

Memorandum of Understanding

Chaffey College District and the California School Employees Association and its Chaffey College Chapter #431

Shift Differential and Longevity Compensation January __, 2026

TERMS AND CONDITIONS: The Chaffey Community College District (hereinafter, "District") and the California School Employees Association and its Chaffey College Chapter #431 (hereinafter, "CSEA") collectively (hereinafter, "the parties") agree as follows:

1. The District and the CSEA are parties to a collective bargaining agreement ("CBA") that expires on June 30, 2026;
2. Section 24.3 of CBA permits additions or changes to the CBA if reduced to writing, properly ratified, and signed by both parties;
3. The following language does not alter current practice;
4. If applicable, this agreement includes a make whole remedy for all incumbents affected by the change in CBA language as follows, retroactive to July 1, 2022.
5. The parties agree to the following language:

9.9 SHIFT DIFFERENTIAL – COMPENSATION.

9.9.1 Effective July 1, 2024, contract bargaining unit employees who have their scheduled hours beyond 6 p.m., three-of-the-five normal workdays per week, shall receive one additional payment factor in accordance with the following compensation schedule:

- Past 6:00 p.m. 2.0% per month
- Past 7:00 p.m. 3.0% per month
- Past 8:00 p.m. 3.5% per month
- Past 9:00 p.m. 4.0% per month

An employee-initiated alternative work schedule will not result in additional compensation.

*For employees working less than full-time the amount of differential compensation shall be prorated based on the individual employee's FTE.

9.9.2 Any employee in the bargaining unit who has a regularly assigned work shift occurring past midnight, irrespective of assigned lunch periods, shall be paid a six percent (6%) differential for those hours worked past midnight. An employee-initiated alternative work schedule will not result in additional compensation. Employees who receive this benefit are not entitled to any of the benefits outlined in 9.9.1.

9.9.3 Any employee in the bargaining unit who has a split shift shall be paid a seven percent (7%) differential.

9.9.4 Campus Police Officers working a rotating shift shall receive a monthly five percent (5%) shift differential. Campus Police Officers who receive this benefit are not entitled to any of the benefits outlined in 9.9.1, 9.9.2, and 9.9.3.

9.9.5 Any employee who receives a shift differential premium on the basis of the employee's shift shall suffer no reduction in pay, including differential, when temporarily assigned to another shift of less than twenty (20) working days.

9.9.6 Any employee in the bargaining unit who is temporarily assigned a work shift for five (5) days or more consecutively that would qualify the employee to receive a shift differential greater than that amount the employee is currently receiving, shall receive the greater amount.

9.9.7 All shift differentials addressed in 9.9.1-9.9.6 will be paid as the applicable percentage of the total of the employee's base pay rate plus any longevity pay (Section 10.3) and professional growth allowances (Article 16).

[...]

10.3 LONGEVITY. The District agrees to compensate long-service employees as follows: After eight (8) years of continuous service to the District the employee will begin at longevity Level 1 and each additional four (4) years of service will advance the longevity steps up to the final Step 8 (36 years of service). Longevity payments will be paid at set multiples of the Level 1 rate. Level 2 (12 years) is two times the Level 1 rate; Level 3 (16 years) is three times the Level 1 rate; Level 4 (20 years) is four times the Level 1 rate; Level 5 (24 years) is five times the Level 1 rate; Level 6 (28 years) is six times the Level 1 rate; Level 7 (32 years) is seven times the Level 1 rate; and Level 8 (36 years) at eight times the Level 1 rate.

Longevity steps will be as follows (all dollar amounts are listed per month).

Effective July 1, 2022:

Level 1: \$105

Level 2: \$210

Level 3: \$315

Level 4: \$420

Level 5: \$525

Level 6: \$630

Level 7: \$735

Level 8: \$840

Effective July 1, 2023:

Level 1: \$115

Level 2: \$230

Level 3: \$345

Level 4: \$460

Level 5: \$575

Level 6: \$690
Level 7: \$805
Level 8: \$920

Effective July 1, 2024:

Level 1: \$117
Level 2: \$234
Level 3: \$351
Level 4: \$468
Level 5: \$585
Level 6: \$702
Level 7: \$819
Level 8: \$936

Effective July 1, 2025

Level 1: \$121
Level 2: \$242
Level 3: \$363
Level 4: \$484
Level 5: \$605
Level 6: \$726
Level 7: \$847
Level 8: \$968

10.3.1 Longevity Pay is paid to employees in the bargaining unit for years served in the Chaffey Community College District in recognition of accrued continuous time without a break in service.

10.3.2 The anniversary increments are effective July 1, October 1, January 1, and April 1 for employees whose anniversary date falls within that quarter.

10.3.3 An employee in the bargaining unit who has served for at least two (2) years and leaves the employ of the District, for whatever reason, and is re-employed within a period of no longer than thirty-nine (39) months from the last date of employment will not have such severance considered a break in service. The severed time will not be considered as time in service for seniority or longevity purposes.

6. The Parties agree that the above language will be incorporated into the successor CBA unless modified as agreed to as part of successor-CBA negotiations.
7. All other provisions of Article 9 and 10 are deemed to be status quo.

It is agreed and understood that this MOU is subject to all approvals required by CSEA's 610 policy and is not effective until approved by the Board of Trustees.

Dated this _____ day of January, 2026

Association:



German Paez
President, CSEA Chapter #431

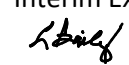


Noah Snyder
Labor Relations Representative

District:



Alisha Serrano
Interim Executive Director, Human Resources



Lisa Bailey
Associate Superintendent, Business Services
and Economic Development