

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**SANTA BARBARA COMMUNITY COLLEGE DISTRICT**  
**and**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER #289**

This Memorandum of Understanding (“MOU”) is entered into by and between the following: Santa Barbara Community College District (“District”) and California School Employees Association and its Chapter #289 (“CSEA”).

NOW THEREFORE, the parties agree as follows:

1. Career Increments, Article 6.4. Remove current cap at 20 years on career increments. Retain existing eligibility criteria, add 2.5% increment every 5 years, beginning with 25 years of service.
2. Professional Growth Program Modifications: Reduce the professional growth units required to earn an increment, from 15 units to 12 units.

Entire Agreement. This MOU constitutes the entire agreement between the parties and supersedes any prior communications, representations, or negotiations regarding the subject matter contained herein.

WHEREFORE, the parties have executed this MOU effective as of July 1, 2013.

*Joseph E. Fullin* 11/13/13  
\_\_\_\_\_  
SANTA BARBARA COMMUNITY  
COLLEGE DISTRICT

*Elizabeth Auchincloss* 11/13/13  
\_\_\_\_\_  
CALIFORNIA SCHOOL EMPLOYEES  
ASSOCIATION AND ITS CHAPTER 289