



Classification and Compensation Study Update

Dear YCCD Community,

In 2021, Yuba Community College District (YCCD) launched a comprehensive Classification and Compensation Study for classified professionals, confidential employees, and administrators. The goal is straightforward: to modernize a system that is approximately 30 years old and ensure employees are appropriately classified, fairly compensated, and supported by clear career pathways.

We recognize that this work has taken much longer than anticipated. Transitions in Human Resources leadership and transitions among our external consultants contributed to delays. The Board of Trustees and I are committed to completing the study and beginning implementation during the 2026–27 academic year.

Why This Work Matters

YCCD's workforce and the labor market have changed significantly since our current classification and compensation system was established. We must ensure our system reflects today's work and supports our ability to recruit and retain talented employees.

The study is particularly important because:

- **Recognizing the essential role of classified professionals:** Classified professionals are essential to the day-to-day operation and success of YCCD. A modern classification and compensation system should accurately reflect the complexity, responsibility, and value of this work—and provide clear opportunities for employees to grow and build long-term careers within YCCD.
- **Recruitment and retention challenges:** Compensation for some classified positions falls below relevant labor-market levels, making it more difficult to recruit and retain qualified employees—particularly in technical, specialized, and other hard-to-fill positions. The District has experienced candidates declining interviews or employment offers and employees leaving for comparable positions with higher compensation.
- **Lack of competitive compensation for administrators:** District compensation for administrators has also been significantly below that of comparable districts. Today, pay for administrative roles at every level, from deans and vice presidents to executive positions, ranks at the bottom of the comparative districts with which we compete for talents.
- **Significant leadership turnover:** Over the past decade, YCCD has experienced substantial turnover in senior leadership, including five chancellors, four Yuba



College presidents, and six Woodland Community College presidents—an average transition of approximately every 21 months.

- **Loss of institutional knowledge:** Frequent leadership transitions and the departure of employees for higher-level or better-compensated positions elsewhere can result in the loss of institutional knowledge, experience, and specialized expertise, making it more difficult to maintain continuity and build organizational capacity.

What We Are Working Toward

The Board's goal is a modern classification and compensation system that:

- Accurately reflects the work employees perform;
- Creates greater internal consistency and alignment;
- Establishes clear career pathways and progression;
- Strengthens our ability to recruit qualified employees; and
- Supports the long-term retention of talented and skilled employees.

We are not seeking to make YCCD the highest-paying district in California or in Northern California. Rather, our goal is to move toward the median of appropriate comparison groups over time while maintaining a system that is equitable, internally consistent, financially sustainable, and competitive in the labor markets where we recruit.

Where We Are Now

The study involves different employee groups, each with its own review, consultation, negotiation, and approval requirements.

- **Classified Professionals Represented by CSEA**

The District and our local CSEA chapter are actively reviewing classifications, job families, and related placement issues. Since late May, the parties have held seven meetings, along with four joint sessions in late July to provide CSEA members with updates and answer questions.

Because of the number of classifications involved, the review and approval process will occur in batches. To promote equitable treatment, the District has proposed an MOU establishing July 1, 2026, as a common effective date for classification and compensation changes ultimately agreed upon through collective bargaining.

If accepted, this approach would allow agreed-upon adjustments to be applied consistently, regardless of when individual classification decisions are finalized, helping ensure that employees are not disadvantaged by the timing of the review.

- **Confidential Employees and Administrators**



The classification review for confidential employees and administrators is nearing completion. Because these employees are not represented by a bargaining unit, the process is separate from the CSEA process. Recommendations for this group are anticipated to be presented to the Board of Trustees for consideration in October 2026.

What Comes Next

The Board of Trustees is committed to completing the study and implementing its results during the 2026–27 academic year. Over the coming months:

- CSEA classifications: The District and local CSEA representatives will continue their review and collective bargaining process.
- October 2026: The Board will consider recommendations for confidential employees and administrators.
- Rule 610 review: Locally agreed-upon classification decisions and other applicable matters will proceed through the required CSEA corporate-level review.
- Board consideration: Following completion of the required reviews and agreements, applicable classification and compensation recommendations will be presented to the Board for action.
- Implementation: The District remains committed to beginning implementation during the 2026–27 academic year.

Moving Forward

The Classification and Compensation Study is complex, involving multiple employee groups and distinct review, negotiation, and approval processes. We are committed to moving this work forward as efficiently, transparently, and responsibly as possible.

We deeply appreciate the time and expertise contributed by employees, CSEA representatives, Human Resources staff, and our consultants. We will continue to communicate significant milestones while respecting collective bargaining obligations and the Board’s responsibilities.

The Board of Trustees and Executive Team remain determined to bring this long-running study to a responsible conclusion. Our goal is a modern, equitable, and sustainable system that recognizes the work performed across YCCD, supports employee recruitment and retention, and strengthens our collective capacity to serve students and communities for years to come.

Sincerely,



William Cornelius
President, District Governing Board
Yuba Community College District

Shouan Pan
Chancellor
Yuba Community College District