

## **SIDE LETTER AGREEMENT**

### **9 MONTH VECTOR CONTROL TECHNICIAN I BARGAINING UNIT EMPLOYEES**

**BETWEEN**

**COACHELLA VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT**

**AND**

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS COACHELLA VALLEY  
MOSQUITO ABATEMENT DISTRICT CHAPTER 2001**

This Side Letter Agreement (“Side Letter”) between the Coachella Valley Mosquito and Vector Control District (“District”) and the California School Employees Association and its Coachella Valley Mosquito Abatement District Chapter 2001 (“CSEA”) (collectively “Parties”) is in regards to nine (9) month Vector Control Technician I (“VCT I”) bargaining unit employees included in the bargaining unit represented by CSEA as of the ratification date of the Parties’ 2024-27 Memorandum of Understanding (“MOU”). CSEA and the District have met and negotiated over those topics with the scope of representation for these new bargaining unit employees, and CSEA and District agree to the following:

1. The Parties confirm that all former “Seasonal Vector Control Operator” positions will be nine month bargaining unit Vector Control Technician I positions represented by CSEA. The annual work year of nine (9) month VCT I (“seasonal”) positions will begin each March 1<sup>st</sup> and will end each November 30<sup>th</sup>. In the event that March 1<sup>st</sup> or November 30<sup>th</sup> fall on a weekend, the first workday in March and the last workday in November shall be the starting work date and ending work date respectively.
2. Unless otherwise provided below or herein, nine month VCT I employees shall receive all the terms and conditions of employment specified in the MOU. The Parties agree that the entire MOU shall be applicable to nine month VCT I employees, except as specifically stated below:
  - a. Provided a 9 month VCT I has applied for a vacant 12 month VCT I position, he/she shall be presumptively qualified for a vacant 12 month VCT I position and shall receive an interview and shall have priority consideration to be selected for the position if they are the most qualified or possess qualifications equal to those of the top outside candidate.
  - b. Current bargaining unit employees shall have priority consideration for vacant nine (9) month VCT I position. Those who apply for a transfer or a demotion to a vacant nine (9) month VCT I position shall relinquish their previous 12 month position but shall retain the right to apply and receive priority consideration for an increase to a 12 month VCT I position in preference to outside candidates as per Article 2a above. Current bargaining unit employees may only transfer or demote to the vacant 9 month VCT I position three times and receive priority consideration for an increase to a 12 month VCT positions twice.
  - c. The District shall be limited to a maximum of six (6) nine (9) month VCT I position. Vacant 12 month VCT I, VCT II, and/or VCT III positions shall not be reduced in work year to 9 month positions, nor substituted with a 9 month position.
  - d. Nine month VCT I employees shall continue to receive 12 months of District health and welfare contributions (including during the three off season months of December, January

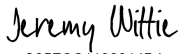
and February); however, any payroll deductions owed on an annual basis for health and welfare benefits shall be divided by twenty (20) bi-weekly paychecks during the nine months seasonal working period.

- e. For the purposes of calculating seniority, all current nine month VCT I employees employed as of July 1, 2024, shall have July 1, 2024, date of hire to the VCT I classification, with the first date of employment in any capacity for the District being the tie breaker for the purpose of determining seniority in the classification. Date of hire shall be used exclusively for the determination of seniority in the classification, and not annual working months and/or hours of annual service.
3. Unless otherwise stated above, the provisions of the current MOU, and/or past practices specifically modified as contemplated in this Side Letter Agreement, shall remain in place. This Side Letter is precedent setting.
  4. This Side Letter Agreement is subject to review under CSEA’s Policy 610, and review and ratification by the District’s Governing Board.


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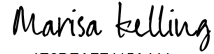
The Parties executed this Side Letter Agreement on July 9, 2025, under the authority and approval of each respective negotiations team on the dates set forth below.


**FOR CVMVCD**


Signed by:  
  
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 Jeremy Wittie, General Manager  
 Coachella Valley Mosquito and Vector Control District

**FOR CSEA and its COACHELLA VALLEY MOSQUITO ABATEMENT DISTRICT CHAPTER 2001**

Signed by:  
  
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 Juan Carlos Herrera, President  
 CSEA Chapter 2001/Negotiations Chair

Signed by:  
  
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 Marisa Kelling  
 CSEA Chapter 2001 Negotiations Co-Chair

Signed by:  
  
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 Miguel Vargas  
 CSEA Chapter 2001 Negotiations Team Member

Signed by:  
  
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 Dale Wissman  
 CSEA Labor Relations Representative