

Memorandum of Understanding between the Rancho Santiago Community College District and the Child Development Center California School Employees Association and its Chapter 888 (CSEA-888)

Apprenticeship Compensation for CSEA-888

May 1, 2026

This Memorandum of Understanding (“MOU”) is entered into by and between the Rancho Santiago Community College District (“District”) and the Child Development Center California School Employees Association and its Chapter 888 (“CSEA-888”), and collectively “the Parties”) and is expressly made pursuant to the Educational Employment Relation Act and the current Collective Bargaining Agreement (“CBA”). This MOU represents a one-time, non-precedent setting agreement between CSEA-888 and the District.

In recognition of the value of the Child Development Apprenticeship Program, the transformative work being completed, and thus formative impact of the next generation of educators, the District, in collaboration with CSEA-888, agree to convert the current the non-STRS credible \$5,000.00 off-schedule stipend to a STRS-credible \$5,000.00 on-going and on-schedule salary increase, with an implementation date of July 1, 2026. This conversion will amount to at least an 8% on-going and on-schedule STRS-credible salary increase. The on-salary increase will supersede section 8.1 in the current CBA for all individuals under the job title of Master Teacher within CSEA-888. Section 8.1 in the CBA will remain in effect for all individuals within CSEA-888, not under the job title of Master Teacher. The attached job description memorializes the work being completed by individuals under the job title of Master Teacher in relation to the \$5,000.00 on-schedule and on-going STRS-credible salary increase.

The District and CSEA-888 also collaboratively agree to schedule two check-in meetings per year per fiscal year, to monitor and resolve any issues with the Child Development Apprentice Program and its administration. Management supporting the Child Development Apprenticeship Program will ensure the standard practices for this Program continue, while also ensuring that management is available for support, both at the site level and executive management level, to answer questions, provide training for Master Teachers and interns, provide sufficient preparation time in supportive of the program, and assign interns to classrooms in a reasonable and supportive manner.

This MOU shall be effective upon execution by both parties, and Board approval, and shall remain in effect unless modified by mutual written agreement or superseded by a successor collective bargaining agreement.

This MOU is subject to CSEA review and ratification requirements.

CSEA

DISTRICT

Catherine Candela

May 18, 2021

Catherine Candela
CSEA President, Chapter 888

Date



Kristin Olson (May 15, 2026 15:01:37 PDT)

May 15, 2026

Kristin Olson
Vice Chancellor, Human Resources

Date



May 18, 2026

Diego Ortega
CSEA Labor Relations Representative

Date

MASTER TEACHER (LEAD ECE EDUCATOR/TEACHER) CHILD DEVELOPMENT SERVICES

DEFINITION

Under general direction, plans, implements, and evaluates a high-quality early childhood program for children ages 1 month to 5 years in a laboratory school setting; provides mentorship and guidance to teaching staff, interns, **apprentices**, student workers, and college students; serves as a journey-level mentor responsible for modeling best practices in early care and education; **supports workforce development through structured apprenticeship training and practicum experiences**; engages families as partners in children's learning; and performs related duties as assigned.

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Child Development Center Director or assigned administrator. Exercises work guidance and mentorship over teaching staff, interns, apprentices, student workers, and college students.

CLASS CHARACTERISTICS

This is an advanced journey worker level classification responsible for classroom operations and serves as an instructional lead in a National Association for the Education of Young Children (NAEYC)-accredited lab school. The role includes mentoring adult learners, **integrating apprenticeship training models**, and working with children and families.

EXAMPLES OF TYPICAL JOB FUNCTIONS

Program Planning and Instruction:

1. Plans:
Plans and implements developmentally appropriate curriculum aligned with NAEYC and California frameworks; conducts assessments and ensures safe environments.
2. Family Engagement:
Builds relationships with families; conducts conferences and provides resources.
3. Lead & Mentorship Role:
Leads and mentors staff; facilitates team meetings and models best practices.
4. **Apprenticeship Role:**
Supports apprentices in competency development, provides feedback, and collaborates with workforce partners. Completes required assessments as needed.
5. Lab School Support:
Mentors college students; coordinates with faculty and supports practicum learning.
6. Compliance:
Ensures adherence to Title 5, Title 22, and NAEYC standards; maintains documentation.
7. General Duties:

Participates in meetings, trainings, and maintains professional responsibilities.

8. Performs related duties as required.

QUALIFICATIONS

Knowledge of child development, curriculum, assessment tools, mentorship practices, and regulations. Ability to lead classrooms, mentor adults, communicate effectively, and maintain compliance. Tuberculosis (TB) clearance, physical examination, fingerprint clearance and proof of immunization or immunity to Measles, Pertussis, and Flu. Maintain current Pediatric and Adult CPR and First Aid Certification.

EDUCATION

Associate's or higher degree in Early Childhood Education or related field;

EXPERIENCE

Minimum 3 years experience, including mentorship.

LICENSES AND CERTIFICATIONS

California Child Development Master Teacher Permit or higher. Requirements for this permit include completion of twenty-four semester units of course work in Early Childhood Education/Child Development, including 3 units of Infant/Toddler Development plus 16 units in general education and 6 additional semester units in the area of specialization and 2 semester units of adult supervision course work; completion of 350 days of experience in and instructional capacity in a child care and development program, working at least three hours per day within the last four years; OR completion of a bachelor's degree of higher with 12 or more semester units of Early Childhood Education/Child Development course work plus 3 semester units in field experience in an early childhood education setting; minim 350 day of experience in a child care and development program OR completion of equivalent training approved by the California Commission on Teacher Credentialing.












CSEA-888 - Apprenticeship Compensation

Final Audit Report

2026-05-18

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✔ Agreement completed.

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