

MEMORANDUM OF UNDERSTANDING
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
RANCHO SANTIAGO COMMUNITY COLLEGE CHAPTER 579 AND
RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

December 16, 2025

The California School Employees Association and its Rancho Santiago Community College District Chapter 579 (CSEA) and the Rancho Santiago Community College District (District) enter into this Memorandum of Understanding (MOU) regarding compliance with CalPERS regulations for Temporary Assignments to Higher Classifications.

In order for Out-of-Class Assignment Pay to be reportable, it must meet the definition established under CalPERS regulations. A Temporary Assignment to a Higher Class, also referred to as Out-of-Class (OOC) work, must satisfy specific criteria, and our current contract language was found to be out of compliance following CalPERS' review. The proposed language below has been reviewed by the CalPERS Compensation Compliance & Audit Resolution Unit.

Temporary Assignment to a Higher Class

An employee temporarily assigned to perform 100% of the higher level duties not reasonably consistent with those prescribed for the regular job class for more than five (5) workdays within a fifteen (15) calendar-day period will receive an additional compensation in the form of at least five percent (5%) increase or the first step of the higher classification, whichever is higher (exclusive of special pay additives).

The additional compensation will be effective for the entire period of such assignment and applies whether the assignment into the higher classification is in a represented position or another classified position in another bargaining unit or employee group.

Additional Duties

A unit member may be asked to perform higher-level duties outside of the course and scope of their classification, which are not affixed within a higher classification, or when a higher classification does not exist. In such instances, the unit member will be entitled to a 5% increase while assuming the higher-level duties.

This MOU is subject to CSEA review requirements and ratification by RSCCD Chapter 579 members.

CSEA

DISTRICT



Dec 17, 2025


Kristin Olson (Dec 17, 2025 08:55:50 PST)

Dec 17, 2025

Tyler Johnson
CSEA President, Chapter 579

Date

Kristin Olson
Vice Chancellor, Human Resources

Date



Dec 17, 2025

Diego Ortega
CSEA Senior Labor Relations Representative

Date











579 MOU re Temporary Assignment to Higher Class_Nov_2025

Final Audit Report

2025-12-17


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