

Article 8 – Pay and Allowances

**MEMORANDUM OF UNDERSTANDING**  
BETWEEN  
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT  
AND  
ASSOCIATION OF CLASSIFIED EMPLOYEES (ACE)

This Memorandum of Understanding (“MOU”) is entered into by and between the Foothill-De Anza Community College District (“District”) and the Association of Classified Employees (“ACE”).

The District and ACE wish to memorialize their agreement regarding payment to ACE employees in recognition of the additional work and effort required for transition to remote work effective Spring 2020 following the implementation of safety measures imposed by the Santa Clara County Health Department in response to the Coronavirus (Covid-19) pandemic.

Effective March 17, 2020, the California and Santa Clara County Health Departments required the District to comply with a “shelter in place” order, in order to reduce the risk of transmission of COVID and slow the spread of the pandemic. This required that, beginning with Spring Quarter 2020, services that could be offered remotely, be transitioned immediately. ACE employees made commitments to maintaining smooth transition to online working to facilitate online/remote learning.

This required ACE employees to establish and maintain remote working offices in their homes, acquire and install appropriate equipment and supplies, install high speed internet to facilitate zoom meetings, learn and implement software specifically designed for remote working, develop protocols for remote work and to work on-line through zoom meetings and telephonic meetings.

In recognition of the additional efforts, the parties agree to the following compensation:

- All full-time, active ACE employees employed during the period spanning March 17, 2020 through June 30, 2021 shall receive a one-time payment of \$2300.
- Employees with less than full-time assignment from March 17, 2020 through June 30, 2021 (e.g. employees on Staff Development Leave, employees with less than full- time assignments, employees on other types of leaves or employees who left or were hired during the period) shall have their payment prorated to reflect the proportion of service actually worked.

December 6, 2021

*On behalf of Foothill-De Anza Community College District*



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Myisha Washington  
Interim Vice Chancellor,  
Human Resources & Equal Opportunity



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Pat Hyland  
Acting Associate Vice Chancellor,  
Human Resources & Equal Opportunity



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Cathleen Monsell  
Chief Negotiator, ACE



Bradley Booth (Dec 9, 2021 11:42 PST)

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Bradley Booth  
Legal Counsel, ACE






# ACE MOU - Remote Pay

Final Audit Report

2021-12-09

Created:	2021-12-09
By:	garciamonica@fhda.edu
Status:	Signed
Transaction ID:	CBJCHBCAABAA1TQcfMpZC_naBZXvXuPyP08H6e5Uuv9c

## "ACE MOU - Remote Pay" History

-  Document created by garciamonica@fhda.edu  
2021-12-09 - 2:22:13 AM GMT- IP address: 98.37.241.137
-  Document emailed to Bradley Booth (bradley@theboothlg.com) for signature  
2021-12-09 - 2:22:38 AM GMT
-  Email viewed by Bradley Booth (bradley@theboothlg.com)  
2021-12-09 - 4:38:04 AM GMT- IP address: 104.28.123.186
-  Document e-signed by Bradley Booth (bradley@theboothlg.com)  
Signature Date: 2021-12-09 - 7:42:34 PM GMT - Time Source: server- IP address: 107.193.184.79
-  Agreement completed.  
2021-12-09 - 7:42:34 PM GMT