



California
School
Employees
Association

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Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

The nation's largest
independent classified
employee association



January 24, 2025

Via Electronic Mail:
spullum@hartnell.edu

Shawn Pullum
Chapter President 470

Re: Memorandum of Understanding (MOU) – GRP 1 Appeal

Dear President Pullum:

I have received the Memorandum of Understanding (MOU) regarding the GRP 1 Appeal between the Hartnell Community College School District and California School Employees Association and its Hartnell Chapter 470.

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this MOU is required.

Please provide your Labor Relations Representative with the ratification date so that we may update our records.

Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedications are truly appreciated.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Debra Cole
Field Director

DC/mc

Cc: Rebecca Delameter, Regional Representative 70; Donnell Fassler, Area C Director;
Isabela Telles, Labor Relations Representative; Chapter 470 Contract File

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
HARTNELL COMMUNITY COLLEGE DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 470


Re: Classification and Compensation Study Appeals for Family 1

December 18, 2024

The purpose of this Memorandum of Understanding is to memorialize the agreement between the Hartnell Community College District (“District”) and the California School Employees Association and its Chapter 470 (“CSEA” – hereinafter “Parties”)

1. The parties agree to reopen the Classification and Compensation Study Appeal process for bargaining unit members that meet all the criteria below:
 - a. The bargaining unit member participated in the “Year One” of the parties’ RSG Classification and Compensation Study.
 - b. The bargaining unit member applied for an appeal following the conclusion of the study within the negotiated timelines.
 - c. The bargaining unit member did not receive an appeal interview during the original process.
2. Bargaining unit members that meet all of the criteria above will be given the opportunity to interview between February 1st-March 15th, 2025.
3. The appeals committee will complete Family 1 Appeals by Friday, April 11th, 2025.
4. Bargaining unit members wishing to interview must request an interview in writing to the Interim VP of Human Resources, Kayla Valentine by no later than January 31st, 2025.
5. The parties agree to follow the appeal process developed and utilized during Families 2-3.
6. The parties may mutually agree in writing to extend the dates above for no more than sixty (60) days.
7. Any disputes arising from this agreement shall be subject to the grievance procedures outlined in the parties’ collective bargaining agreement.

For Hartnell:


Michael Gutierrez (Jan 21, 2025 12:52 EST)

Kayla Valentine

For CSEA:




Shawn Pullum (Jan 21, 2025 09:57 PST)


Julia Gilchrist (Jan 21, 2025 12:10 PST)

Delia S. Edoga


Jessica Green (Jan 21, 2025 09:49 PST)