 4:00:30 PM GMT - Time Source: server- IP address: 47.208.128.125
-  Email viewed by Anel Gonzalez (agonzalez@palomar.edu)
2021-10-11 - 10:09:57 PM GMT- IP address: 174.195.130.109
-  Document e-signed by Anel Gonzalez (agonzalez@palomar.edu)
Signature Date: 2021-10-11 - 10:12:19 PM GMT - Time Source: server- IP address: 174.195.130.109
-  Agreement completed.
2021-10-11 - 10:12:19 PM GMT