



State Center Community College District
Human Resources

District Counterproposal
CSEA and its State Center Chapter 379 Bargaining Unit Agreement
Package Proposal
December 04, 2018

**CLASSIFICATION & COMPENSATION STUDY 2017-18
IMPLEMENTATION PROPOSAL**

This is a 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

Study changes in allocation and salary will be effective July 1, 2018, but will only apply to employees still employed with the District on the 1st of the month following Board of Trustees approval. The study changes in allocation and salary will have no retroactive effect prior to July 1, 2018, including working-out-of-classification requests.

It will take approximately five (5) months following Board of Trustees approval before unit members will see the changes reflected.

- HR/PC/Payroll need to build all new position numbers
- Then, need to link all employees to the new positions (two – regular pay and overtime pay positions)
- Then, build new salary schedules
- Then, build and upload new classifications/positions, classification specifications, and position numbers in NEOGOV
- Then, connect all new positions to the employee's retirement account in Colleague
- Then, Payroll has to manually calculate the retro and enter the payment stipend for each employee individually

Salary Schedule

As recommended by Reward Strategy Group (RSG), the District is proposing implementing an eight-step salary schedule for CSEA. RSG explained that their recommendation was in part based on the fact that most agencies are moving away from the outdated five-step civil service model. Additionally, an eight-step schedule will better support retention efforts. With the current five-step schedule, an employee hired on step A would move to step B after one (1) year and reach step E after being employed only four (4) years. However, CSEA employees are not eligible for longevity until they have been employed with the District for 10 years. Conversely, an employee hired on step A on the eight-step schedule would continue to receive regular step increases for seven (7) years. Allowing employees to continue to progress on the salary schedule promotes retention. The RSG salary schedule is a squared schedule and to maintain a squared schedule, future increases must be applied to the first step of the lowest grade. The differential between the steps of the grade will then remain at 3% and the differential between the grades will remain at 4%.

If CSEA still has concerns regarding the minimum wage during the next successor negotiations, CSEA may present a proposal to the District at that time.

Currently, all CSEA positions will remain non-exempt.

Y Rating

The District proposes to mitigate the effects of downward range adjustments recommended by RSG 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.

Y-rated employees will be eligible to receive one-time, off-schedule payments as negotiated in the current CSEA contract.

Impact to Individual Employees

After applying the 7/1/18 negotiated increase of $\frac{1}{2}$ COLA + 0.75%, and applying any step increase due July 1, 2018, employees will be placed on the step on the grade for their new classification on the new eight-step salary schedule, increased by 2.11% for 2018-2019, where their base salary is equal to or just greater than their negotiated 7/1/18 base salary; except that for employees where their negotiated 7/1/18 base salary is higher than the top step of the grade for their new classification on the new 2018-2019 eight-step salary schedule, they will be placed on step H and Y-rated. The allocation changes in this proposal are based on the mutually agreed upon classification study; they are not considered "reclassifications". After the implementation of the new salary schedule effective July 1, 2018, employees will progress on the new eight-step salary schedule on their step increase anniversary date, subject to the provisions of the current CSEA contract.

Due to the retroactive effect of this agreement to July 1, 2018, for employees who have already received a step increase in fiscal year 2018-19, if the placement on the new eight-step salary schedule, as stated above, results in a decrease in salary because the employee already received a step increase in fiscal year 2018-19, the affected employees will not have to reimburse the overpayment to the District. To avoid future overpayments, effective with the signing of this tentative agreement, step increases will be placed on hold until the District fully implements the study.

Minimum Qualifications

The District will grandfather employees who do not meet the minimum qualifications of their new classification and the Personnel Commission will grandfather employees who lateral transfer to the **same** classification and do not meet the minimum qualifications. However, individuals who request lateral transfer to a **related** classification must meet the minimum qualifications for that classification.

Return to Previous Classification

Employees who are subsequently (after the implementation date of this classification and compensation study) promoted or transferred laterally and wish to return to a position in his/her former classification in the first 6 months will follow the provisions in PC Rule 9-8.

Reclassifications

Following PC Rules 3-19 and 3-20 and California Education Code 88104(c), employees will be eligible to submit requests to be considered for reclassification two years after the effective date of the classification and compensation study as detailed above.

Seniority for Vacation

In a work unit when vacation schedules are staggered, the unit member with the most seniority in the classification shall be given priority for scheduling his/her vacation. If seniority in the classification is equal, for the unit members with equal seniority within the classification the unit member with the most seniority within the District will be given priority for scheduling his/her vacation. The approval of vacation shall be at the discretion of the immediate supervisor.

Abolishment of Positions

Attached is the list of vacant positions that are no longer in use and RSG recommends abolishing. The District and CSEA agree to abolish these positions at this time.

Confidential Positions

Positions that have been deemed confidential and not part of the bargaining unit are listed in Article 2B. of the collective bargaining agreement. These positions will remain confidential; however, the titles will be updated based on RSG’s recommendations. The changes in confidential positions are as follows:

Human Resources Current Confidential Title	Human Resources Recommended Confidential Title
Benefits Coordinator	No Change
Human Resources Analyst - Confidential	No Change
Human Resources Management Systems (HRMS) Analyst	Business Systems Analyst (The Offices of Human Resources/Personnel Commission)
Human Resources Technician - Confidential	Human Resources Technician
Senior Human Resources Technician – Confidential	Senior Human Resources Technician
Payroll Current Confidential Title	Payroll Recommended Confidential Title
Accounting Clerk III - Payroll	Payroll Technician (The Office of Finance & Administration)
Accounting Technician I - Payroll	Senior Payroll Technician
Accounting Technician II - Payroll	Senior Payroll Technician
Administrative Support Current Confidential Title	Administrative Support Recommended Confidential Title
Administrative Secretary – Confidential (The Office of the Chancellor)	Executive Assistant (The Office of the Chancellor)
Administrative Secretary – Confidential (The Office of Human Resources)	Administrative Assistant (The Office of Human Resources)
Assistant to the President	Executive Assistant to the President
Executive Assistant to the Chancellor - Confidential	Executive Assistant to the Chancellor
Secretary to the Vice Chancellor	Executive Assistant to the Vice Chancellor

These positions will be compensated according to the Confidential Salary Schedule.

Removal of Position from Bargaining Unit

The District and CSEA agree to remove position (#1115) from the CSEA bargaining unit.

Classification Title Changes in CBA

The Human Resources department will review and update all classification titles referenced in the CBA per this agreement. The District will provide CSEA with the redlined version of the changes for review.

Denied Appeal Responses

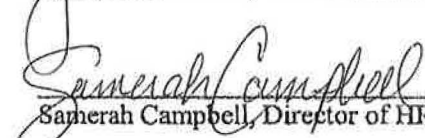
Unit members that were denied their appeal will receive additional information explaining RSG's recommendation by January 31, 2019.

This Agreement is made this 5th day of December in the year 2018 in the City of Fresno, County of Fresno, State of California.

State Center Community College District



Julianna D. Mosier, Vice Chancellor, HR

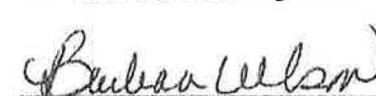


Samerah Campbell, Director of HR

California School Employees Association



Sean Martin, Chief Negotiator



Barbara Wilson, Interim CSEA President, Ch. 379

 12/5/18

Susana Chambers, CSEA Field Labor Rep.



State Center Community College District
Human Resources

District Counterproposal
CSEA and its State Center Chapter 379 Bargaining Unit Agreement
Article 16 – Pay and Allowances
December 4, 2018

ARTICLE 16
PAY AND ALLOWANCES

Compensation for members of the Classified Bargaining Unit shall include but not be limited to:

- A. Salary
- B. Step and longevity
- C. Salary/wage-fringe impact
- D. Additional costs as related to the implementation of the Agreement (includes step/longevity increase)

Section 1. Salary:

A. 2017-2018 Salary

Effective July 1, 2017, the District shall provide for the 2017-2018 fiscal year an increase of one and one-half percent (1.50%) to each cell of the CSEA salary schedule in effect during the 2015-2016 fiscal year retroactive to July 1, 2017 for unit members. For the 2017-2018 fiscal year, the District shall also provide unit members with a one-time, off-schedule payment of one and one-half percent (1.50%) to be paid on the July 2018 paycheck.

2018-2019 Salary

Effective July 1, 2018, the District shall provide for the 2018-2019 fiscal year an increase equivalent to one-half (1/2) of the Statutory Cost-of-Living Adjustment (COLA) plus three-quarter percent (0.75%) to each cell of the CSEA salary schedule in effect during the 2017-2018 fiscal year for unit members. For the 2018-2019 fiscal year, the District shall also provide unit members with a one-time, off-schedule payment of one-half percent (0.50%) (July 1, 2018 – November 30, 2018 to be paid on the December 2018 paycheck and December 1, 2018 – June 30, 2019 to be paid on the July 2019 paycheck).

2019-2020 Salary

Effective July 1, 2019, the District shall provide for the 2019-2020 fiscal year an increase equivalent to one-half (1/2) of the Statutory Cost-of-Living Adjustment (COLA) plus three-quarter percent (0.75%) to ~~each~~ the lowest cell of the CSEA salary schedule in effect during the 2018-2019 fiscal year for unit members. The eight (8) step salary schedule shall be four percent (4%) between grades and three percent (3%) between steps. For the 2019-2020 fiscal year, the District shall also provide unit members with a one-time, off-schedule payment of one-half percent (0.50%) (July 1, 2019 – November 30, 2019 to be paid on the December 2019 paycheck and December 1, 2019 – June 30, 2020 to be paid on the July 2020 paycheck).

- B. Unit members can access a current accounting of his/her sick leave and vacation on the internet.
- C. An IRC section 125 Plan shall be continued in accordance with Governmental rules and regulations for unit members for medical insurance plans made available by the District. CSEA agrees to defend, indemnify and hold harmless the District, its officers, agents, and employees from any claims, demands, damages, or other liability, including costs and attorney fees arising out of this section or the administration or implementation thereof. Upon valid service of a summons and complaint or of a claim under the Government Tort Claims Act, the District agrees to notify CSEA thereof and to cooperate as reasonably necessary for the defense or settlement of such action.
- D. The State Center Community College District recognizes its obligation to bargain over salary and benefits to unit members represented by the Exclusive Representative.
- E. Salary Dispute: Any dispute pertaining to the salary provisions contained herein is subject to the Grievance Procedure of this Agreement except, however, that only CSEA may bring a grievance concerning such implementation and any such grievance must be filed within ten (10) working days of notice from the District of any proposed implementation of these provisions. The District will notify CSEA concerning its calculations pursuant to the salary provisions contained herein. Such notification shall be in writing. If CSEA disagrees with the calculations, it shall notify the District within ten (10) working days. Such notice of the disagreement shall include calculations prepared by CSEA. The District may implement its proposed calculations, the proposed calculations from CSEA, or attempt to resolve the disagreement. If the matter cannot be satisfactorily implemented or resolved, by mutual agreement, the parties shall agree to reopen negotiations regarding salaries at which time these salary formula provisions shall be of no force or effect.

Section 2. Base Rate:

- A. The base rate of pay for each position in the bargaining unit shall be in accordance with the rates established for each classification as provided for in the Salary Schedule, which includes "salary step" increases. Placement on the salary schedule shall be based on the unit member's years of service in a position with the District.
- B. Shift differential pay, longevity increases, and professional growth stipends required to be paid under this Agreement shall be added to the base rate of pay.

- C. This Agreement shall provide for the granting of step and longevity increases effective July 1, or the appropriate anniversary date thereafter.

Section 3. Salary/Longevity Schedule Progression:

- A. The following formula shall determine a classified unit member’s progression on the salary/longevity schedule: A unit member may advance in salary step/longevity only if a unit member’s performance is evaluated as “meets standards” or better, and if a unit member successfully completed twelve (12) months of paid service in a position.
- B. If a unit member is not performing to standards, he/she should not be allowed to advance in salary step/longevity until the unit member is determined to “meet standards” upon being evaluated six (6) months following the performance evaluation which indicated a failure to “meet standards.” A unit member receiving less than “meets standards” on their performance evaluation and who will subsequently be denied their step/longevity increase, may request a review of their performance evaluation by the Vice Chancellor, Human Resources, or his/her designee. The unit member shall have the right of representation.
- C. Longevity schedule progression will not be affected the first time a unit member receives an overall rating of less than “meets standards” on his/her performance evaluation. Any unit member who receives a subsequent rating of less than “meets standards” will not be allowed to advance in salary step/longevity until the unit member is determined to “meet standards.” This is a one-time exception.

Section 4. Longevity Pay:

- A. Longevity pay shall be computed from the base rate of pay at two and one-half percent (2-1/2%) after successful completion of ten (10) years of paid service (based on the unit member’s anniversary date) and two and one-half percent (2-1/2%) at each additional level up to five (5) levels for each classified unit member within the State Center Community College District.
- B. The Longevity Pay Schedule is as follows:

<u>Level</u>	<u>Years of Service</u>	<u>Benefit</u>
Level 1	10 years	Base Salary + 2 1/2%
Level 2	14 years	Base Salary + 5%
Level 3	17 years	Base Salary + 7 1/2%
Level 4	21 years	Base Salary + 10%
Level 5	25 years	Base Salary + 12 1/2%

Section 5. Professional Growth:

- A. Unit members are eligible to participate in the professional growth plan after three (3) years of service with the District.
- B. Criteria for placement on the professional growth schedule is as follows:

1. College semester units = Actual unit value. Quarter units will be converted into semester units.
 2. Seminars/Workshops not taken on District time or at District expense = Eight (8) hours is equivalent to 1/2 unit.
 3. Proficiency examinations/certificates of achievement = Actual semester units or eight (8) hours = 1/2 semester unit.
 4. Unit members must turn in official transcripts.
 5. Units must be attained from a nationally or regionally accredited institution.
 6. Units must be job-related or towards a degree or certificate.
 7. Units whose fees were waived by the District may not count towards professional growth.
- C. Petitions for advancement and documentation shall be forwarded directly to the Director of Human Resources by June 25, for implementation on July 1, of each fiscal year.
- D. Disputed cases may be appealed to the Chancellor, or his/her designee. The decision of the Chancellor or his/her designee is final.
- E. Unit members qualify for units earned after employment. Credit shall be given for college units completed with a "C" or better while employed with the District. Professional growth steps, as indicated in the following placement chart, are additions to the unit member's monthly base salary:
- | | | | | |
|------------------|------|------|------|-------|
| Units completed: | 15 | 30 | 45 | 60 |
| Monthly amount: | \$25 | \$50 | \$75 | \$100 |
- F. Unit members employed part-time, less than eight (8) hours per day, will be paid a pro rata share of the professional growth stipend.
- G. A professional growth stipend shall cease when a unit member promotes into a classification or position where the skills attained through professional growth are considered a minimum requirement for the new position. In no event shall the reduction in professional growth stipend cause a unit member to receive less salary per month than that which he/she earned in the former position.

Section 6. Promotions:

Unit members who receive a promotion to a classification allocated to a higher salary range shall be placed on the step of the higher classification which is a five percent (5%) increase in base rate of pay. The unit member's anniversary date within the classification to which he/she is promoted shall be the first of the month following the date of hire in the higher classification, unless the date

of hire is the first of the month, then that is considered the anniversary date. Step placement for promotion shall be based on a regular assignment.

Section 7. Direct Deposit:

The District shall, as soon as is practicable, implement electronic transfer of payroll to unit members' personal bank or trust account unless the unit member otherwise declines the electronic transfer by filing an appropriate written notice with the District Payroll Office.

Section 8. Compensation for Working Out of Class:

- A. Classified members in the bargaining unit are not permitted to perform duties which are not fixed and prescribed for the position by the Governing Board unless the duties reasonably relate to those fixed for the position by the board, except as provided in this provision for working out-of-class. If doubt exists concerning any particular classification, the Human Resources office will clarify what is and what is not within classification. Disputed cases may be appealed to the Vice Chancellor, Human Resources. The decision of the Vice Chancellor, Human Resources is final.

- B. A unit member shall work out-of-class only when directed to do so and is therefore required to perform duties inconsistent with the duties for their assigned position. If the period of time the unit member is required to perform the inconsistent duties exceeds five (5) working days within a fifteen (15) calendar day period and the inconsistent duties are in the higher classification than the regular assigned position, the unit member shall be paid for each such day, at the rate commencing the first day of out-of-class work by being placed in the step of the higher salary classification which is greater than but nearest to a five percent (5%) increase in rate. If a bargaining unit member is directed to perform the duties in a higher classification for a management position, and such work period exceeds five (5) working days in any fifteen (15) calendar day period, the unit member shall be paid an additional amount not to exceed fifteen percent (15%) of the current base pay rate of the unit member.

Section 9. Automatic Payroll Deduction (Overpayment):

In the event a unit member is overpaid for any reason, the District may make an automatic payroll deduction in the unit member's paycheck to cover the costs of the overpayment in the same increments as the overpayment, providing the total repayment occurs by the end of the fiscal year unless there is mutual agreement between the District and CSEA concerning the affected unit member to extend beyond the fiscal year.

LIST OF CSEA CLASSIFICATIONS TO BE ABOLISHED

***Please note: For the classifications listed below that currently have incumbents, the incumbents are all recommended to be re-allocated to other classifications. Therefore, after implementation of the classification and compensation study, these classifications will be vacant.**

CLASSIFICATION	CLASS TYPE	REASON FOR ABOLISHMENT	NEW CLASSIFICATION (If applicable)	IS THERE A CURRENT INCUMBENT AS OF 10/25/18?
Accountant/Auditor	CSEA	Allocation to New Class/Title Change	Senior Accountant or Senior Budget Analyst	YES
Accounting Clerk I	CSEA	Allocation to New Class/Title Change	Accounting Assistant, Accounting Technician or Budget Technician	YES
Accounting Clerk II	CSEA	Allocation to New Class/Title Change	Accounting Assistant, Accounting Technician or Budget Technician	YES
Accounting Clerk III	CSEA	Allocation to New Class/Title Change	Accounting Technician, Budget Technician or Procurement Technician	YES
Accounting Technician I	CSEA	Allocation to New Class/Title Change	Accounting Technician, Budget Specialist, Budget Technician, Financial Aid Technical Specialist, Payroll Technician, or Senior Accounting Technician	YES
Accounting Technician II	CSEA	Allocation to New Class/Title Change	Accountant, Budget Specialist, Lead Accounting Technician, or Senior Accounting Technician	YES
Administrative Aide	CSEA	Allocation to New Class/Class Consolidation/Title Change	Administrative Assistant, Executive Assistant, Instructional Administrative Assistant, Program Assistant - Career Technical, & Program Assistant - Student Services	YES
Administrative Secretary I	CSEA	Allocation to New Class/Class Consolidation/Title Change	Administrative Assistant, Executive Assistant & Senior Program Assistant - Career Technical	YES
Air Conditioning/Plumbing Specialist	CSEA	Inactive/Eliminate Class	N/A	NO
Audio-Visual Maintenance Specialist	CSEA	Title Change	Lead Audio-Visual Systems Specialist	YES
Audio Visual Technician	CSEA	Title Change	Audio-Visual Technician	YES
Baker	CSEA	Inactive/Class Consolidation	Duties absorbed into Cook class	NO
Benefits Assistant	CSEA	Title Change	Benefits Technician	NO
Bookstore Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Bookstore Cashier	CSEA	Inactive/Eliminate Class	N/A	NO
Bookstore Purchasing Clerk	CSEA	Title Change	Bookstore Merchandise Purchasing Specialist	YES
Bookstore Sales Clerk I	CSEA	Class Consolidation/Title Change	Bookstore Sales Assistant	YES
Bookstore Sales Clerk II	CSEA	Class Consolidation/Title Change	Bookstore Sales Associate	YES
Bookstore Sales Clerk III	CSEA	Class Consolidation/Title Change	Bookstore Sales Associate	YES
Bookstore Seasonal Assistant	CSEA	Class Consolidation/Title Change	Bookstore Sales Assistant	YES
Bookstore Stock Clerk	CSEA	Inactive/Eliminate Class	N/A	NO
Building Generalist	CSEA	Class Consolidation/Title Change	Building Trades Generalist	YES
Building Locksmith Generalist	CSEA	Title Change	Locksmith	YES
Bus Driver	CSEA	Inactive/Eliminate Class	N/A	NO
Business Facilities Assistant	CSEA	Class Consolidation	Office Specialist	YES
Cafeteria Attendant	CSEA	Inactive/Class Consolidation	Duties absorbed into Food Service Worker class	NO
Call Center Support Specialist	CSEA	Title Change	Senior Call Center Support Assistant	YES
CalWORKs Assistant	CSEA	Class Consolidation/Title Change	Program Assistant - Student Services	YES
Campus Business Assistant	CSEA	Title Change	Senior Administrative Services Technician	NO
Cashier	CSEA	Inactive/Title Change	Business Office Cashier	NO
Clovis Center Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
College Center Assistant	CSEA	Class Consolidation/Title Change	Senior Program Specialist - Student Services	YES
College Relations Specialist	CSEA	Class Consolidation/Title Change	Outreach Specialist	YES
Communications/Telephony Technician	CSEA	Title Change	Telecommunications Specialist	YES
Computer Support Specialist	CSEA	Class Consolidation/Title Change	Alternate Media Specialist or Senior IT Customer Support Technician	YES
Computer Support Technician	CSEA	Title Change	IT Customer Support Technician	YES
Copy Center Specialist	CSEA	Class Consolidation/Title Change	Print Services Technician	YES
Data Processing Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Department Secretary	CSEA	Class Consolidation	Administrative Assistant, Office Assistant I/II, Office Specialist, Program Assistant - Career Technical, Program Assistant - Student Services, or Veterans Services Specialist	YES
Distance Education/Information Technology Support Technician	CSEA	Allocation to New Class/Title Change	Audio-Visual Systems Specialist or Academic Technology Systems Specialist	YES
Duplicating Operations Technician	CSEA	Inactive/Class Consolidation/Title Change	Print Services Technician	NO
Duplicating Operator	CSEA	Class Consolidation/Title Change	Print Services Technician	YES

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CLASSIFICATION	CLASS TYPE	REASON FOR ABOLISHMENT	NEW CLASSIFICATION (If applicable)	IS THERE A CURRENT INCUMBENT AS OF 10/25/18?
Education Resource Center Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
Educational Advisor	CSEA	Class Consolidation/Title Change	Senior Program Specialist - Student Services or Outreach Specialist	YES
Educational Services Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Electronics/Microcomputer Technician	CSEA	Class Consolidation/Title Change	Career Technical Education Laboratory Technician	YES
Eligibility Assessment Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Employment/Case Management Specialist - CalWORKs/JTPA	CSEA	Inactive/Eliminate Class	N/A	NO
Facility Services Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Faculty Sign Language Interpreter	CSEA	Class Consolidation/Title Change	Senior Sign Language Interpreter	YES
Financial Aid Assistant I	CSEA	Title Change	Financial Aid Specialist	YES
Financial Aid Assistant II	CSEA	Title Change	Financial Aid Analyst	YES
Financial Aid Systems Analyst	CSEA	Class Consolidation/Title Change	Business Systems Analyst	YES
Foundation Events Planner	CSEA	Title Change	Development Specialist	NO
Gear Up Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Gear Up Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
General Utility Worker	CSEA	Title Change	Utility Worker	YES
Grants Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
Graphic Artist	CSEA	Title Change	Digital Media & Graphics Designer	YES
Groundskeeper Apprentice	CSEA	Inactive/Eliminate Class	N/A	NO
Help Desk Technician	CSEA	Class Consolidation/Title Change	Senior IT Customer Support Technician	YES
Human Resources Assistant	CSEA	Class Consolidation	Human Resources Specialist	NO
Human Resources Support Assistant	CSEA	Title Change	Human Resources Assistant (new spec, different from old HR Asst. spec.)	YES
Human Resources Technician	CSEA	Title Change	Administrative Services Technician	YES
Institutional Research Coordinator	CSEA	Title Change	Senior Research & Planning Analyst	YES
Instructional Aide	CSEA	Allocation to New Class/Title Change	Helpdesk Technician, Instructional Assistant or Office Assistant I/II	YES
Instructional Assistant - Nursing	CSEA	Title Change	Nursing Skills Laboratory Technician	YES
Instructional Laboratory Technician - Biological Science	CSEA	Class Consolidation/Title Change	Science Laboratory Coordinator	YES
Instructional Laboratory Technician - Chemistry/Physical Science	CSEA	Class Consolidation/Title Change	Science Laboratory Coordinator	YES
Instructional Laboratory Technician - General Science	CSEA	Class Consolidation/Title Change	Science Laboratory Coordinator	YES
Instructional Technician - Aeronautics	CSEA	Class Consolidation/Title Change	Career Technical Education Laboratory Technician	YES
Instructional Technician - Art	CSEA	Class Consolidation/Title Change	Arts Laboratory Technician	YES
Instructional Technician - Auto Body & Fender	CSEA	Class Consolidation/Title Change	Career Technical Education Laboratory Technician	YES
Instructional Technician - Automotive	CSEA	Class Consolidation/Title Change	Career Technical Education Laboratory Technician	YES
Instructional Technician - Clerical Office Trainer	CSEA	Inactive/Eliminate Class		NO
Instructional Technician - Costume Maker	CSEA	Title Change	Costume Shop Manager	NO
Instructional Technician - Dental Assisting	CSEA	Inactive/Eliminate Class	N/A	NO
Instructional Technician - Farm, Ag & Natural Resources	CSEA	Class Consolidation/Title Change	Career Technical Education Laboratory Technician	YES
Instructional Technician - Greenhouse	CSEA	Title Change	Horticultural Program Specialist	YES
Instructional Technician - Healthcare Interpreting Language Coach	CSEA	Inactive/Eliminate Class	N/A	NO
Instructional Technician - Machine Shop	CSEA	Inactive/Class Consolidation/Title Change	Career Technical Education Laboratory Technician	NO
Instructional Technician - Maintenance Mechanic	CSEA	Inactive/Eliminate Class	N/A	NO
Instructional Technician - Manufacturing	CSEA	Class Consolidation/Title Change	Career Technical Education Laboratory Technician	YES

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CLASSIFICATION	CLASS TYPE	REASON FOR ABOLISHMENT	NEW CLASSIFICATION (If applicable)	IS THERE A CURRENT INCUMBENT AS OF 10/25/18?
Instructional Technician - Microcomputer Lab	CSEA	Allocation to New Class/Title Change	Alternate Media Specialist, Instructional Computer Laboratory Technician or IT Customer Support Assistant	YES
Instructional Technician - Physical Science	CSEA	Inactive/Class Consolidation	Science Laboratory Coordinator	NO
Instructional Technician - Reprographics	CSEA	Class Consolidation/Title Change	Arts Laboratory Technician	YES
Instructional Technician - Skills Center	CSEA	Inactive/Eliminate Class	N/A	NO
Instructional Technician - Welding	CSEA	Class Consolidation/Title Change	Career Technical Education Laboratory Technician	YES
International Education Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
International Trade Specialist	CSEA	Title Change	Assistant Director, Center for International Trade	NO
Job Coach	CSEA	Inactive/Eliminate Class	Job Developer	NO
Job Coach (Hmong Language)	CSEA	Inactive/Eliminate Class	Job Developer	NO
Job Developer (Hmong Language)	CSEA	Inactive/Eliminate Class	Job Developer	NO
Job Developer for Students with Disabilities	CSEA	Class Consolidation/Title Change	Job Developer	YES
Job Placement Assistant for Students with Disabilities	CSEA	Inactive/Eliminate Class	N/A	NO
Job Placement Specialist	CSEA	Class Consolidation/Title Change	Job Developer	YES
Laboratory Simulation Technician	CSEA	Title Change	Nursing Simulations Technician	YES
Lead Duplicating Operations Technician	CSEA	Inactive/Eliminate Class	N/A	NO
Lead Maintenance Worker	CSEA	Title Change	Lead Building Trades Generalist	YES
Lead Programmer Analyst	CSEA	Title Change	Senior Applications Developer	YES
Library Services Assistant	CSEA	Title Change	Library Operations Coordinator	YES
Library Services Specialist	CSEA	Allocation to New Class/Title Change	Audio-Visual Technician or Senior Library Technician	YES
Library Technical Services Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Library/Learning Resource Assistant I	CSEA	Class Consolidation/Title Change	Library Technician	YES
Library/Learning Resource Assistant II	CSEA	Allocation to New Class/Title Change	Senior Library Technician or Library Technician	YES
Madera Center Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
Maintenance Specialist	CSEA	Inactive/Class Consolidation/Title Change	Building Trades Generalist	NO
Maintenance Utility Worker	CSEA	Inactive/Eliminate Class	N/A	NO
Management Information System Trainer	CSEA	Inactive/Eliminate Class	N/A	NO
Marketing Specialist	CSEA	Inactive/Eliminate Class	N/A	NO
Neighborhood Centers Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
Network Coordinator	CSEA	Title Change	Network Administrator	YES
Newswriter Reporter	CSEA	Title Change	Sports Information Specialist	NO
Nursery Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Occupational Health & Safety Officer	CSEA	Title Change	District Environmental Health & Risk Management Officer	YES
Office Assistant I (Hmong Language)	CSEA	Inactive/Eliminate Class	N/A	NO
Office Assistant I (Spanish Language)	CSEA	Inactive/Eliminate Class	N/A	NO
Office Assistant III	CSEA	Allocation to New Class/Class Consolidation/Title Change	Administrative Assistant, Admissions & Records Specialist, Financial Aid Assistant, Office Specialist, Program Assistant - Career Technical, Program Assistant - Student Services, Senior Admissions & Records Assistant, or Veterans Services Specialist	YES
Office Greeter/Receptionist	CSEA	Inactive/Eliminate Class	N/A	NO
Operations Assistant	CSEA	Class Consolidation/Title Change	Bookstore Sales Associate	NO
Orientation Assistant	CSEA	Class Consolidation/Title Change	Outreach Assistant	NO
Phone Communications Operator I	CSEA	Allocation to New Class	Mail Room Worker or Office Assistant I/II	NO
Phone Communications Operator II	CSEA	Allocation to New Class	Mail Room Worker or Office Assistant I/II	YES
Phone Communications Operator Technician	CSEA	Inactive/Eliminate Class	N/A	NO
Photographer	CSEA	Inactive/Eliminate Class	N/A	NO
Physical Education Attendant	CSEA	Title Change	PE/Athletic Equipment Assistant	YES

LIST OF CSEA CLASSIFICATIONS TO BE ABOLISHED

***Please note: For the classifications listed below that currently have incumbents, the incumbents are all recommended to be re-allocated to other classifications. Therefore, after implementation of the classification and compensation study, these classifications will be vacant.**

CLASSIFICATION	CLASS TYPE	REASON FOR ABOLISHMENT	NEW CLASSIFICATION (If applicable)	IS THERE A CURRENT INCUMBENT AS OF 10/25/18?
Printing Trades Technician	CSEA	Class Consolidation/Title Change	Print Services Technician	NO
Program Development Assistant	CSEA	Class Consolidation/Title Change	Senior Program Specialist - Student Services or Senior Program Specialist - Career Technical	YES
Program Development Assistant - Allied Health	CSEA	Inactive/Eliminate Class		NO
Program Development Assistant - Computer Technology	CSEA	Inactive/Eliminate Class	N/A	NO
Programmer	CSEA	Inactive/Eliminate Class	N/A	NO
Programmer Analyst	CSEA	Title Change	Applications Developer	YES
Public Information Officer, Assistant for Research & Educational Services	CSEA	Inactive/Eliminate Class	N/A	NO
Publications Specialist	CSEA	Title Change	Marketing & Communications Specialist	YES
Registration Assistant	CSEA	Class Consolidation/Title Change	Admissions & Records Assistant I/II	YES
Robotics/Automation Systems Specialist	CSEA	Inactive/Eliminate Class	N/A	NO
Sales & Marketing Coordinator	CSEA	Class Consolidation/Title Change	Senior Program Specialist - Career Technical	YES
Seasonal Student Advisor	CSEA	Class Consolidation/Title Change	Outreach Assistant	NO
Security Systems Specialist	CSEA	Title Change	Security & Energy Management Systems Technician	YES
Senior Systems & Network Administrator	CSEA	Title Change	Infrastructure Systems Engineer	YES
Shipping & Receiving Specialist	CSEA	Title Change	Bookstore Shipping & Receiving Specialist	YES
Sign Language Interpreter I	CSEA	Class Consolidation/Title Change	Sign Language Interpreter	YES
Sign Language Interpreter II	CSEA	Class Consolidation/Title Change	Sign Language Interpreter	YES
Sign Language Interpreter III	CSEA	Class Consolidation/Title Change	Sign Language Interpreter	YES
Sign Language Interpreter IV	CSEA	Class Consolidation/Title Change	Senior Sign Language Interpreter	YES
Student Personnel Services Assistant	CSEA	Title Change	Financial Aid Assistant	YES
Student Personnel Services Assistant - Native American Indian	CSEA	Inactive/Eliminate Class	N/A	NO
Student Services Specialist	CSEA	Allocation to New Class/Class Consolidation/Title Change	Admissions & Records Specialist, District Enrollment Coordinator, Evaluation Specialist, or Program Specialist - Student Services	YES
Systems Technical Resource Analyst	CSEA	Allocation to New Class/Title Change	Systems Administrator or Assistant Systems Administrator	YES
Talent Search Assistant	CSEA	Inactive/Eliminate Class	N/A	NO
Talent Search Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
Targeted Student Project Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
Textbook Purchasing Clerk	CSEA	Title Change	Textbook Purchasing Specialist	YES
Theater Box Office Cashier	CSEA	Title Change	Box Office Manager	YES
Theatre Manager	CSEA	Title Change	Theater Technical Director	YES
Toolroom Attendant	CSEA	Inactive/Eliminate Class	N/A	NO
Transportation & Operations Assistant	CSEA	Title Change	Transportation Coordinator	YES
Tutorial Assistant	CSEA	Allocation to New Class	Instructional Computer Laboratory Technician	YES
University Center Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO
Upward Bound Assistant	CSEA	Class Consolidation/Title Change	Senior Program Specialist - Student Services	YES
Upward Bound Coordinator	CSEA	Title Change	Program Coordinator - Student Services	NO
Vehicle Mechanic	CSEA	Title Change	Vehicle & Equipment Mechanic	YES
Veterans & International Student Services Coordinator	CSEA	Split Class/Title Change	International Student Services Coordinator or Veterans Services Coordinator	NO
Web Portal Administrator	CSEA	Title Change	Web Systems Administrator	YES
Webmaster	CSEA	Title Change	Web Content Engineer	YES
Workshop Facilitator	CSEA	Inactive/Eliminate Class	N/A	NO
Workshop Facilitator - Spanish Language	CSEA	Inactive/Eliminate Class	N/A	NO
Workshops, Seminars & Conferences Coordinator	CSEA	Inactive/Eliminate Class	N/A	NO