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**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT AND THE
SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION,
CTA/NEA**

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COVID-19 VACCINATION INCENTIVE

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AUGUST 11, 2021

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The South Orange County Community College District (“District”) and the South Orange County Community College District Faculty Association, CTA/NEA (“Association”) (collectively “Parties”) recognize the importance of maintaining safe facilities and operations for the benefit of the students and communities served by the District, and for the safety of District employees.

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On July 26, 2021, Governor Newsom announced a new initiative for state employees, “implementing a first-in-the-nation standard to require all state workers and workers in health care and high-risk congregate settings to either show proof of full vaccination or be tested at least once per week, and encourage all local government and other employers to adopt a similar protocol.” ([July 26, 2021](#).) The California Department of Public Health (CDPH) also issued a public health order detailing the new statewide vaccine rules as they relate to health care facilities, including “Clinics & Doctor Offices (including behavioral health, surgical)” such as those maintained by the District. ([July 26, 2021](#).) On August 5, 2021, CDPH modified that order to require full compliance by September 30, 2021. ([Aug. 5, 2021](#).)

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Pursuant to negotiations between the Parties, the following Memorandum of Understanding (MOU) addresses the effects related to the COVID-19 vaccination incentive to be implemented by the District in response to the foregoing legislative, regulatory, and/or executive actions. To these ends, the District and Association agree as follows:

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1. **Effective Date:** The vaccination verification incentive shall begin upon execution of this MOU and shall be deemed fully completed on November 1, 2021.
 2. **Verification:** Each unit member employed on November 1, 2021, or part-time faculty who are provided an assignment letter from Saddleback College or Irvine Valley College for Spring 2022 by November 1, 2021, is eligible for the vaccine incentive so long as, on or before November 1, 2021, they upload proof of vaccination and sign the consent electronically using the District Workday system. Vaccination records shall be subject to verification through the California database. Unverified records shall be fully investigated, and disciplinary action may be initiated if a unit member is discovered to have submitted fraudulent/forged records.
 - a. **Full-Time Unit Members:** Unit members employed on or before November 1, 2021, shall be eligible to submit records and receive the incentive detailed herein.
 - b. **Part-Time Unit Members:** In order to be eligible for the incentive detailed herein, part-time unit members must submit acceptable proof of vaccination and be: 1) employed during the fall 2021 semester; or 2) have received an assignment letter for spring 2022 and whose employment will be verified in February of 2022.
 3. **Vaccination Records:** Proof of vaccination status may be provided by unit members through any one of the following methods:

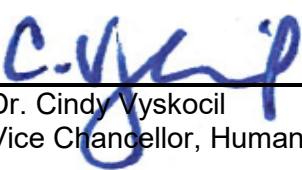
- 53 a. COVID-19 Vaccination Record Card (issued by the Department of Health and
54 Human Services Centers for Disease Control & Prevention or WHO Yellow
55 Card) which includes name of person vaccinated, type of vaccine provided and
56 date last dose administered);
57 b. Photo of a Vaccination Record Card as a separate document;
58 c. Documentation of COVID-19 vaccination from a health care provider; or
59 d. Digital record that includes a QR code that when scanned by a SMART Health
60 Card reader displays to the reader client name, date of birth, vaccine dates and
61 vaccine type. The QR code must also confirm the vaccine record as an official
62 record of the state of California.
63

64 Unit members may retrieve digital vaccination records through CDPH at the following
65 site: <https://myvaccinerecord.cdph.ca.gov/>
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- 67 4. **Incentive:** Full-time and part-time unit members who are employed during fall 2021 and
68 submit proof of vaccination on or before November 1, 2021, shall be entitled to receive a one-
69 time payment in the gross amount of \$1,000, payable on December 10, 2021. Part-time unit
70 members who are employed during spring 2022 only and who submit proof of vaccination on
71 or before November 1, 2021, shall be entitled to receive a one-time payment in the gross
72 amount of \$1,000, payable in February 2022 after verification of proof of vaccination and
73 verification that they are employed by the District in spring 2022. In all cases, proof of
74 vaccination shall be maintained in an employee's personnel file in support of this payment.
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76 The Parties agree and understand that this MOU shall expire on March 31, 2022, or after current
77 public-health orders regarding COVID-19 vaccination by local agencies and/or for public safety
78 officers have changed, whichever occurs first. This MOU shall be non-precedential, and may not
79 be cited by either Party as evidence of the existence of a past practice.
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85 **South Orange County Community College**
86 **College District**

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93 Dr. Cindy Vyskocil
94 Vice Chancellor, Human Resources

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96 8.11.21
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98 Date

South Orange County Community
College District Faculty Association,
CTA/NEA

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105 Claire Cesareo
106 Chief Negotiator

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108 8/11/21
109 _____
110 Date