

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
CHAPTER # 472**

Memorandum of Understanding

This Memorandum of Understanding (hereinafter, "MOU") is entered into by and between the Imperial Community College District (hereinafter, "College") and the California School Employees Association and its Imperial College Chapter #472 (hereinafter, "Union")

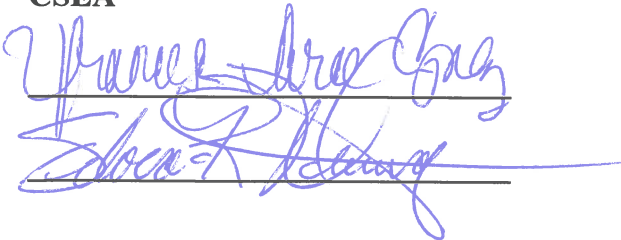
The District is re-organizing/restructuring the Human Resources and Student Affairs Department which results in the reclassification of; the Campus Safety and Parking Control Specialist (range 19) to a Campus Safety Coordinator (range 24) and the Student Services Assistant of Safety and Parking Control (range 14) to Campus Safety Specialist (range 14). The plan also involves removing the student employment responsibilities from the Financial Aid Specialist job description and transferring that work to the new classified position, Human Resource Generalist, in Human Resources Department.

Both parties agree that, as part of the Human Resources and Student Affairs reorganization, the salary placement of the reclassified Campus Safety Coordinator will be at range 24, step 7, effective July 1, 2019 and the salary placement of the new classification of Human Resource Generalist will be at the appropriate step of range 14 upon employment. This placement of the Campus Safety Coordinator will ensure the employee will receive a minimum of a 5% increase over their current salary.

It is further understood that this agreement is unique and shall not set precedence for future requests or situations, and shall in no way be construed as a waiver, expressed or implied, or CSEA's rights to negotiate on any and all matters within the scope of representation as set forth in section 3543.2 of the Education Employment Relations Act.

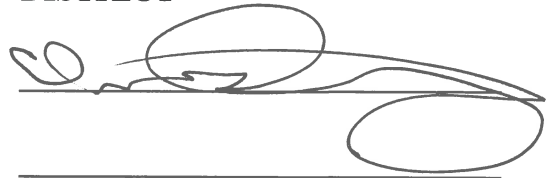
Signed this 27th day of **September, 2019**.

CSEA



Two handwritten signatures in blue ink are written over two horizontal lines. The first signature is 'Francis Arce Guez' and the second is 'Edna R. Hwang'.

DISTRICT



A handwritten signature in black ink is written over two horizontal lines.