

MEMORANDUM OF UNDERSTANDING  
between  
MODESTO CITY SCHOOLS  
and  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,  
AND ITS MODESTO CHAPTER #007

**RE: Entry Level Classified Position Salary Adjustments**

This agreement is entered into by and between Modesto City Schools and the California School Employees Association, and its Modesto Chapter #007. The District and Association agree to the following:

1. The annual increases in the minimum wage (increasing to \$15.00 per hour effective 1/1/22), along with increased competition in the workforce resulting in acute staffing needs, created compression in the lowest tier of positions on the salary schedule and warranted an evaluation of the salary placement for the basic entry level positions on the Classified Salary Schedule.
2. Staffing shortages in the select positions included in this agreement can result in direct and adverse impact on District operations.
3. In order to address the above, positions in Ranges 16 – 22 on the Classified Unit Salary Schedule will be reclassified to Range 23 (Range 22 on the Early Childhood Education (ECE) Salary Schedule for ECE positions), as noted on the attached document.
4. In addition, positions above Range 22 on the Classified Unit Salary Schedule in the corresponding job family related to the affected entry level positions, will have their ranges adjusted as indicated on the attached document.
5. Based on reclassification of positions to Range 23, the parties agree to reclassify Typist Clerk II and Typist Clerk II – Translator positions from Range 23 to Range 25.
6. Only the positions identified on the attached document will be changed as a result of this agreement.
7. Employees in positions pursuant to this agreement will maintain their current salary step placement when being moved from their current to their new salary range.

8. The effective date for this agreement and the changes described herein shall be January 1, 2022, with the implementation of range increases reflecting in end of month January 2022 paychecks.
9. The provisions of this Agreement shall not be precedent setting for any purpose, nor shall they be considered a past practice or evidence of past practice for any future purpose.

<p>Gracie Martin, President On behalf of CSEA, Chapter #007</p>	<p>Dated:</p>	
<p>Matt Yonan, 1<sup>st</sup> Vice President On behalf of CSEA, Chapter #007</p>	<p>Dated:</p>	
<p>Adam Uplinger, Labor Relations Representative On behalf of CSEA</p>	<p>Dated:</p>	
<p>Mike Henderson, Associate Superintendent, Human Resources On behalf of Modesto City Schools</p>	<p>Dated:</p>	

**OLD NEW****Paras - By Range (Excluding ECE)**

1303 Assistant Child Care Provider	17	23
1372 Arabic Bilingual Cross-Cultural Instructional Paraprofessional	19	23
1371 Bilingual Cross-Cultural Instructional Paraprofessional, K-12	19	23
1368 Instructional Paraprofessional, Infant/Toddler Program	19	23
1369 Instructional Paraprofessional, K-12	19	23
1304 Lead Child Care Provider	19	23
1394 Spanish Bilingual Cross-Cultural Instructional Paraprofessional, K-12	19	23
1385 After School Program Instructional Paraprofessional, K-12	21	23
1345 Building Construction Paraprofessional (ROP)	21	23
1338 Fire Science Paraprofessional (ROP)	21	23
1342 Instructional Paraprofessional, Sp. Ed., P-12, Ed. Inter./Hearing Impaired/Deaf	21	25
1340 Instructional Paraprofessional, Sp. Ed., K-12, LH/SDL/RS	22	25
1364 Bilingual Instructional Paraprofessional, Sp. Ed., K-12, LH/SDL/RS	19	25
1359 Assistive Technology Paraprofessional	23	25
1351 Instructional Paraprofessional, Behavioral Support	26	30
1344 Instructional Paraprofessional, Sp. Ed., P-12, PH/SH	26	30
1341 Instructional Paraprofessional, Sp. Ed., P-6, SH/Autism	29	34

**ECE Paras**

HS/Pres

1384 Instructional Paraprofessional, Head Start	19	22
1386 Instructional Paraprofessional, Preschool	19	22
1387 Bilingual Instructional Paraprofessional Head Start	20	23

**Supervision - By Range**

1607 Yard Duty	\$ 15.00	23, Step 1
1606 Campus Assistant, K-6	16	23
1306 Intervention Center Monitor	24	32
1605 Campus Supervisor (hired after November 1, 1986)	26	34
1605 Campus Supervisor (hired before November 1, 1986)	34	34
1604 School Safety Officer	34	40
1611 Security Patrol/Call Center Technician	34	40

**Site Nutrition Services - By Range**

1610 Nutrition Services Assistant I	16	23
1678 Snack Bar Operator	19	26
1679 Snack Bar Operator: High School	20	27
1615 Child Development Nutrition Services Assistant	21	23
1612 Nutrition Services Assistant II	22	25
1618 Assistant to the Nutrition Services Supervisor	23	27
1614 Nutrition Services Assistant III	27	30
1616 Nutrition Services Assistant IV	31	34

**Other**

1362 Bilingual Community Aide	22	23
1363 Community Aide	22	23
1590 Typist Clerk II	23	25
1595 Typist Clerk II – Translator	23	25