

## **MEMORANDUM OF UNDERSTANDING**

**Between  
Salinas City Elementary School District  
And  
California Schools-Employees Association and its Salinas Area Chapter #149  
("CSEA")**

### **Re: 2025 Job Description and Compensation Study**

**June 9, 2025**

This Memorandum of Understanding (MOU) is by and between the Salinas City Elementary School District ("SCESD") and California Schools Employees Association and its Salinas Area Chapter #149 ("CSEA"), regarding a Comparable Worth review.

**Whereas**, Section B, of Article VIII Pay and Allowances provides in part:

*When the District proposes to create a new position/classification, the District and CSEA will convene the Comparable Worth Committee. (See Article XVIII- Reclassification of Positions). All new positions/classifications shall be reviewed by the Comparable Worth Committee and forwarded to the Employee Employer Relations Committee ("EERC") with a recommendation for a salary range placement.*

**Whereas**, on June 12, 2018, the Parties agreed to a "Job Description Study" to ensure classified unit job descriptions are revised to reflect current duties and requirements, presumably for similar positions among public school employers;

**Whereas**, the intent of the June 12, 2018 agreement was for the Parties to have the positions reviewed by a Comparable Worth Committee ("CWC") by October 2018 and this review did not occur;

**Whereas**, on November 9, 2022, the Parties acknowledged that through unforeseen circumstances the Job Description Study had not been completed and agreed to hire a vendor to complete the study;

**Whereas**, after selecting a vendor who did not complete the study, the District informed CSEA of the situation and recommended retaining School Employers Association of California ("SEAC") to complete the study and CSEA agreed;

**Whereas**, SEAC, conducted and completed a Job Description Study and relative compensation study; the District provided SEAC with job descriptions for all classification in the bargaining unit; the District and CSEA through EERC meetings with representatives from each classification, reviewed and provided recommended revisions back to SEAC;

**Whereas**, the job description review between SEAC, the District and CSEA as described above, continued until or about February 2025, when twenty-two (22) out of a total agreed upon 56 positions were reviewed with revisions submitted to SEAC;

**Whereas**, following the District and CSEA's last response in February 2025 to SEAC, SEAC updated and finalized the job descriptions and completed its comparable compensation study based on the reviewed job descriptions;

**Whereas**, SEAC's final report allows the District and CSEA to negotiate adjustments to salaries based on reliable and current comparable wage data;

**Whereas**, neither the CBA nor any of the MOU's related to the Job Description Study define the process for a CWC to follow to review SEAC's recommendations and advice the Parties' bargaining teams;

**NOW, THEREFORE, CSEA AND THE DISTRICT AGREE AS FOLLOWS:**

1. A Comparable Worth Committee ("CWC") will be convened, including four (4) members appointed by CSEA and four (4) members appointed by the District;
2. To expedite the Job Description review process, the CWC will convene regularly to complete their review and submit revisions to job descriptions to SEAC on the agreed upon thirty-four (34) job descriptions by or before September 1, 2025;
3. CWC Compensation Adjustment Recommendations
  - a. On or before August 1, 2025, the CWC will provide an advisory recommendation to the Parties' bargaining teams to adjust wages, as deemed appropriate, for the twenty-two (22) positions with current reviewed job description;
  - b. On or before October 1, 2025, the CWC will provide an advisory recommendation to the Parties' bargaining teams, to adjust wages, as deemed appropriate, for those remaining positions;
4. The CWC will provide a written rationale for the recommended modifications to any current wage increases or decreases as follows;
  - a. Any recommendation to adjust a position's current wages by up to two (2) ranges, shall be made by majority recommendation of the CWC members;
  - b. Any recommendations to a position's current wages by more than two (2) ranges, shall be by a unanimous recommendation of the CWC members;
5. The CWC's recommendations shall be advisory in nature to the Parties' bargaining teams. After receiving the CWC's recommendations, the bargaining teams are free to negotiate changes that accept, reject and/or modify the CWC's recommendations;

6. Following the CWC's recommendation to the bargaining teams, the teams agree to meet and complete negotiations on wage adjustments by no later than December 31, 2025;
7. The Parties acknowledge that it may be negotiated and agreed to stagger the implementation of effective wage adjustments and enforcement of any amended job descriptions;
8. This MOU is non-precedent setting and shall not constitute a past practice; and
9. This MOU shall be subject to the grievance procedures outlined in the Parties' collective bargaining agreement.

**FOR CSEA**

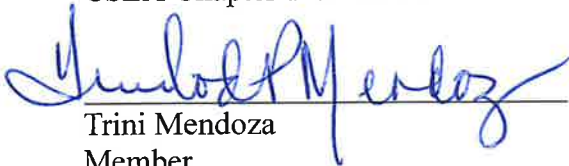
**June 9, 2025**



Joe Sanchez  
CSEA Chapter 149 President



Rosie Sanchez  
Member



Trini Mendoza  
Member



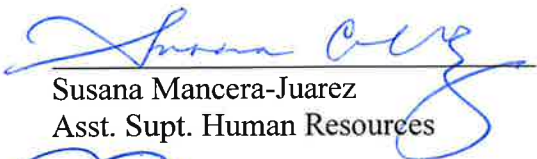
Carina Gonzalez  
Member



Isabela Telles  
LRR

**FOR SCESD**

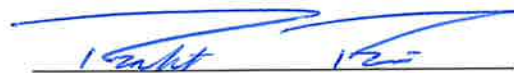
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Susana Mancera-Juarez  
Asst. Supt. Human Resources



Paul Rodriguez  
Principal



Roberto Rios  
Director of Human Resources



Susana Vargas  
Principal

