



## 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



March 20, 2026

**Via Electronic Mail:**

[spullum@hartnell.edu](mailto:spullum@hartnell.edu)

Shawn Pullum  
Chapter President 470

**Re: Memorandum of Understanding (MOU) – Transfer Impacts and Effects**

Dear President Pullum:

I have received the Memorandum of Understanding (MOU) Transfer Impacts and Effects 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

RE: REORGANIZATION IMPACTS AND TRANSITION PLAN FOR TRANSFER OF EMPLOYEES

The Hartnell Community College District ("District") has experienced significant losses of funding as of January 2026. As part of this, positions are temporarily unavailable to recruit for, and therefore, staff are being transferred to areas to meet the needs of continuous student support.

Per the Collective Bargaining Agreement (CBA) between the District and the California School Employees' Association, Chapter 470 ("CSEA"), the Parties shall negotiate the impacts and effects of District decisions, including reorganizations, transfers of work, involuntary transfers, and related changes affecting bargaining unit members. In connection with such negotiations, the Parties will develop and document transition plans identifying affected positions, duties, supervision, and operational adjustments, in consultation with impacted employees and their supervisors.

The District and CSEA hereby enter this Memorandum of Understanding to memorialize the terms of their agreement for the Transition Plan applicable to the transfers described herein.

Consistent with written notices provided by the District to the affected employees, they shall be permanently transferred as of March 9, 2026. The affected employees are listed below and will collectively be referred to as "affected employees" hereafter.

- Michael Perez, Program Assistant – transfer from Agriculture Department at Alisal Center to College Pathways Department at Main Campus
- Carolina Silveira, Program Specialist– transfer from Castroville Center to Alisal Center
- Victoria Bartholomew, Program Specialist – transfer from King City Center to Main Campus
- Celia Anderson, Program Specialist, Agriculture Business and Industry (ABI).

The Parties acknowledge that these transfers can materially alter workload, obligations, and operational stability for the employees identified above.

Therefore the Parties further acknowledge that:

1. Michael Perez shall receive a transitional stipend of one hundred dollars (\$100) per month.
2. Celia Anderson shall receive a transitional stipend of one hundred dollars (\$100) per month.
3. Victoria Bartholomew shall receive a transitional stipend of one thousand four hundred dollars (\$1,400) per month.
4. Carolina Silveira shall receive a transitional stipend of three hundred sixty dollars (\$360) per month.
5. The transitional stipends described above shall be paid to the affected employees monthly from March 1, 2026 through May 31, 2026.

6. Michael Perez shall receive a Working Out of Classification (WOC) assignment pursuant to Article 10 effective no later than March 9, 2026 and continuing through at least May 31, 2026. The Parties agree to meet and revisit this WOC assignment by May 1, 2026.
7. Notwithstanding Article 19 of the CBA, the affected employees shall receive temporary preference for voluntary transfer opportunities for which they are qualified for over any other employee who applies for such transfer through June 30, 2027. If more than one affected employee requests the same transfer, existing seniority shall apply to break any ties.
8. The Parties acknowledge that the organizational changes described herein do not result in a reduction of total CSEA bargaining unit FTE. The current FTE assigned to the Program Specialist classification in the ABI program at the Castroville Campus shall remain frozen. Any "frozen" or vacant FTE referenced in this Agreement shall remain authorized, budgeted, and on the books at no less than the Program Specialist classification level. A frozen FTE shall continue to count toward total CSEA bargaining unit FTE and shall be funded when funding becomes available. Duties historically assigned to the frozen Program Specialist FTE identified in this Agreement shall not be reassigned without prior notice and bargaining with CSEA. The District shall initiate recruitment upon identification of funding. Reclassification, downgrade, or elimination of this FTE shall require prior notice and bargaining with CSEA.
9. In recognition of the potential impacts this may have on the listed employees, the employees may adjust their start time or end time by up to forty-five (45) minutes subject to operational coordination with their assigned supervisor.
10. The Parties agree to meet and review the operational impacts of the transfers no later than May 28, 2026, to assess workload, staffing levels, and continued operational needs and to determine whether additional adjustments are necessary.
11. The Parties agree that this is a non-precedent setting MOU. Any disputes arising from the interpretation or application of this MOU shall be subject to the grievance procedures of the Parties' CBA.

**HARTNELL COMMUNITY COLLEGE DISTRICT**

  
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Kayla Valenzuela (Mar 13, 2026 14:55:45 PDT)  
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**CLASSIFIED SCHOOL EMPLOYEE ASSOCIATION**

  
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Isabela Telles (Mar 13, 2026 20:47:01 PDT)  
  
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Shawn Pullum (Mar 13, 2026 14:03:11 PDT)  
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