



## Memorandum of Understanding

Between

California School Employees Association and its Merced College Chapter 274

and

Merced Community College District

### Establishment of the AgTEC Smart Farm Specialist

This memorandum of understanding is agreed to between the California School Employees Association and its Merced College Chapter 274 (“CSEA”) and the Merced Community College District (“District”) regarding the establishment of a new classified position, AgTEC Smart Farm Specialist.

**WHEREAS**, the parties met on March 2, 2026, and shared a mutual interest in recommending for ratification and Board approval the creation of a new classified position, AgTEC Smart Farm Specialist, Classified Range 23; and

**WHEREAS**, the AgTEC Smart Farm Specialist position is intended to provide support to assist in daily farm operations supporting the AgTEC Innovation Center and instructional farm;

**THEREFORE**, the parties recommend the establishment of the AgTEC Smart Farm Specialist classified position, along with the attached job description, for ratification and Board approval. This agreement is effective upon ratification by CSEA Chapter 274 and adoption by the Merced College Board of Trustees.

For CSEA

Richard Orozco

CSEA Chief Negotiator, Richard Orozco

For the District

Chris Vitelli

Superintendent/President, Chris Vitelli



Darwin Duncan (Apr 22, 2026 16:23:38 PDT)

CSEA LLR, Darwin Duncan



# MERCED COMMUNITY COLLEGE DISTRICT

## AGTEC SMART FARM SPECIALIST

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class.*

### SUMMARY DESCRIPTION

Under the supervision of the Director of Farm Operations or designee, the AgTEC Smart Farm Specialist assists in daily farm operations supporting the AgTEC Innovation Center and instructional farm. The position focuses on implementing and maintaining sustainable and technology-enhanced farming practices, including crop production, irrigation management, equipment operation, harvesting, planting, weed and pest control, and general facility upkeep. The Specialist will help support applied learning opportunities for students by maintaining an efficient, safe, and innovative Smart Farm environment that models industry standards.

### REPORTS TO

Director of Farm Operations

### SALARY RANGE

23

### REPRESENTATIVE DUTIES

1. Assist with all aspects of farm production, including soil preparation, planting, cultivation, irrigation, pest and weed control, harvesting, and post-harvest handling.
2. Operate, maintain, and assist with preventative maintenance on tractors, implements, irrigation systems, and other farm machinery, tools, and equipment; ensure all equipment is properly cleaned, serviced, and stored after use.
3. Assist with installation, operation and maintenance of Smart Farm technology systems such as automated irrigation controls, environmental sensors, drones, and data collection devices.
4. Monitor crop health, soil conditions, and irrigation efficiency to optimize sustainability, resource use, and productivity.
5. Mix and apply herbicides, pesticides, and fertilizers in accordance with established safety procedures and regulatory requirements.
6. Maintain farm infrastructure, including fences, gates, storage areas, field roads, and irrigation systems; ensure the farm remains clean, organized, and operationally efficient.
7. Supervise and provide direction to work-study participants, or volunteers engaged in farm activities and applied learning projects.

8. Support faculty, students, and industry partners in instructional and demonstration activities related to the AgTEC Innovation Center and Smart Farm.
9. Participate in special projects, community events, and college outreach activities that highlight agricultural innovation and workforce training.
10. Follow all established safety, chemical handling, and biosecurity protocols, including the use of personal protective equipment (PPE).
11. Perform other related duties as assigned.

## QUALIFICATIONS

### *Knowledge of...*

- Principles and practices of sustainable and precision agriculture
- Safe and efficient operation of agricultural machinery and tools
- Modern irrigation systems and water management techniques
- Fundamentals, terminology, and techniques of crop production and equipment maintenance
- Agricultural technology systems such as sensors, automation, GPS guidance, and data collection tools
- Occupational hazards and safety precautions related to agricultural operations

### *Ability to...*

- Safely operate, maintain, and repair farm machinery and equipment
- Assist in implementing and maintaining Smart Farm technologies
- Work independently and cooperatively with faculty, staff, and students
- Communicate effectively both orally and in writing
- Demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students

## REQUIRED EDUCATION AND EXPERIENCE

### *Education/Training/Experience*

High school diploma **OR** GED **AND** four (4) years applicable experience **OR** the equivalent education and experience.

### *License or Certificate*

Possession of a valid California driver's license.

## DESIRED QUALIFICATIONS

### *Education/Experience*

Associate degree or certificate in Agriculture, Mechanized Agriculture, Ag Technology, or related field

- Experience in irrigation system operation and repair

- Experience operating precision agriculture equipment or farm data systems
- One year of experience working on a diversified production farm
- Class A License

## PHYSICAL DEMAND AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

### *Environment*

Work is performed primarily on the Merced College instructional farm; position requires outdoor work in varying weather conditions and may include weekends, holidays, and occasional evenings.

### *Physical Ability to...*

- Hear, understand and clearly communicate verbal information at normal levels
- Read and interpret printed matter, including technical manuals and instructions
- Stand, walk, bend, stoop, kneel, and crouch for prolonged periods of time
- Perform manual labor, including lifting, carrying, pushing, reaching in all directions and pulling up to 50 pounds
- Operate tractors and other heavy equipment in accordance with safety and operational standards
- Work safely around livestock, machinery, and chemicals

### *Vision*

See in the normal visual range with or without correction.

### *Hearing*

Hear in the normal audio range with or without correction

**3/2/2026**