SIDE LETTER AGREEMENT, MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED FACULTY OF OHLONE COLLEGE AND THE OHLONE COMMUNITY COLLEGE DISTRICT REGARDING ONE-TIME PAY TO COVER OTHER COSTS ASSOCIATED WITH WORKING REMOTELY

The Ohlone Community College District ("District") and the United Faculty of Ohlone College ("UFO") collectively referred to as "the Parties", agree to the payment by the District of a stipend to compensate all UFO employees for additional expenses incurred as a result of the COVID-19 Pandemic that necessitated most employees working remotely for more than one year between March 2020 to current. The stipend will be paid to UFO employees no later than May 31, 2021, in the following manner: $1000.00 to full-time UFO employees; $670.00 to part-time UFO employees regardless of assigned load.

Whereas, the Parties recognize that under the unusual circumstances in the 2020-2021 academic year with the COVID-19 pandemic employees incurred cost and expended funds to cover the cost of teaching remotely. Increased internet use, electricity, equipment, and supplies are some examples of costs incurred.

Whereas, this one-time payment does not pay for specific items, therefore, the District has no ownership in the items purchased, rented, or otherwise acquired.

Whereas, the District acknowledges that the funding source for this stipend is from the CARES Act and that this stipend is not a result of current ongoing negotiations on salary and benefits.

Whereas, the District recognizes the dedication of all its faculty and believes that this stipend is one way of relieving some of the personal costs incurred as a result of working remotely.

Both parties understand that this stipend is one-time, covers all Ohlone faculty employed by the district between August 31, 2020 and March 15, 2021, and will not create any past practice or be deemed precedential for any purposes.

Signatures of authorized officials:

FOR DISTRICT:

Anthony F. DiSalvo

FOR UFO:

Emmanuel Garcia
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