



MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (MOU) is entered into by and between the Mt. San Antonio Community College District (District), and California School Employees Association and its Mt. San Antonio College Blue Chapter 651 (CSEA).

Intent: The intent of this MOU is to align contract language with the current Education Code 88013(a).

The District and CSEA have agreed as follows:

Article 14 – PROBATIONARY PERIOD

A. Probationary Period:

Upon election as a classified employee, the unit member shall serve as a probationary employee for a period of six (6) months of service following the date of his/her employment. Performance evaluations shall be issued in accordance with Article 13.1.b. Performance Evaluations. ~~The District retains the right to extend the probationary period for an additional six (6) months. The District shall advise the unit member of the reason for such extension.~~

B. Probationary Period Due to Promotion:

A unit member who is promoted to a different classification shall serve a new probationary period of six (6) months in the promoted position. During this promotional probationary period, the District shall evaluate the unit member's performance in accordance with Article 13.1.b in the new classification. If the unit member does not pass probation the unit member shall retreat to his/her former classification.



This MOU will be rolled into the contract at the end of the 2026-27 negotiation cycle.

ACCEPTED AND AGREED TO:

FOR THE DISTRICT

Martha Garcia

Martha Garcia (May 26, 2026 19:11:06 PDT)

Dr Martha Garcia, President/CEO

05/26/2026

Date

FOR CSEA 651

George Gutierrez

George Gutierrez (Apr 30, 2026 04:23:26 PDT)

George Gutierrez, CSEA 651 Negotiations Chair

04/30/2026

Date

Pete Tayag

Peter Tayag (May 7, 2026 12:48:29 PDT)

Pete Tayag, CSEA 651 Negotiations Co-Chair

04/30/2026

Date

Nate Garcia

Nate Garcia, CSEA Labor Representative

05/08/2026

Date