



State Center Community College District  
Human Resources

District Proposal  
CSEA and its State Center Chapter 379  
Package Proposal  
July 2, 2019

**NEGOTIATIONS ON THE EFFECTS OF THE DISTRICTWIDE BOOKSTORE LAYOFF**

**This is a non-precedent setting package proposal and must be accepted in its entirety. This proposal must be entirely agreed upon as to all provisions or in the alternative; any provision not agreed upon shall be a rejection of the entire proposal.**

**Effective Date of Implementation**

October 1, 2019

**Minimum Qualifications**

Employees must meet the minimum qualifications of the positions they are placed into subject to confirmation from the Personnel Commission.

**Placement of Full-Time Bookstore Employees**

While Follett Higher Education Group, Inc. (Follett) has indicated to the District that they would like to hire some or all of the employees currently working in the Bookstore, the District would also like to retain these employees within the District. Should these employees not accept positions with Follett by September 30, 2019, the District would like to place the employees in the following positions.

Last Name	First Name	Current Position	From Range	Proposed Position	To Range
Arana	Ivy	Bookstore Shipping and Receiving Specialist	83H	Accounting Technician, #2077 Fresno City College	83H
Arends	Jeffrey	Bookstore Shipping and Receiving Specialist	83H	Program Assistant – Career Technical, #2060 Fresno City College, CTC	83H
Boyce	Kevin	Textbook Purchasing Specialist	83B	Program Assistant – Career Technical, #1235 District Office	83B
Cupp	Christopher	Bookstore Sales Associate	77H (Y-Rated)	Office Assistant II, #2302 Fresno City College*	78H
Gallegos	Terri	Bookstore Sales Associate	77H (Y-Rated)	Instructional Assistant, #2427 Fresno City College	78H
Grasmick	John	Bookstore Sales Associate	77H (Y-Rated)	Accounting Technician, #8500 Fresno City College	83B
Hero	Martin	Bookstore Sales Associate	77H	Office Specialist, #2101 Fresno City College	82B
Mendoza	Barbara	Textbook Purchasing Specialist	83G	Program Assistant – Student Services, #2194 Fresno City College	83G

Last Name	First Name	Current Position	From Range	Proposed Position	To Range
Quinata	Ana	Bookstore Sales Associate	77F	Instructional Administrative Assistant, #2451 Fresno City College	85A
Santillan	Janet	Bookstore Merchandise Purchasing Specialist	82H	Administrative Assistant, #2201 Fresno City College	85E
Swan	Kathleen	Bookstore Sales Associate	77H (Y-Rated)	Administrative Assistant, #2403 Fresno City College	85A
Tarvin	Gina	Accountant	91G	Accountant, #NEW Madera Community College Center	91G

Employees shall begin their new assignments on October 1, 2019. The effective date of layoff for the employees listed above shall be September 30, 2019. Should any employee accept a position with Follett before this date, the effective date for the layoff of that position will be the last date the employee works in the position for the District.

\*If an Office Specialist position (#2260) in CalWorks at Fresno City College becomes vacant by August 12, 2019, Christopher Cupp will be placed in that position effective October 1, 2019 at 82B, otherwise, he will be placed in the Office Assistant II position #2302 as outlined in the table above.

Judi Fischer, Bookstore Sales Associate was not included in the list above as the District accepted her retirement effective on August 14, 2019.

**Probationary Period**

Employees shall serve a new probationary period of 130 working days in the classification before attaining permanency in that classification.

**Training**

Training will be provided to those who need it to be successful in their new positions. Each position and individual is unique in the type of training they will need. It will be the employee's responsibility to discuss with their supervisor what type of trainings they feel they need to be successful in their new jobs. The supervisor will then identify adequate training for these individuals. Employees will have six (6) months to request this training.

**Seasonal Bookstore Employees**

The effective date of layoff for all seasonal bookstore employees shall be September 30, 2019. Should any employee accept a position with Follett before this date, the effective date for the layoff of that position will be the last date the employee works in the position for the District.

For those seasonal employees who have attained permanency with the District, and who do not accept a position with Follett and are thereby subject to layoff on September 30, 2019, the District will provide them forty (40) hours of compensation at their base hourly rate of pay.

**Impact to Individual Employees**

Employees will be placed on the step on the grade for their new classification where their base salary is equal to or just greater than their current base salary; except for employees where their base salary is higher than the top step of the grade for their new classification on the salary schedule, they will be placed on step H and Y-rated.

Employees who were Y-rated due to the classification study were placed on the lowest step on the grade for their new classification that would allow for the employee to not be Y-rated.

**Y-Rating**

The District proposes to mitigate the effects of downward range adjustments by a policy of "Y" rating the impacted employee's current base salary until the new lower base salary range catches up to the employee's old higher base salary. The impact of this policy would mean that an employee so "Y" rated would receive no general cost of living or normally entitled salary step increase until his/her old higher base salary was matched and/or exceeded by the new salary schedule.

The "Y" rating will be discontinued when the employee is transferred to a related or different classification, promoted, or separated from the classified service. It will also be discontinued whenever the salary grade for the class is increased so that it encompasses the employee's present base salary, in which event the employee's base salary will be adjusted to the nearest highest amount in the new salary grade.

**Abolishment of Positions**

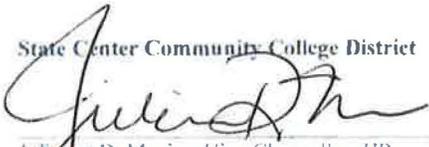
The following classifications shall be abolished on October 1, 2019: Bookstore Sales Assistant, Bookstore Sales Assistant - Flexible/Seasonal, Bookstore Sales Associate, Bookstore Merchandise Purchasing Specialist, Textbook Purchasing Specialist, and Bookstore Shipping & Receiving Specialist. The following position will also be abolished October 1, 2019: Accountant (Position 2070).

**Interviews with Follett**

Any Bookstore employee who accepts an interview for a position with Follett during the period from July 11, 2019 to September 30, 2019, and who requests the time off from the Bookstore Manager at least one week in advance, will not be required to take vacation time to attend the interview, not to exceed a maximum of one (1) hour, but must work the part of their shift before and/or after the interview on that day.

This Agreement is made this 9th day of July in the year 2019 in the City of Fresno, County of Fresno, State of California

State Center Community College District



Julianna D. Mosier, Vice Chancellor, IIR



Geneva Campbell, District Director of IIR

California School Employees Association



Sean Martin, CSEA Chief Negotiator



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