Memorandum of Understanding

Between

California School Employees Association and its Merced College Chapter 274

and

Merced Community College District

CDC Stipend and Salary Placement

This memorandum of understanding is entered into by and between the California School Employees Association and its Merced College Chapter 274 ("CSEA") and the Merced Community College District ("District") regarding the adjustment of salary ranges for certain Child Development Center (CDC) positions and incorporation of stipends into base pay.

WHEREAS,

CDC employees currently receiving stipends have come to view the stipend as part of their regular pay, creating concerns related to promotions and overall pay equity; and

The stipend is not included in base pay for purposes of retirement, pay increases, or other benefit calculations; and

WHEREAS,

The District seeks to incorporate the stipend for the affected CDC positions into employees' base salaries by adjusting salary range placements in order to simplify compensation, promote equity, and ensure that compensation counts toward retirement and other benefit calculations.

THEREFORE, the parties agree as follows:

The salary ranges for the following CDC positions shall be adjusted as follows:

- CDC food Services Technician I: Move from Range 11 to Range 13
- CDC Food Services Technician II: Move from Range 13 to Range 15
- CDC Associate Teacher: Move from Range 16 to Range 20
- CDC Master Teacher: Move from Range 22 to Range 26

The current stipend for the positions listed above will be eliminated and incorporated into the new salary ranges.

Employees will be placed on the step closest to their current monthly rate within the new salary range.

All CDC employees will also receive the negotiated 3% salary increase and applicable longevity pay.

The stipend will continue for the Administrative Assistant and Custodian positions.

The Student Support Coordinator position does not currently receive a stipend and will not be impacted by these changes.

The Administrative Assistant, Custodian and Student Support Coordinator positions will maintain their current salary range placement.

This MOU shall take effect upon ratification by CSEA Chapter 274 and adoption by the Merced College Board of Trustees.

For CSEA

For the District

CSEA Chief Negotiator, Richard Orozco

Superintendent/President, Chris Vitelli

CSEA LRR, Darwin Duncan

CDC Stipend and Salary Placement 2025

Final Audit Report   2025-08-07

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