

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS PASADENA CHAPTER 777**  
**(CSEA)**  
**AND THE**  
**PASADENA AREA COMMUNITY COLLEGE DISTRICT**

[September 12, 2024](#)  
[November 20, 2024](#)

This Memorandum of Understanding (MOU) is entered into by and between the Pasadena Area Community College District (hereinafter referred to as "PACCD" or "the District") and the California School Employees Association and its Pasadena Chapter 777 (hereinafter referred to as "CSEA" or "the Union"), in accordance with the Educational Employment Relations Act and the Collective Bargaining Agreement between the parties.

**ARTICLE 8 – SALARY**

1) Effective July 1, 2024, each range of the Salary Schedule shall be increased by ~~two point five (2.5%)~~ 1.07 percent ~~eight (8%) percent plus the full one-half of the state-funded Cost-of-Living-Adjustment (COLA) designated for community colleges in the State Final Budget for the fiscal year of 2023-2024~~ four and a quarter (4.4%) percent the state-funded COLA ~~funded COLA of 1.07%.~~

~~2) Effective upon the approval by the Board of Trustees, all unit members will receive a one-time off-schedule payment of \$2500.00. This payment will be split evenly over two consecutive pay periods and will not be subject to CalPERS withholding and therefore will not be considered reportable compensation for CalPERS retirement purposes. Only unit members active on the date of board approval will receive the one-time payment.~~

Effective upon the approval by the Board of Trustees, all unit members will receive a one time off-schedule payment of \$1500.00/2,000.00. This payment will be split evenly over two consecutive pay periods and will not be subject to CalPERS withholding and therefore will not be considered reportable compensation for CalPERS retirement purposes. Only unit members active on the date of board approval will receive the one time payment.

~~3) Effective July 1, 2024, the District will adjust the salary ranges of all permanent employees in the Custodian classification from range 32 to range 34 of the Salary Schedule.~~

~~Effective July 1, 2024, the District will adjust the salary ranges of all permanent employees in the Custodian classification from range 32 to range 33 of the Salary Schedule.~~

4)2) \_\_\_\_\_ Should any other PACCD bargaining unit successfully negotiate an on-schedule increase effective during the 202~~43~~-2~~54~~ fiscal year greater than that set forth herein, CSEA shall be entitled to an equivalent adjustment of their Salary Schedule, retroactive to July 1, 2024.

3) The District and CSEA agree to re-open Article 8 for the 2025-26 school year salary compensation.

This MOU is subject to ratification by the Board of Trustees. This MOU shall take effect upon its execution and approval by the Parties. MOU is non-precedential and may not be utilized as the basis for any current or future claim of a past practice.

This Memorandum of Understanding (MOU) does not modify the parties' rights or obligations under the current effective Collective Bargaining Agreement (CBA) or the Educational Employment Relations Act (EERA). It is non-citable, non-precedential, and shall not be relied upon as the basis for the establishment of any past practice.

IN WITNESS WHEREOF, the parties have executed this MOU on the date first above written.

Signed and entered into this ~~12<sup>th</sup> day of September~~ 20<sup>th</sup> day of November 2024.

FOR THE COLLEGE DISTRICT

FOR CSEA

\_\_\_\_\_  
Robert S. Blizinski,  
Vice-President, Human Resources

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Gregory Zemanek,  
CSEA, Chapter 777 President

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Brian Cummins,  
Director, Human Resources

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Joseph Zacklin,  
CSEA Labor Relations Representative