

**MEMORANDUM OF UNDERSTANDING**

**Between**

**Merced Community College District**

**And**

**California School Employees Association**

**And**

**It's Merced College Chapter #274**

***This memorandum of understanding is agreed to between Merced Community College District ("District") and the California School Employees Association and it's Merced College Chapter #274 ("together CSEA") concerning the collective negotiations of transitioning the currently employed Child Development Center employees from a daily work contract status they currently receive at the beginning of each year (July 1) to a monthly work contract that also transitions them to earn vacation hours and an approximate one percent "CDC flat rate stipend" to maintain not less than their current pay rate prior to transition of this agreement.***

*WHEREAS, the parties agree that the District and CSEA have met to negotiate the addition of vacation accrual to be earned monthly for the Child Development Center staff classifications of Associate Teacher, Master Teacher, Food Service Tech, Custodian, Student Support Coordinator (CDC), and Administrative Assistant positions as defined in Article 20 "vacation Plan".*

*WHEREAS, the parties agree that the District and CSEA have met to negotiate that all employees of the Child Development Center in the Associate Teacher, Master Teacher, Food Services Tech, Student Support Coordinator (CDC), and Custodian positions will work eight and one half (8 ½) months per year and the Administrative Assistant position will work eleven (11) months.*

*WHEREAS, the parties agree that the District and CSEA have met to negotiate that employees in the Associate Teacher, Master Teacher, Food Service Tech, Custodian, Student Support Coordinator (CDC), and Administrative Assistant positions who currently work at the Child Development Center will not be reduced in hourly or monthly pay rates of their current pay status prior to transition of this agreement and will receive just over a one percent (1%) "CDC flat rate stipend" (i.e., from about 1% to 1.07%) based on their current range and step placement as of July 1, 2024. The parties acknowledge that this stipend represents a small increase in pay for affected employees. Upon leaving their current classification or transferring to other departments outside of the Child Development Center, the employee will no longer be eligible for the flat rate differential and the wages will be adjusted to the new classification.*

THEREFORE, the parties agree to the following, effective July 1, 2024:

- 1) Child Development Center (CDC) employees, as defined in this agreement, currently under a daily paid annual contract will move to monthly pay based on their current range and step placement on the current CSEA salary schedule.
- 2) CDC employees employed upon the effective date of this agreement will also receive just over a "1% CDC flat rate stipend" based on their range and step placement as of July 1, 2024. This is a flat rate calculation that will be paid over 10 months, except for the Administrative Assistant who will be paid over 12 months, and does not compound with other pay increases. That stipend only applies to current employees who remain in their current assignment; upon such time as the employee promotes/demotes/transfers to a new position, the stipend will cease.
- 3) The CDC employee's current schedule will not change.
- 4) The CDC employees will accrue vacation at the current (prorated) rate for their years of service, pursuant to the language in Article 20, Vacation Plan.
- 5) Recommend for CSEA ratification, through its 610 process, and District Board approval.

This agreement is effective upon ratification by Chapter 274 and adoption by the Merced College Board of Trustees and will be in effect July 1, 2024.

**FOR THE DISTRICT:**



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Superintendent/President

**FOR CSEA:**

**CSEA Bargaining Team**



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Sandi Goudy (Mar 5, 2024 07:47 PST)



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Chris Minor (Mar 5, 2024 09:06 PST)

*Maria Campos*



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Richard Orozco (Mar 5, 2024 09:20 PST)

**CSEA LRR**



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Darwin Duncan (Mar 5, 2024 12:42 PST)