

**Settlement Agreement Between the Palomar Community College District,  
The Palomar Council of Classified Employees CCE/AFT Local #4522,  
and Andrea Salvatierra**

**RE: Grievance Related to Out of Class Work**

**September 3, 2024**

This Settlement Agreement ("Agreement") is entered into by and between the Palomar Community College District, ("District"), CCE and Andrea Salvatierra ("Employee") and collectively referred to as "the Parties." The purpose of this "Agreement" is to resolve any and all disputed issues related to the Grievance filed by CCE on or about February 7, 2024, regarding out of class work.

**RECITALS**

WHEREAS, in the course of representing its members, CCE became aware of the alleged issues related to the Employee working out of class;

WHEREAS, in response to these alleged issues, CCE initiated a grievance regarding this matter on February 7, 2024.

WHEREAS, through no admitted fault of either Party, the Parties desire to resolve all disputes over this matter through withdrawal of the grievance upon execution of the remedy outlined below. The parties hereby agree to settlement on the following terms:

1. By entering into this Settlement Agreement, the Union agrees to withdraw its grievance initiated on February 7, 2024 regarding Employee's out of class work, with prejudice, upon execution of all subsequent settlement terms listed in this agreement.
2. District agrees to pay Employee out of class back pay in the amount of \$12, 667. This amount will be treated as wages with all standard withholdings made which shall be paid in a separate check within 60 days.
3. Employee represents and agrees that she has carefully read and fully understands all of the provisions of the Agreement, that she is voluntarily entering into this Agreement, and that she has the capacity to enter into this Agreement.
4. This Agreement sets forth the entire Agreement between the parties hereto and fully supersedes any and all prior agreements or understandings between the parties hereto pertaining to the subject matter hereof.
5. Nothing in this Agreement is intended to establish a past practice or set any precedent.

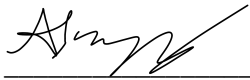
This Settlement Agreement is entered into by the Parties



Andrea Salvatierra, Grievant

**Sep 4, 2024**

Date



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Anel Gonzalez  
CCE President

Sep 4, 2024

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Date



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[Joey Sanchez \(Sep 5, 2024 15:43 PDT\)](#)  
Joseph Sanchez, Lead Negotiator  
Palomar Community College District

Sep 5, 2024

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Date












# Grievance Settlement Agreement with CCE

Final Audit Report

2024-09-05

Created:	2024-09-04
By:	Maria Zapien Rangel (mzapienrangel@palomar.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAA00G0GsyUxq3Qig4P1V8Aa8IGxhheCG3W

## "Grievance Settlement Agreement with CCE" History

-  Document created by Maria Zapien Rangel (mzapienrangel@palomar.edu)  
2024-09-04 - 4:15:50 PM GMT- IP address: 205.153.156.222
-  Document emailed to Andrea Salvatierra (asalvatierra@palomar.edu) for signature  
2024-09-04 - 4:17:27 PM GMT
-  Document emailed to Anel Gonzalez (agonzalez@palomar.edu) for signature  
2024-09-04 - 4:17:27 PM GMT
-  Document emailed to joseph.sanchez@bbklaw.com for signature  
2024-09-04 - 4:17:27 PM GMT
-  Email viewed by joseph.sanchez@bbklaw.com  
2024-09-04 - 4:24:23 PM GMT- IP address: 172.226.186.27
-  Email viewed by Andrea Salvatierra (asalvatierra@palomar.edu)  
2024-09-04 - 4:38:25 PM GMT- IP address: 104.47.57.126
-  Document e-signed by Andrea Salvatierra (asalvatierra@palomar.edu)  
Signature Date: 2024-09-04 - 5:05:18 PM GMT - Time Source: server- IP address: 205.155.239.72
-  Email viewed by Anel Gonzalez (agonzalez@palomar.edu)  
2024-09-04 - 7:44:16 PM GMT- IP address: 205.153.156.226
-  Document e-signed by Anel Gonzalez (agonzalez@palomar.edu)  
Signature Date: 2024-09-04 - 7:44:39 PM GMT - Time Source: server- IP address: 205.153.156.226
-  Signer joseph.sanchez@bbklaw.com entered name at signing as Joey Sanchez  
2024-09-05 - 10:43:24 PM GMT- IP address: 76.167.114.67
-  Document e-signed by Joey Sanchez (joseph.sanchez@bbklaw.com)  
Signature Date: 2024-09-05 - 10:43:26 PM GMT - Time Source: server- IP address: 76.167.114.67

✔ Agreement completed.

2024-09-05 - 10:43:26 PM GMT