

**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**

**January 14, 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").

**2024-2025 Salary**

Effective **July 1, 2024**, the CSEA salary schedule will be amended to reflect the following:

- a. The six (6) step (A through F) salary schedule will be increased by **four (4)** ~~one (1)~~ additional steps to a ten (10) ~~seven (7)~~ step (A through **J G**) salary schedule as follows:
  - i. Five (5) percent between A through **F E**; three (3) percent between steps **E F** through **J G**; and two and a half (2.5) percent between ranges; **and**
  - ii. **Unit members shall advance to the next step on the salary schedule based on their current increment date.**
- b. The salary schedule will be increased by one percent (1) percent.

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

For the District

For CSEA

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

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Ernest Guillen, President CSEA #291

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Cameron Kroetz, CSEA LRR

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Noah Snyder, CSEA LRR

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Diana Vaichis, Team Member

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Cedrick Wrenn, Team Member

District Counter Proposal #1 1/14/2025

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Kevin Limoges, Team Member

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Yendis Battle, Team Member