

**UNIT MODIFICATION AGREEMENT  
BETWEEN  
IMPERIAL COMMUNITY COLLEGE DISTRICT  
&**

472  
✓

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER # 427** ✓

472 ✓

WHEREAS, California School Employees Association Chapter # 427 ("CSEA") is the recognized exclusive representative of a bargaining unit comprised of all classified positions in the Imperial Community College District ("District") including, but not be limited to, classified positions in Food Service; Secretarial/Clerical; Operations and Maintenance (custodial/maintenance/grounds); Instructional Aides (paraprofessionals); and Transportation, but excluding those positions which can lawfully be declared management, confidential, supervisory, and certificated (academic);

WHEREAS, on or about July 8, 2015 CSEA filed a Petition for Unit Modification with the Public Employment Relations Board ("PERB") to include in the bargaining unit the non-classified positions of Campus Safety Support (also known as, Campus Safety Officer) and Parking Attendant which are reserved for student employment outside the classified service;

WHEREAS, on February 24, 2016, PERB's Office of General Counsel issued a Unit Modification Order granting CSEA's Petition for Unit Modification adding the Campus Safety Support and Parking Attendant positions to the CSEA-represented classified bargaining unit;

WHEREAS, CSEA and the District are parties to a collective bargaining agreement with a term of July 1, 2017 through June 30, 2020; and

WHEREAS, the parties met and conferred in good faith and reach mutual agreement to modify the CSEA-represented bargaining unit as follows:

1. The non-classified, student worker positions of Campus Safety Support (also known as Campus Safety Officer) and Parking Attendant are removed and excluded from the bargaining unit effective upon the Board of Trustees' ratification of this Unit Modification Agreement.
2. Within three years of the effective date of this Unit Modification Agreement, the District will establish a new classification in the classified service with essential job functions relating to campus security, subject to the rights and obligations of the District and CSEA to meet and confer in good faith on any mandatory subjects of bargaining as they may arise relating thereto.
3. Upon establishment of the new classification relating to campus security, and subject to the Board of Trustees' approval of funding for a position(s) in the new classification

based on the budgetary needs of the District, the District's Human Resources will open recruitment to fill one or more positions in the new classification.

4. Except as otherwise stated in this Unit Modification Agreement, the CSEA-bargaining unit shall not be modified except by mutual agreement between CSEA and the District, or by the procedures set forth in the Educational Employment Relations Act and the regulations of the PERB.

California School Employees Association  
Chapter # 472

Imperial Community College District

Frances Arce 4/21/2020  
[NAME] Date

[Signature] 4-21-20  
[NAME] Date

[Signature] CNA  
CSEA