

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

May 17, 2022

On-Site COVID-19 Safety Protocol Employee 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”) in an effort to recognize the work of employees required to be on campus since the onset of the COVID-19 pandemic and implement safety protocols as outlined in Section G of the Palomar College Covid-19 Prevention Program.

The District agrees to pay classified employees whose work duties required regular onsite presence since the beginning of the pandemic, a one-time stipend of \$1,250.00 (one-thousand two-hundred and fifty dollars) in recognition of their working efforts to ensure successful business operations and implementation of COVID-19 safety protocols at the onset of the COVID-19 crisis.

Eligible work, in accordance with Section G of the Palomar College Covid-19 Prevention Program, includes the following five duties:

1. Maximization of outdoor air for indoor worksites (e.g., HVAC and ventilation system work).
2. Engaged in cleaning procedures such as regularly cleaning touched surfaces (e.g., doorknobs, elevator buttons, tools, handrails, handles, etc.) and cleaning/disinfecting high-risk areas as part of regular duties.
3. Evaluation of handwashing facilities.
4. Evaluation of need of PPE
5. Testing of symptomatic employees who were not fully vaccinated.


Classified employees shall be eligible for this stipend if they were required to perform at least seventy-five percent (75%), or thirty (30) hours or more per week, of any of the duties outlined above as part of their regular work duties, onsite between March 2020 to December 2021. Seventy-Five percent (75%) is calculated as an average over the above twenty-two-month period and must be verified by the appropriate administrator.

For the purposes of this MOU, “required” means to be actively directed, by the appropriate administrator, to come onto campus in order to perform work. “Regular work duties” means standard work duties, as outlined in the employee’s classification specification, excluding non-regular or small tasks.

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


This MOU is non-precedent setting.

Dated: May 17, 2022


Anel Gonzalez (May 17, 2022 16:38 PDT)

Anel Gonzalez
CCE/AFT #4522 President

Dated: May 19, 2022


David Joseph Montoya III (May 19, 2022 16:42 PDT)

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









Onsite COVID-19 Safety Protocol Employee Stipend PCCD Final

Final Audit Report

2022-05-19

Created:	2022-05-17
By:	Maria Zapien Rangel (mzapienrangel@palomar.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA-STOAE7OVYKuR3wCkf_p23D9C2l9yr8P

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-  Document created by Maria Zapien Rangel (mzapienrangel@palomar.edu)
2022-05-17 - 10:56:36 PM GMT- IP address: 205.153.156.222
-  Document emailed to David Joseph Montoya III (dmontoya@palomar.edu) for signature
2022-05-17 - 10:57:16 PM GMT
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2022-05-17 - 10:57:16 PM GMT
-  Email viewed by Anel Gonzalez (agonzalez@palomar.edu)
2022-05-17 - 11:38:13 PM GMT- IP address: 205.153.156.222
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Signature Date: 2022-05-17 - 11:38:25 PM GMT - Time Source: server- IP address: 205.153.156.222
-  Email viewed by David Joseph Montoya III (dmontoya@palomar.edu)
2022-05-19 - 11:42:28 PM GMT- IP address: 104.47.51.126
-  Document e-signed by David Joseph Montoya III (dmontoya@palomar.edu)
Signature Date: 2022-05-19 - 11:42:44 PM GMT - Time Source: server- IP address: 205.153.156.222
-  Agreement completed.
2022-05-19 - 11:42:44 PM GMT