

MEMORANDUM OF UNDERSTANDING

Between the Citrus Community College District

and the Citrus College Supervisor/Confidential Group

This Memorandum of Understanding (“MOU”) is entered into between the Citrus Community College District (“District”) and the Citrus College Supervisor/Confidential Group for the purpose of confirming the District’s longstanding practice regarding longevity pay for members of the Supervisor/Confidential Group, as reflected on the Board of Trustees-approved Supervisor/Confidential Monthly Salary Schedule. This MOU shall apply to all eligible current and former Supervisor/Confidential employees.

The District provides longevity pay to employees within the Supervisor/Confidential Group. Longevity pay is calculated as a percentage of the employee’s base monthly salary and becomes effective on the first day of the month in which the employee reaches the applicable longevity date, as follows:

- After 9 full years of service: 5.0% above base salary
- After 14 full years of service: an additional 5.0%, compounded, for a total of 10.25% above base salary
- After 19 full years of service: an additional 5.0%, compounded, for a total of 15.76% above base salary
- After 24 full years of service: an additional 5.0%, compounded, for a total of 21.55% above base salary
- After 29 full years of service: an additional 5.0%, compounded, for a total of 27.63% above base salary

Please see attached Supervisor/Confidential Monthly Salary Schedule.

Both parties agree that the compensation above meets the definition of compensation earnable or pensionable compensation pursuant to the Public Employees’ Retirement Law (PERL), Government Code (G.C.) section 20636.

Longevity pay shall be subject to automatic increases in total compensation consistent with any applicable increases to the salary schedule.

The District and the employee have paid, and shall continue to pay, all applicable District and employee PERS and/or STRS contributions on longevity pay.

The longevity dates set forth above shall be calculated based on an employee’s years of service as of the employee’s assigned anniversary month and year. Years of service shall mean years continuously worked for the District in a regular position.

This MOU shall apply to all current and former Citrus College Supervisor/Confidential employees who are eligible under the terms set forth herein.

Signatures

Dated April 17, 2026

John Albert

Dr. John Albert
Executive Director of Human Resources
Authorized signor on behalf of the Citrus Community College District

Dated April 17, 2026

Jorge Cortez

Jorge Cortez
Authorized signor on behalf of the Citrus Community College District
Supervisor/Confidential Group

Supervisor/Confidential Monthly

Effective July 1, 2025

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	\$4,890	\$5,135	\$5,392	\$5,662	\$5,945	\$6,242	\$6,554
2	\$5,135	\$5,392	\$5,662	\$5,945	\$6,242	\$6,554	\$6,882
3	\$5,392	\$5,662	\$5,945	\$6,242	\$6,554	\$6,882	\$7,226
4	\$5,662	\$5,945	\$6,242	\$6,554	\$6,882	\$7,226	\$7,587
5	\$5,945	\$6,242	\$6,554	\$6,882	\$7,226	\$7,587	\$7,966
6	\$6,242	\$6,554	\$6,882	\$7,226	\$7,587	\$7,966	\$8,364
7	\$6,554	\$6,882	\$7,226	\$7,587	\$7,966	\$8,364	\$8,782
8	\$6,882	\$7,226	\$7,587	\$7,966	\$8,364	\$8,782	\$9,221
9	\$7,226	\$7,587	\$7,966	\$8,364	\$8,782	\$9,221	\$9,682
10	\$7,587	\$7,966	\$8,364	\$8,782	\$9,221	\$9,682	\$10,166
11	\$7,966	\$8,364	\$8,782	\$9,221	\$9,682	\$10,166	\$10,674
12	\$8,364	\$8,782	\$9,221	\$9,682	\$10,166	\$10,674	\$11,208
13	\$8,782	\$9,221	\$9,682	\$10,166	\$10,674	\$11,208	\$11,768
14	\$9,221	\$9,682	\$10,166	\$10,674	\$11,208	\$11,768	\$12,356
15	\$9,682	\$10,166	\$10,674	\$11,208	\$11,768	\$12,356	\$12,974
16	\$10,166	\$10,674	\$11,208	\$11,768	\$12,356	\$12,974	\$13,623
17	\$10,674	\$11,208	\$11,768	\$12,356	\$12,974	\$13,623	\$14,304
18	\$11,208	\$11,768	\$12,356	\$12,974	\$13,623	\$14,304	\$15,019
19	\$11,768	\$12,356	\$12,974	\$13,623	\$14,304	\$15,019	\$15,770
20	\$12,356	\$12,974	\$13,623	\$14,304	\$15,019	\$15,770	\$16,559

RANGE

- 6 Administrative Assistant, Human Resources (Confidential)
- 6 Administrative Assistant, Superintendent/President's Office (Confidential)
- 6 Facilities Rental Supervisor
- 7 Custodial Supervisor
- 7 EOPS/CARE Supervisor
- 7 Physical Education/Athletics Facilities Supervisor
- 7 Student Life Supervisor
- 8 Environmental Health & Safety Programs Supervisor
- 9 Grounds Supervisor
- 9 Library Supervisor
- 9 Maintenance Supervisor
- 10 Career Technical Education Programs Supervisor
- 10 Executive Assistant to the Superintendent/President (Confidential)
- 10 Performing Arts Promotion and Operations Supervisor
- 10 Performing Arts Technical Supervisor
- 10 VPA Academic Production and Promotions Supervisor
- 11 Baseball Program Coordinator
- 11 Basketball Program Coordinator (Men's)
- 11 Basketball Program Coordinator (Women's)
- 11 Foster/Kinship Education and Resources Planning Supervisor
- 11 Learning Center Programs Supervisor
- 11 Reprographics/ Mail Services Supervisor
- 11 Soccer Program Coordinator (Women's)
- 12 Communications Supervisor
- 13 Football Program Coordinator
- 13 International Students Supervisor
- 15 Payroll/Benefits Supervisor
- 20 Mental Health Supervisor

LONGEVITY
After 9 full years of service an additional 5.0% above base
After 14 full years of service an additional 5.0% (compounded as a total of 10.25% above base salary)
After 19 full years of service an additional 5.0% (compounded as a total of 15.76% above base salary)
After 24 full years of service an additional 5.0% (compounded as a total of 21.55% above base salary)
After 29 full years of service an additional 5.0% (compounded as a total of 27.63% above base salary)

Supervisor/Confidential Employees are Overtime Exempt