


MEMORANDUM OF UNDERSTANDING BETWEEN
THE FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT AND
THE ASSOCIATION OF CLASSIFIED EMPLOYEES

PILOT PROGRAM FOR BILINGUAL PAY

Pilot Program for Bilingual Pay


- a. Each worker will be designated by each college. Workers using their oral and/or written bilingual skills in the regular course of business shall receive a bilingual stipend of \$100 per month.
- b. The bilingual stipend will be based on designated positions at each college. The total number of designated positions at the District will not exceed 20 designated positions.
- c. Employees that are assigned to designated positions and that perform an actual service for the District will only receive one stipend regardless of how many languages they are certified to interpret and/or translate.
- d. Bilingual pay will be for languages deemed appropriate by the District and may change as the needs of the District change. Currently those languages are as follows:
- Spanish
 - Vietnamese
 - Mandarin
 - Cantonese
- e. Those employees who, upon the recommendation of their immediate supervisor, must successfully complete the Bilingual Performance Examination for another language.
- f. When an employee moves from that designated position, the continuation of the stipend will be evaluated.
- g. The Pilot Program for Bilingual Pay is a temporary program. The Memorandum of Understanding will be effective starting July 1, 2024, and ending June 30, 2025. On or before its expiration, the District and ACE may mutually agree to extend or renegotiate the term of the MOU, otherwise the MOU will sunset on June 30, 2025. If the MOU sunsets, all bilingual services provided by workers under ACE will cease.



Rocio Chavez, Associate Vice Chancellor, HR

03/27/24

Date



Scott Olsen, ACE President

03/29/2024

Date