

MEMORANDUM OF UNDERSTANDING
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
And
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

February 18, 2025

Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties met in reference to unit members who were Y-Rated as a result of the 2021 Classification Study and agree to the following:

Background:

The Parties conducted a Classification & Compensation Study in 2021 to review existing job descriptions, and where applicable, update all existing job descriptions by bringing the scope, duties, and range to current standards while achieving median compensation ranges. As a result of this analysis, it was discovered that there were unit members who exceeded the prescribed placement on the newly adjusted salary schedule and who needed to be adjusted in alignment with this study's agreed upon findings.

A Memorandum of Understanding was entered into by both Parties which:

- Placed a Y-rating on unit members who exceeded the compensation levels prescribed by the study, freezing them at their current compensation rates.
- Made Y-rated unit members ineligible for any salary adjustments (e.g., pay increases, cost of living adjustments, or any other increases) until a time that all unit members in their respective classifications had been brought into alignment with prescribed compensation levels.
- Prevented Y-rated unit members from experiencing any loss of pay due to being adjusted to a lower range, and
- Provided specific conditions for Y-rated unit members to have this rating lifted, thus making them re-eligible for salary increases and scheduled step advancements.

Developments:

With the negotiation and ratification of the 2025 Wages Agreement, which effectively adjusts compensation levels for CSEA unit members across the District, Y-rated unit members will have met the criteria described in the January 1, 2022 Y-Rating MOU for removal of this rating freeze:

- *At such time that the unit member's frozen salary will be surpassed by the lower classification maximum salary, the unit member will be placed on the closest step of the new/lower applicable range that does not result in a loss of pay.*

It is acknowledged by both parties that the following unit members have met this condition and will have this rating lifted. Effected unit members will again be eligible for all wage and salary adjustments (e.g., step

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increases, cost of living adjustments, or any other increase) upon the ratification and adoption of the 2025 Wages MOU.

- Shari Blackwell
- Stacy Garcia
- Laura Gowen
- Michele Jeannotte
- Erika Menge
- Kelly Newton
- Laura Van Genderen
- Norma Campos

Resolution:

All Y-Rated employees who held the position of Administrative Coordinator on July 1st, 2024, shall be placed on the appropriate next highest step without loss of pay, including Y-Rated difference.

Any member who has had an anniversary since July 1st, 2024 will be automatically moved to the next applicable step as of the anniversary date.

All Y-Rated employees will receive the difference in pay retroactive to July 1st, 2024.

This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District

For CSEA

Kristina Hannon, SBCCD
 Vice Chancellor, Human Resources
 & Police Services

Ernest Guillén
 President, CSEA Chapter 291

Kevin Limoges
 Negotiations Team Member

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 Negotiations Team Member

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