

MEMORANDUM OF UNDERSTANDING
Between
MERCED COMMUNITY COLLEGE DISTRICT
And
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
And Its
CHAPTER #274

Range 24 Positions and Minimum Qualifications

This memorandum is agreed between Merced Community College District (“District”) and the California School Employees Association and its Chapter 274 (together “CSEA”) concerning a change to the salary placement of the Student Support Coordinators to remedy an inequity in minimum qualifications and salary placement.

WHEREAS, in the original reclassification study MOU signed by the parties on November 20, 2019, the parties state the “placement of individual employees took into consideration the following factors:”

- a. Base salary plus longevity were used to determine new step placement. No employee was harmed in range and step placement.
- b. Each employee was placed as close to their current salary (base plus longevity) as possible without a loss in salary.
- c. For employees who were receiving an Education Incentive prior to the Classification Study but would no longer qualify pursuant to collective bargaining agreement language in Article 33, the stipend was taken into account in step placement.
- d. For employees who qualify for an Education Incentive because the minimum qualifications for the position do not require a degree held by the employee, those employees will continue to receive the Education Incentive pursuant to Article 33; and

WHEREAS, the MOU also states that “If the parties discover an error in title, range, minimum qualification, or salary schedule placement, the parties agree to meet to resolve the error collectively and in a timely manner;” and

WHEREAS, the Student Support Coordinators position has a minimum education requirement of BA or equivalent and is placed at a range 24; and

WHEREAS, the Outreach-In-Reach Specialist position has a minimum education requirement of an AA or equivalent and is placed at a range 24; and

WHEREAS, two positions with different educational requirements are placed at the same range creates a disparity;

THEREFORE, the parties agree to the following remedy:

- 1) The Student Support Coordinators will move to range 25 on the CSEA salary schedule and be placed as close to their current salary at range 24 as possible without being harmed.

This agreement will be effective July 1, 2020 and remain in effect until the parties negotiate the successor agreement, at which point the inclusion of the Student Support Coordinators at range 25 will be adopted into the successor agreement unless the parties bargain a different placement at that time.

FOR THE DISTRICT:



Superintendent/President

Date

FOR CSEA:



[Angelica Campos \(Jun 3, 2020 09:24 PDT\)](#)

CSEA Chief Negotiator

Date

FOR CSEA:



[Ernie Grijalva \(Jun 4, 2020 16:42 PDT\)](#)

CSEA Labor Representative

June 4, 2020

Date











MCCD-CSEA MOU Range 24 Positions and MQs 2020

Final Audit Report

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