

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**  
**AND ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76**  
**and the**  
**GLENDALE COMMUNITY COLLEGE DISTRICT**

The following Memorandum of Understanding reflects the agreement of the California School Employees Association and its Glendale Community College Chapter #76 (hereinafter "CSEA") and the Glendale Community College District (hereinafter "District") regarding the CPSHR Classification and Compensation Study.

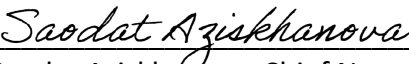
The CPSHR Classification and Compensation Study is a multi-phased process with the goal to align job descriptions with the current roles and responsibilities of classified employees and conduct a market analysis of compensation in similar jobs in other districts.

Upon completion of CPSHR Compensation Study and the associated recommendations, the following will be enacted subject to sufficient funding as determined by the District:

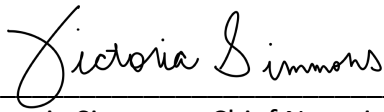
1. CSEA and the District agree that there is up to \$150,000 in reallocation monies available from fiscal years 2018/19, 2019/20 and 2020/21 to fund increases to compensation in salary ranges noted in Item 2.
2. Subject to reallocation monies identified in Item 1, employees in job classifications whose salary range has been determined to increase will move to the new salary range. Should the CPSHR Compensation Study recommend salary range increases greater than an aggregate total of \$150,000 as referenced in Item 1, CSEA and the District shall meet to discuss potential budget funding sources and timelines to implement CPSHR Compensation Study salary range recommendations.
3. Employees in job classifications whose salary range has been determined to remain the same will have no changes made to their salary range.
4. Employees in job classifications whose salary range has been determined to decrease will remain at their current salary range. Step progression, longevity, and raises will remain in effect.
  - a. Employees will not be Y-rated.
5. Employees hired after the completion of the CPSHR Compensation Study will be hired at the newly determined salary range for the job classification.

6. Subject to the reallocation monies identified in Item 1, the revised salary ranges shall be subject to ratification by CSEA and adoption by the Board of Trustees.

Date of Agreement: December 1, 2021

  
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Saodat Aziskhanova, Chief Negotiator  
CSEA and its Chapter #76

  
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Angelica Reyes,  
CSEA Labor Relations Representative

  
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Victoria Simmons, Chief Negotiator  
Glendale Community College