



MEMORANDUM OF UNDERSTANDING Pay Grades

This MEMORANDUM OF UNDERSTANDING (MOU) is entered into by and between the Mt. San Antonio Community College District (District), and California School Employees Association and its Mt. San Antonio College Chapter 262 (CSEA).

Intent: The intent is to ensure retros for pay grades are not outstanding for more than six months, so pay grades are resolved in six months, and to clarify the criteria for applying for reconsideration of any of the processes within Article 17. Section 17.03.2.6 shall apply to all submitted pay grades that have not received recommendations to the President's Cabinet from the Classification Committee as of June 30, 2025

The District and CSEA have agreed as follows:

17.03.2.6. All pay grades shall be resolved within six (6) months of submission, including the decision from the President's Cabinet.

17.08 Reconsideration Process:

17.08.1 If the unit member disagrees with the **outcome** committee's recommendation, the unit member may submit a reconsideration request to Human Resources for the committee's consideration. This request must be submitted within ten (10) working days of the notification provided under Section 17.05.4 of this Article. Requests for reconsideration must address one, or both of the following:

- a. The rationale provided by the committee based on evidence submitted, or
- b. New evidence.

This agreement shall remain in effect until its provisions are incorporated, through a subsequent negotiated agreement, into either the CSEA 262 Contract or the Classification Committees' Procedures Handbook.

ACCEPTED AND AGREED TO:

FOR THE DISTRICT

Martha Garcia

Martha Garcia (Sep 5, 2025 17:09:56 PDT)

Dr. Martha Garcia, President

09/05/2025

Date

FOR CSEA 262

Brandon Gillett

Brandon Gillett, President

09/03/2025

Date

Nate Garcia

Nate Garcia, Labor Relations Representative



09/03/2025

Date