



Significant Step Towards Improving Salary Equity

March 28, 2023

Dear Colleagues,

I am delighted to share that our District will soon take a significant step towards improving salary equity for a group of our classified professional employees—those identified as some of the lowest paid, and with the largest salary gaps compared to their counterparts. This decision is part of the Board’s deep commitment to salary equity.

As many of you know, the District has been trying to address salary equity for many years including assembling a Salary Equity Task Force and conducting at least one salary study with comparable districts several years ago. While the District and its labor partners have engaged in multiple discussions around salary equity through the years, adequate funding was never identified.

In October 2021, I presented a plan to the Governing Board outlining a systematic, phased approach to address the Board’s commitment to salary equity. Most importantly, the proposal included a funding plan for the first phase of the plan while ensuring the District’s long-term fiscal stability.

Over the past year, the District looked at total compensation for select positions based upon parameters set forth in the plan. The study looked at comparable positions at the only other multi-college district in our region to ensure comparability in organizational structure, job descriptions and responsibilities, and cost of living. Thus far, we have discussed salary equity with the Confidential Administrators, AFT, and the Administrators’ Association.

We have reached a tentative agreement with CSEA to make the following adjustments for 58 current CSEA positions in the following classifications:

- Athletic Facilities Technician – shifts from Range 21 to Range 23
- Child Development Center Aide – shifts from Range 12 to Range 22
- Child Development Center Assistant, Sr. – shifts from Range 24 to Range 28
- Child Development Center Training Specialist – shifts from Range 30 to Range 31
- Custodian – shifts from Range 20 to Range 23
- Custodian, Senior – shifts from Range 23 to Range 26
- Grounds Maintenance Worker – shifts from Range 24 to Range 26

- Specialty Lab Technician I – shifts from Range 20 to Range 22
- Warehouse Assistant – shifts from Range 24 to Range 26

The proposed changes will be on the April 11th board meeting agenda with an effective date of May 1, 2023. Employees who are directly affected will hear from Human Resources in the coming weeks.

This is a milestone for our District, after nearly a decade of an institutional focus on salary equity. It gives me great pleasure to support some of our lowest paid employees with the largest wage gaps to achieve a compensation level that is comparable and fair. I am committed to continuing our efforts with future phases of salary equity as resources become available.

Sincerely,

Lynn

Lynn Ceresino Neault, Ed.D.
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