

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS PASADENA  
CHAPTER 777 (CSEA)  
AND THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT**

**August 20, 2025**

This Memorandum of Understanding (MOU) is entered into by and between the Pasadena Area Community College District (hereinafter referred to as "PACCD" or "the District") and the California School Employees Association and its Pasadena Chapter 777 (hereinafter referred to as "CSEA" or "the Union"), in accordance with the Educational Employment Relations Act and the Collective Bargaining Agreement between the Parties.

**SALARY**

- 1) Effective July 1, 2025, each range-cell of the Salary Schedule shall be increased by the full amount of the state funded Cost of Living Adjustment (COLA) designated for community colleges in the State Final Budget for the fiscal year 2025-2026.
- 2) Effective July 1, 2025, the District will adjust the salary ranges of all permanent employees in the Custodian classification from range 32 to range 334 and all employees in the Lead Custodian classification from range 36 to range 37 of the Salary Schedule. b.c.
- ~~3) The District and CSEA agree to re-open Article 8 for the 2026-27 school year compensation.~~
- 4)3) Should any other PACCD bargaining unit successfully negotiate an on-schedule increase effective during the 2025-2026 fiscal year greater than that set forth herein, CSEA shall be entitled to an equivalent adjustment of their Salary Schedule, retroactive to July 1, 2025.


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 This MOU is non-precedential and may not be utilized as the basis for any current or future claim of a past practice.

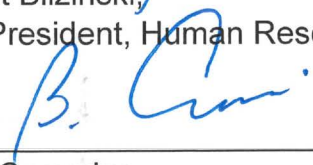
This Memorandum of Understanding does not modify the parties' rights or obligations under the current effective Collective Bargaining Agreement (CBA) or the Educational Employment Relations Act (EERA).

IN WITNESS WHEREOF, the Parties have executed this MOU on the date first above written.

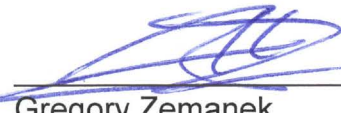
Signed and entered into this 20<sup>th</sup> day of August, 2025.

FOR THE COLLEGE DISTRICT

  
Robert Blizinski,  
Vice-President, Human Resources

  
Brian Cummins  
Director, Human Resources

FOR CSEA

  
Gregory Zemanek  
CSEA, Chapter 777 President

  
Joseph Zacklin  
CSEA Labor Relations Representative