



MEMORANDUM OF UNDERSTANDING

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 District shall provide state-funded COLA for each fiscal year through the 28-29 negotiation cycle.*

To address CSEA's concerns related to vacant positions and workload, the District agrees to meet with CSEA to address the need for additional 262 positions.

This agreement is intended to be renewed in three-year increments, provided it remains mutually acceptable, or until the parties agree to make its terms permanent.

The parties intend that all positive state-funded Cost of Living Adjustments (COLA) received by the District during this agreement shall be provided. The District affirms its commitment to responsible fiscal stewardship and transparency. Should financial challenges arise, the District and CSEA will engage in good-faith negotiations to address them. Both parties will work constructively to ensure that COLAs are implemented in alignment with Board Policy and the District's fiscal solvency.

The District and CSEA have agreed as follows:

01. CSEA 262's Salary Schedule will be increased by the state-funded COLA effective on July 1st of each year beginning in fiscal year 26-27.
02. This agreement shall not be interpreted to prevent either party from negotiating further changes to the salary schedule.
03. Upon Request, the District shall initiate a meeting with CSEA to discuss any need for additional CSEA positions. This information may be used as part of the District's decision in prioritizing future positions.
04. This agreement shall be incorporated into the contract years 26-27, 27-28, and 28-29, and shall conclude in the contract year 28-29 collective bargaining agreement. The parties shall meet to negotiate over the option of extending the terms of this agreement.



ACCEPTED AND AGREED TO:

FOR THE DISTRICT

Martha Garcia

[Martha Garcia / Sep 10, 2025 14:41:21 PDT](#)

Dr. Martha Garcia, President

09/10/2025

Date

FOR CSEA 262

Brandon Gillett

Brandon Gillett, President

09/09/2025

Date

Nate Garcia

Nate Garcia, Labor Relations Representative

09/09/2025

Date