

**Memorandum of Understanding
Between
The Santa Barbara Community College District
And
The California School Employees Association
And its
Santa Barbara City College Chapter 289
Regarding the Reorganization of
Facilities & Operations Department**

Effective date: February 1, 2017

The Santa Barbara Community College District (hereafter "SBCCD") and the California School Employees Association (hereafter "CSEA") and its Santa Barbara City College Chapter 289, agree to the following stipulations regarding the reorganization of the Facilities & Operations Department (hereafter "Department").

The District hereby acknowledges that CSEA is the exclusive bargaining representative for that unit of employees recognized and defined by the District per its Resolution No. 25 (1975-76) dated April 22, 1976. The unit includes all employees in classified positions who are a part of the classified service and all newly created positions, except those that are Certificated, Management, Confidential or Supervisory shall be in the bargaining unit.

It is agreed by SBCCD and CSEA that there exists an opportunity due to retirements and current vacancies in the Department to reorganize the entire Department by reclassifying certain CSEA positions. These reclassifications are to existing unit classifications. If the unit member has successfully completed their probation in the pre-reorganization classification, the unit member will not be required to serve a probationary period in their new classification. If the unit member is in probationary status at the time the reorganization is implemented, the unit member will be required to complete the probationary period; the probationary period shall not be extended because of the reclassification.

This reorganization shall include the following changes for the CSEA positions within the Department:

- a. Reclassify day shift Custodian from level 15 to Facilities Assistant, level 17 (Maria Ramirez, Martin Sanchez)
- b. Reclassify Grounds Maintenance Worker from level 16 to Facilities Assistant, level 17 (Juan Patino, Enrique Valdez, Jose Ibarra, Oscar Najar, Enrique Gonzalez)
- c. Reclassify Senior Grounds Maintenance Worker level 20 to Lead Facilities Assistant, level 22 (Servelio Ramirez, Dan Gaffney)
- d. Reclassify day shift Lead Custodian from level 22 to Lead Facilities Assistant, level 22 (Guadalupe Huerta)

Patricia English

District

Elizabeth Auchincloss

Chapter 289

January 26, 2017

Date

Mark Moore
CSEA