

1 **MEMORANDUM OF UNDERSTANDING**

2
3 **BETWEEN THE**

4 **CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777**

5 **TO THE**

6 **PASADENA AREA COMMUNITY COLLEGE DISTRICT**

7
8 **October 14th 2026**

9
10
11 **Salary**

12
13 **1.** Effective July 1, 2026, each cell of the Salary Schedule shall be increased by one hundred
14 percent (100%) of the funded Super Cost-of-Living Adjustment (COLA) of 4.31% designated for
15 community college in the State Final Budget for the fiscal year 2026-27, plus 2.50% across all
16 classifications. Only unit members active on the date of board approval will receive this salary
17 increase.

18
19 **2.** The District and CSEA agree to re-open Article 8 for the 2027-28, and 2028-2029 school year
20 salary compensation.

21
22 **3.** During any year of this agreement, if another bargaining unit receives a negotiated increase
23 (either one-time or on-schedule) greater than set forth herein, CSEA shall be entitled to an
24 equitable adjustment to match the other unit.

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26 This MOU is subject to approval by the Board of Trustees. This MOU shall take effect upon its
27 execution and approval by the Parties. MOU is non-precedential and may not be utilized as the
28 basis for any current or future claim of past practice.

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30 This Tentative Agreement does not modify the parties' rights or obligations under the current
31 effective Collective Bargaining Agreement (CBA) or the Educational Employment Relations Act
32 41 (EERA). It is non-citable, non-precedential, and shall not be relied upon as the basis for the
33 establishment of any past practice.

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35 IN WITNESS WHEREOF, the parties have executed this MOU on the date first above written.
36 Signed and entered into this ____ day of October 2026.

37

FOR THE COLLEGE DISTRICT

Robert S. Blizinski,
Vice-President, Human Resources

Brian Cummins,
Director, Human Resources

FOR CSEA

Gregory Zemanek,
CSEA, Chapter 777 President

Joseph Zacklin,
CSEA Labor Relations Representative

Proposal