



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



June 17, 2026

Via Electronic Mail:

spullum@hartnell.edu

Shawn Pullum
Chapter President 470

Re: Memorandum of Understanding (MOU) – 30-Year Stipend

Dear President Pullum:

I have received the Memorandum of Understanding (MOU) 30-Year Stipend between the Hartnell Community College School District and the California School Employees Association (CSEA) 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 dedication are truly appreciated.

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

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Stacy Galaviz
Field Director

SG/nah

Cc: Becki Rangel Hadley, Regional Representative 70; Isabela Telles, Labor Relations Representative; Chapter 470 Contract File

MEMORANDUM OF UNDERSTANDING
BETWEEN
HARTNELL COMMUNITY COLLEGE DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER #470
RELATED TO 2025-2026 ONE-TIME STIPEND FOR EMPLOYEES 30 OR MORE YEARS OF SERVICES
May 29, 2026

This Memorandum of Understanding ("MOU") is entered into by and between HARTNELL COMMUNITY COLLEGE DISTRICT ("HCCD" or "District") and the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER #470 ("CSEA" or "Union"), collectively referred as the "Parties", concerning the items set for below.

This agreement is non-precedent setting.

PURPOSE: The purpose of this MOU is to establish the terms and conditions for a one-time service recognition stipend for eligible employees with thirty (30) or more years of service to the District. The Parties acknowledge that the District has entered into a similar agreement with the Hartnell College Faculty Association and the International Union of Operating Engineers Stationary Local 39, and agree that providing comparable recognition supports equitable treatment among employee groups and provides recognition to those employees who have provided long-term commitment to the District.

ELIGIBILITY: To be eligible for the one-time longevity stipend, an employee must:

1. Have been in active status as of July 1, 2025 including before this MOU was negotiated, ratified, and Board-approved; and
2. Have completed thirty (30) or more years of credited service with the District as of May 30, 2026.

For purposes of determining eligibility under this MOU, years of service shall be calculated using the employee hire date (or related date) as recorded in the District official employee data tracking system. The District's records shall be used to determine eligibility for the stipend.

Eligible part-time employees shall receive the full stipend amount provided under this MOU.

STIPEND AMOUNT: Eligible employees shall receive a one-time, non-recurring stipend in the amount of \$3,500.

The Parties understand and agree that this stipend:

- Is a one-time payment;
- Shall not be added to the employee's salary schedule placement;
- Shall not establish an ongoing compensation obligation; and
- Shall not serve as precedent for future negotiations unless mutually agrees upon in writing.

PAYMENT DATE: This District shall issue the stipend payment within sixty (60) days of the Governing Board approval subject to normal payroll processing requirements. The District shall notify CSEA in writing as soon as practicable if it anticipates any delay, including the reason for the delay and expected payment date.

APPLICABLE DEDUCTIONS: The stipend shall be subject to all required state and federal taxes and statutory payroll deductions.

RETIREMENT REPORTING: The Parties acknowledge and agree that the one-time service recognition stipend provided under this MOU is intended to be non-pensionable and shall not constitute creditable compensation, compensation earnable, or earnable compensation for purposes of CalPERS or CalSTRS reporting, subject to applicable law and final determination by the applicable retirement system.

This agreement is subject to ratification by CSEA and adoption by the Hartnell College Board of Trustees.

This MOU constitutes the entire agreement between the Parties regarding this matter and may only be modified by mutual written agreement and is subject to the grievance and arbitration sections of the collective bargaining agreement, as applicable.

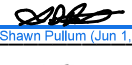
For the District:



Kayla Venturi (Jun 1, 2026 08:30:43 PDT)

For CSEA:

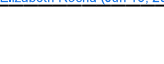


Isabela Telles (Jun 1, 2026 12:10:50 PDT)


Shawn Pullum (Jun 1, 2026 12:44:03 PDT)


Brenda Jones


Jessica Green (Jun 1, 2026 08:22:32 PDT)


Elizabeth Rocha (Jun 15, 2026 12:57:28 PDT)


Elizabeth Rocha (Jun 15, 2026 15:01:42 PDT)

MOU - CSEA Thirty Yr Stipend 2026_Final

Final Audit Report

2026-06-15

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By:	Cristina Zavala (czavala@hartnell.edu)
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"MOU - CSEA Thirty Yr Stipend 2026_Final" History

-  Document created by Cristina Zavala (czavala@hartnell.edu)
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-  Document emailed to Kayla Valentine (kvalentine@hartnell.edu) for signature
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-  Document emailed to Isabela Telles (itelles@csea.com) for signature
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Signer earocha@hartnell.edu entered name at signing as Elizabeth Rocha

2026-06-15 - 10:01:40 PM GMT- IP address: 198.189.134.111



Document e-signed by Elizabeth Rocha (earocha@hartnell.edu)

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Agreement completed.

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