



**SIDE LETTER OF AGREEMENT**

This SIDE LETTER OF AGREEMENT is entered into by and between the Mt. San Antonio Community College District (District), and California School Employee Association and its Mt. San Antonio College Chapter 262 (CSEA 262). This SIDE LETTER OF AGREEMENT shall not be deemed precedent setting.

CSEA 262 unit member Jennifer May Anol, has accepted an offer of promotion within the CSEA 262 unit, effective January 21, 2020. A condition of this promotion is that Jennifer May Anol shall be allowed to maintain the "Confidential" meet-and-confer unit benefits outlined in the Memorandum of Understanding (MOU) regarding the review of represented and unrepresented bargaining unit work as it relates to "Confidential" employment status pursuant to California Government Code Section 3540.01(c), signed by the District on November 17, 2016, and signed by CSEA 262 on November 18, 2016 (attached).

The District and CSEA 262 have agreed as follows:

1. Allow an exception to the sunset terms outlined in the previously mentioned MOU because the parties have an interest in keeping the unit member whole; upon analyzing the base salary and benefits of the unit member in both positions, it was determined that placement in the minimum step for promotions (no less than 5%) , would result in a loss. Additionally, the Retirement Specialist position significantly aligns with Human Resources.
2. The District shall process the following personnel transactions to be effective January 21, 2020:

		Pay Grade Placement	Vacation Benefit	Health & Welfare Benefit	Confidential Day/Floating Holiday
<b>From:</b>	1.00 FTE Human Resources Technician (CSEA 262)	Range 90, Step 6  CSEA 262 Salary Schedule	Y-Rate* set at 2016-17 Confidential Accrual Rate	CSEA H/W Benefits;  or maintain: Confidential Opt-Out Y-Rate* is set at \$10,404.80 annually (CSEA Article 09.01.6 parameters apply)	2 floating holidays per fiscal year  Two confidential holiday's per fiscal year **
<b>To:</b>	1.00 FTE Retirement Specialist (CSEA 262)	Range 100, Step 5  CSEA 262 Salary Schedule	Y-Rate* set at 2016-17 Confidential Accrual Rate	CSEA H/W Benefits;  or maintain: Confidential Opt-Out Y-Rate* is set at \$10,404.80 annually (CSEA Article 09.01.6 parameters apply)	2 floating holidays per fiscal year  Two confidential holiday's per fiscal year **

*[Signature]* 1 of 2  
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- \* This "Y-Rate" designation locks in this specific benefit until the CSEA 262 Collective Bargaining Agreement has a benefit that meets or exceeds this particular benefit or the employee vacates the Retirement Specialist position, whichever occurs first.
- \*\* This benefit will continue annually until the employee vacates the Retirement Specialist position.

Any questions regarding this Side Letter must be directed to the CSEA 262 President or Human Resources Management.

**ACCEPTED AND AGREED TO:**

FOR THE DISTRICT



Abe Ali, Chief Negotiator

1/16/20

Date

FOR CSEA 262



Robert Stubbe, President

1/16/2020

Date



Brittney Coleman, CSEA Labor Representative

5/29/20

Date