TENTATIVE AGREEMENT BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777

October 14, 2026

The Pasadena Area Community College District ('District') and the California School Employees Association and its Pasadena Chapter 777 ('CSEA') hereby enter into this Tentative Agreement pursuant to the Educational Employment Relations Act (Gov. Code § 3540 et seq.) and the parties' Collective Bargaining Agreement.

All other provisions of the Collective Bargaining Agreement between the parties shall remain in full force and effect except as expressly modified herein.

ARTICLE 23
SERVICE INCREMENT "LONGEVITY"

23.1 Longevity: The District pays premium pay for longevity, and loyalty; calculated as a percentage of the Unit Member's base salary, as follows:

~~**A service increment of one additional salary range will be granted after an employee has completed seven (7) years of continuous service; a second additional salary range will be granted upon completion of ten (10) years of continuous service; a third additional salary range will be granted upon the completion of fifteen (15) years of continuous service; a fourth additional salary range will be granted upon the completion of twenty (20) years of continuous service; a fifth additional salary range will be granted upon the completion of twenty-five (25) years of continuous service; a sixth additional salary range will be granted upon the completion of thirty (30) years of continuous service.**~~

ARTICLE 23 – SERVICE INCREMENT
A service increment, paid as longevity premium pay and calculated as a percentage of the Unit Member's base pay, will be granted upon completion of the following years of continuous service:

- **7 years:** 2.50%
- **10 years:** 5.06%
- **15 years:** 7.69%
- **20 years:** 10.38%
- **25 years:** 13.14%
- **30 years:** 15.97%

Terms:
- The service increment shall become effective on the first day of the month following the Unit Member's attainment of the applicable years of continuous service.
- Each service increment percentage is calculated solely against the Unit Member's base pay.
- When a Unit Member reaches a new service milestone, the new percentage replaces the previous percentage. Percentages do not stack.
- The service increment is a premium payment only. It does not increase, adjust, or otherwise become part of the Unit Member's base pay for any purpose.

Effective Date: Unless otherwise stated in the Agreed-Upon Language above, the changes set forth herein shall be retroactive to the effective date of the negotiated successor Collective Bargaining Agreement.

This Tentative Agreement is subject to ratification by the CSEA Chapter 777 membership and approval by the PACCD Board of Trustees. Upon ratification and Board approval, the terms set forth herein shall be incorporated into the parties' Collective Bargaining Agreement.

FOR THE DISTRICT	FOR CSEA, Chapter 777
Robert S. Blizinski, Vice-President, Human Resources	Gregory Zemanek, CSEA, Chapter 777 President
Brian Cummins, Director, Human Resources	Joseph Zacklin, CSEA Labor Relations Representative