

**MEMORANDUM OF UNDERSTANDING BETWEEN  
THE GROSSMONT CUYAMACA COMMUNITY COLLEGE DISTRICT AND THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
AND ITS GROSSMONT CUYAMACA CHAPTER #707**

March 28, 2023

Salary Equity – Phase One

The Grossmont Cuyamaca Community College District (“District”) and the California School Employees Association and its Grossmont Cuyamaca Chapter #707 (“CSEA”) hereby agree to the following:

The grade ranges of the following job classifications/descriptions represented by CSEA will change effective May 1, 2023 as follows:

1. Athletic Facilities Technician from Range 21 to Range 23
2. Child Development Center Aide from Range 12 to Range 22
3. Child Development Center Assistant, Sr. from Range 24 to Range 28
4. Child Development Center Training Specialist from Range 30 to Range 31
5. Custodian from Range 20 to Range 23
6. Custodian, Senior from Range 23 to Range 26
7. Grounds Maintenance Worker from Range 24 to Range 26
8. Specialty Lab Technician I from Range 20 to Range 22
9. Warehouse Assistant from Range 24 to Range 26

The parties agree to compose and send a written correspondence by May 1, 2023 to the Executive Director of the GCCCD Personnel Commission informing them that ranges for the classifications/job descriptions above have been modified through a joint agreement between the District and CSEA, and it is in the parties’ view that there is no need to reclassify or make any modification to the wage ranges of these positions through December 31, 2026.

The parties further understand that the joint communication to the Personnel Commission is not a recommendation against the merging or consolidation of positions within the new ranges identified above, if such merging or consolidation is found to be necessary through a classification study initiated by the Personnel Commission.

The parties agree that nothing in this agreement shall be construed as limiting any rights of either party otherwise retained under the Educational Employment Relations Act provisions, and that this agreement does not constitute a waiver of any employee rights found under Article 8 of the Collective Bargaining Agreement.

This agreement is subject to both parties’ internal approval process.

Signed on this date: Mar 28, 2023


For CSEA:

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Colleen Parsons (Mar 28, 2023 14:46 PDT)

Colleen Parsons, President  
Grossmont Cuyamaca Chapter #707

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Kyle Miller, Labor Relations Representative  
California School Employees Association

For District:

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Craig Leedham (Mar 28, 2023 14:48 PDT)

Dr. Craig Leedham, AVCHR  
GCCCD

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Aimee Gallagher (Mar 28, 2023 14:52 PDT)

Aimee Gallagher, VCHR  
GCCCD












# MOU for Salary Equity Phase 1 032823


Final Audit Report


2023-03-28


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