

**MEMORANDUM OF UNDERSTANDING**

**This MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT ("District"), the CUESTA COLLEGE CLASSIFIED UNITED EMPLOYEES, AFT Local 4606 (CCCUE).**

**TERMS**

The District and CCCUE have agreed as follows:

1. To allow the District to negotiate a newly hired Classified employee at a higher step than C (not to exceed Step E) if the following criteria are met:
  - a. The request to negotiate must come from the incumbent who is receiving the offer.
  - b. The incumbent must have exceptional and highly specialized experience as to consider placing at a higher range than C.
  - c. The interviewing committee had no other individuals to offer the position.
2. The District will not offer an initial salary placement above step E.
3. The terms of this MOU are non-precedential and do not create historic practice.

This MEMORANDUM OF UNDERSTANDING supersedes any MOUs regarding this assignment. By their signatures below, the signatories certify that they are authorized representatives of either the District or CCCUE and that any and all actions necessary for the parties to ratify and accept this MOU as a binding agreement have been completed in the manner required by that party. Upon affixing of the signatures below, this MOU is entered into without the need for further ratification and acceptance.

ACCEPTED AND AGREED TO:

Mary Rash  
Mary Rash, President \_\_\_\_\_ Date  
CUESTA COLLEGE CLASSIFIED UNITED EMPLOYEES

Gilbert H. Stork \_\_\_\_\_ 9/18/2016  
Gilbert H. Stork, Ed.D. \_\_\_\_\_ Date  
Superintendent/President  
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT