TENTATIVE AGREEMENT
CLASSIFICATION AND COMPENSATION STUDY
IMPLEMENTATION AND RELATED TOPICS
June 7, 2012

It is hereby mutually agreed as follows to implement the classification and compensation study and related topics:

1. Bargaining unit members employed in a classification that is recommended to be placed at a lower Salary Grade than currently allocated will be "X" rated at their current Salary Grade and Step of the current Classified Salary Schedule.

   1.1 The affected employee(s) will be placed on the Classified Salary Schedule only when either (1) the total COLA increases provided to the bargaining unit are sufficient for the employee(s) to be placed on a Step of the classification's assigned salary Grade; or, (2) when the affected employee's anniversary date increment will allow placement on a Step of the classification's assigned salary Grade.

   1.2 The District will provide the appropriate longevity increment as defined by this Collective Bargaining Agreement to affected employee(s).

2. Using the current negotiated Classified Salary Schedule (effective July 1, 2007—Appendix B in the current CSEA Collective Bargaining Agreement), the District will add one percent (1%) to that Salary Schedule effective July 1, 2012;

   2.1 Retroactive pay will be processed in September, 2012, assuming CSEA and the District ratification occurs by July 18, 2012.

   2.2 Bargaining unit members employed in a classification that is recommended to be placed at the same salary Grade as currently allocated will remain at the same Grade and Step of the Classified Salary Schedule.

   2.3 Bargaining unit members employed in a classification that is recommended to be placed at a higher salary Grade than currently allocated will be placed on the higher salary Grade at a Step that is closest to the salary rate of their current Step—either equal to or greater.

   2.4 Bargaining unit employees that are advancing on the Classified Salary Schedule by three or more Salary Grades will be placed according to the preceding with an additional one Step.

   2.5 Implementation of the classification and compensation study according to the preceding will be effective on July 1, 2012.
2.6 Bargaining unit members shall become eligible to receive Step advancement on or after July 1, 2012 based upon Article 5.3 of the current collective bargaining agreement.

3. The District shall implement, effective July 1, 2012, the Jacobsen-Betts classified class specifications/job descriptions with updates to the classifications of Maintenance journeyman descriptions previously agreed by the parties and the Athletic Trainer description.

4. Implementation according to this Agreement is contingent upon current level of Cerritos College funding established by the Governor’s May 2012 Revise budget. If the current level of funding is reduced prior to July 18, 2012, or date of ratification by the Board of Trustees, the parties will renegotiate the implementation date of July 1, 2012.

5. The Reclassification Procedures attached and mutually agreed to by the parties on December 22, 2011 will become part of this Agreement.

6. The parties agree to the application of seniority for bargaining unit members in their current and former classifications, as identified on Attachment A. It is mutually agreed that the classification identified by this Attachment identifies the prior classification(s) in event of layoff.

7. This proposal concludes all negotiations regarding these matters and the parties agree to waive any further negotiations on these matters.


FOR THE DISTRICT:

[Signature]

FOR CSEA:

[Signature]