

## **Memorandum of Understanding and Agreement**

By and Between

State Center Community College District

And

California State Employees Association and its State Center Chapter #379

This non-precedent setting Memorandum of Understanding and Agreement (“MOU”) is entered into by and between the State Center Community College District (hereinafter referred to as “District” or “Employer”) and the California School Employees Association and its State Center Chapter #379 (hereinafter referred to as “Exclusive Representative” or “CSEA”).

CSEA enters into this MOU as the Exclusive Representative for the bargaining unit of classified employees excluding peace officers.

As part of the District’s recent successor CBA negotiations with other bargaining units, the District is proposing paying non-CSEA unit members a one-time stipend for economic impact support, to provide relief to help with the rising costs of essentials like housing, utilities, groceries and healthcare, and demonstrating the District’s commitment to supporting its employees’ financial well-being. Therefore, in consideration of employees’ continued service and the uncertainty created by recent federal regulatory changes and educational policy shifts, the District will agree to provide this one-time stipend to support workforce stability and employee well-being.

The parties reached agreement on this MOU providing the same one-time stipend to CSEA unit members as follows:

1. Unit members who on July 1, 2025 have been employed with the District for at least twelve consecutive months, and are still employed on the date this MOU is signed, will receive a one-time payment in the amount of \$1,200.
2. Unit members who on July 1, 2025 have been employed with the District for at least six (6) consecutive months, but less than twelve (12) consecutive months, and are still employed on the date this MOU is signed, will receive a one-time payment in the amount of \$600.
3. This one-time payment will be included with the payment of unit members’ October 2025 monthly pay warrant.

The parties agree that the terms of this MOU are non-precedential and will not constitute a waiver of any rights not specifically addressed in this agreement.

By affixing their signatures to this MOU, the parties acknowledge that the matters set forth are agreed. The signatories signify they are the authorized representatives of the parties to this MOU and that all actions necessary for the parties to ratify and accept this MOU as a binding and bilateral agreement will be completed in the manner required by each party or by the law. It is agreed and understood that this agreement is subject to CSEA bargaining unit ratification.

This Agreement is made this 22 day of August in the year 2025, in the City of Fresno, County of Fresno, State of California.

**State Center Community College District**



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Julianna D. Mosier, Vice Chancellor, HR

**California School Employees Association**



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Virginia Beamer, CSEA President



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Aaron Acevedo (Aug 22, 2025 15:22:53 PDT)

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