

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
HARTNELL COMMUNITY COLLEGE DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 470
Re: Consolidation Of Remaining RSG Reclassification Study Families
August 23, 2024

The purpose of this Memorandum of Understanding is to memorialize the agreement between the Hartnell Community College (District) and the California School Employees Association and its chapter 470 (CSEA) (hereinafter “parties”) to consolidate the remaining RSG Reclassification Study Families into one group as follows:

1. The parties have met and agreed to consolidate Year 4, Fiscal Services and Technical Paraprofessional, and Year 5, Instructional Technology into the Year 3, Student Services Group.
2. The process for the new group consisting of family three, four and five will begin on or before August 31st, 2024 and conclude by August 30th, 2025.
3. The parties agree that all other provisions in the parties’ RSG MOU revised on September 8th, 2023 will remain applicable and in effect for the new consolidated group. (Attachment A)

For the District:

Diana L. Rose

26/08/2024

Kayla Valentine

26/08/2024

For CSEA:

Shawn Pullum

23/08/2024

Isabela Telles

23/08/2024

ATTACHMENT A

Hartnell Community College District
and
~~Chapter #470, CSEA,~~
California School Employees Association and its Chapter 470

Memorandum of Understanding
Ali-CSEA Classification and Compensation Study
June 24, 2022 - Revised September 8, 2023

The Hartnell Community College District ("District") and the California School Employees Association and its Chapter #470 ("CSEA"), collectively "Parties," having already consulted September 29, 2021, on delaying the application and outsourcing of duties under CSEA 470-District Contract ("Collective Bargaining Agreement" or "CBA") Article 24, "CLASSIFICATION REVIEW AND RECLASSIFICATIONS," agree to the following:

1. That the Parties conducted a search for a qualified consultant that is knowledgeable and experienced in the reclassification process.
2. That the consultant will complete the reclassification process for the "Program Support" family of positions as described in CBA Article 24, Section 4.
3. That the "Program Support" family encompasses positions in both "Clerical/Secretarial" and "Program Support" under the current CBA Appendix F: Alphabetical Listing of Classes.
4. That the Parties met March 16, 2022, and mutually updated Appendix F, as identified in Article 24, to include all CSEA job descriptions, filled and vacant.
5. That the Parties met March 16, 2022, and mutually agreed upon a Compensation Study ("School List") as identified in Article 24, Section 6 "Committee Review," with the following schools:
 - a. Allan Hancock CCD
 - b. Cabrillo CCD
 - c. Gavilan CCD
 - d. Merced CCD
 - e. Monterey Peninsula CCD
 - f. Ohlone CCD
 - g. San Luis Obispo CCD (Cuesta College)
 - h. Sequoias CCD
6. That the "Year 1: Program Support" reclassification study process will begin on or before August 31, 2022 and will be completely finished (including CSEA/610 Ratification and Board Ratification) by May-October 30~~1~~, 2023 (the mutually-agreed "Deadlines"). Each year's Deadline dates may be extended up to ninety (90) days one time by written, mutual agreement without the need to further amend this MOU. These-The calendar months and days dates will also be used for each subsequent Classification Families are as follows:
 - a. *Year 2: Library Services and Instructional Services*
Begin: August-On/before October 31, 2023; **End:** May-August 30~~1~~, 2024
 - b. *Year 3: Student Services*
Begin: On/before August 31, 2024; **End:** August-May-30~~1~~, 2025
 - c. *Year 4: Fiscal Services and Technical Paraprofessional*
Begin: On/before August 31, 2025; **End:** May-August 30~~1~~, 2026
 - d. *Year 5: Instructional Technology*
Begin: On/before August 31, 2026;- **End:** May-August 30~~1~~, 2027

e. ~~Year 1: Program Support~~


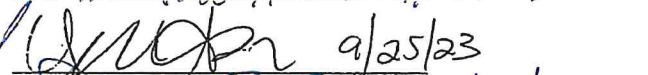

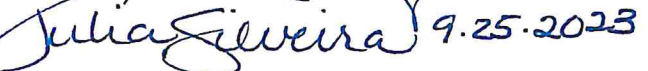
~~Begin: August 31, 2027; End: May 31, 2028~~

7. That the District will provide written or verbal updates to CSEA at least once per month, and that the Parties will meet at least once every two months (or at a term set by mutual agreement) to discuss the progress of the reclassification studies.
8. It is the interest of both Parties to use the same consultant (Reward Strategy Group "RSG") throughout the process for consistency. Any unanticipated need to change consultant will be addressed by mutual agreement. It is the intention of the Parties to use the same school list for the five-year compensation study reclassification period. Changes to this agreement, positions, families, dates, etc. must be mutually agreed by both Parties.
9. Furthermore, the District will send correspondence/email to the impacted CSEA ~~members~~ employees on the terms of this MOU, once agreed, for each family/study year.
10. That the existing Classification Review Committee process as per Collective Bargaining Agreement (CBA) Article 24 is suspended in lieu of this process. The Committee (or its successor as per CBA in force at the time) will be reestablished by the District and CSEA on or before August 31, 2027.
11. That the Student Success Specialist compensation will be evaluated during year one, that it will be a member of the Student Services family, and that it will be reevaluated in full during year three's classification and compensation study.
12. That the Help Desk Technician position (developed by RSG in year one) will be a member of the Instructional Technology family and will be reevaluated in full during year five's classification and compensation study.
13. That the "Program Coordinator (Clinical Coordinator for Nursing)" position approved by the Board on June 20, 2023 will be considered part of the Program Support family.
14. That salary adjustments for each family will be retroactive to July 1 of the "begin date" year above.
15. That Parties shall establish, for the purposes and lifetime of this agreement, an employee reclassification appeals process and committee to begin work on or before October 31, 2023.
16. The parties agree that this is a non-precedent setting agreement.
17. Any disputes arising from this agreement shall be subject to the grievance procedures outlined in the parties' collective bargaining agreement.

The CBA currently states under Article 24 that the District shall begin the process by September 25, 2021. Since that didn't happen, CSEA and the District met on December 8, 2021, and agreed to the above statements. The parties agree to make every reasonable effort to meet the above deadlines to demonstrate good faith commitment to the process. Both parties agree to work collaboratively to assure the reclassification process is completed in a timely manner and mutually address any unanticipated situations. This MOU does not waive the application of Article 21 Grievance after the Deadlines.

For the District:


For CSEA:


 9/25/2023
 9/25/23
 9/25/2023
 9.25.2023