

MEMORANDUM OF UNDERSTANDING BETWEEN

HARTNELL COMMUNITY COLLEGE DISTRICT AND

HARTNELL COLLEGE FACULTY ASSOCIATION

REGARDING EFFECTS of INTERNET OUTAGE and COMPUTER NETWORK BREACH

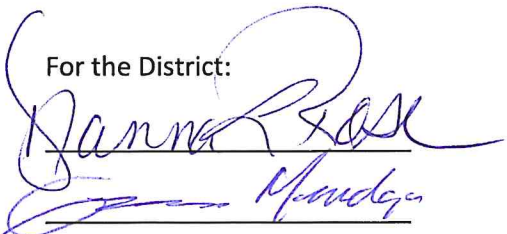
April 5, 2023

In recognition of the additional effort and time that HCFA unit members provided to Hartnell Community College District following the computer network breach and resulting internet outage and data loss, and to provide full reimbursement for any personal costs borne by bargaining unit members associated with those additional efforts, all full-time unit members who were employed and teaching or providing services to students from October 1, 2022 to April 5, 2023 (including those employees on an approved temporary leave) shall receive a one-time stipend of \$1,500 paid in a separate check within sixty days of ratification by both parties of this agreement. Part-time unit members employed and teaching or providing services to students during the above specified time period shall receive a prorated stipend based upon the percentage that the individual unit members load compares to full-time. (For example, 60% load would equal a stipend of $.6 \times 1,500 = \$900$.) Each unit member shall sign an acknowledgement confirming that receipt of this stipend extinguishes any and all reimbursement obligations for personal expenditures related to the internet outage, the loss of any data or documents, or other expenses related to the internet outage or the computer network breach.

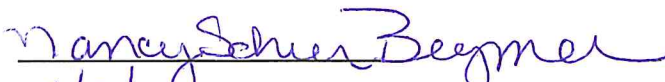
Former employees whose employment terminated prior to the date that this agreement is ratified by both parties, and current employees who are on paid administrative leave, shall not be eligible for this one-time payment.

This agreement completes all negotiations over the effects arising from or related to the internet outage and computer network breach. This agreement shall not be treated a precedential by either party and shall not constitute or form a past practice.

For the District:


Danna Rose
Mondy

For HCFA:


Nancy Schuer Beegma
4/12/2023