



Memorandum of Understanding
Between the
California School Employees Association and Merced College Chapter 274
And
Merced Community College District

COVID-19 Technology and Transition Stipend

The parties to this Agreement are the California School Employees Association (“Association”), Merced College Chapter 274 (“CSEA”), and the Merced Community College District (“District”). This Memorandum of Understanding addresses the transition of work and the associated upfront costs due to the pandemic in spring 2020.

WHEREAS, the parties recognize the unprecedented nature of the pandemic; and

WHEREAS, the parties agree that employees were forced to adapt to working from home quickly, and that accelerated transition may have required additional training and other solutions (technology, communication, etc.); and

WHEREAS, the parties also recognize that the District has received COVID relief funds that can be utilized to cover increased costs or work directly related to the College’s response to COVID-19, particularly the cost of technology and setting up a home office; and

WHEREAS, the parties acknowledge that employees may have incurred added expenses related to the transition to work-from-home, including purchasing technology solutions and purchasing items to establish a suitable and professional home office; and

WHEREAS, the parties agree that employees should receive funds to cover the added up-front costs of the transition, and

WHEREAS, the parties also agree that the District has now established options for employees to be reimbursed for additional costs and the parties are bargaining for funds to cover future work-from-home needs that are separate and distinct from this MOU; and

THEREFORE, the parties agree to a one-time stipend for all classified professionals to account for any additional costs born by them during the transition to working-from-home or other adaptations to the pandemic, as detailed below:

- 1) Full-time (40 hour) employees shall receive a one-time stipend of \$750.00.
- 2) Less than full-time employees shall receive a one-time stipend of \$300.00.
- 3) The above listed stipends will be paid via the regular payroll no later than July 31, 2021.

This agreement is effective upon Chapter ratification and adoption by the Merced Community College Board of Trustees. This is a onetime payment and is not precedent setting for future agreements.



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For CSEA Merced College Chapter 274

Sandi Goudy

[Sandi Goudy \(Apr 20, 2021 16:42 PDT\)](#)

Sandi Goudy
Chief Negotiator

Apr 20, 2021

Date

For the District

Chris Vitelli

Chris Vitelli
Superintendent/President

Apr 21, 2021

Date

Skyler Porras

[Skyler Porras \(Apr 27, 2021 11:51 PDT\)](#)

CSEA Labor Representative

Apr 27, 2021

Date