

**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 13, 2026**

**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 agree to approve the Management Out-of-Class assignment for Gabriel Martinez Lazaro, Senior Research & Planning Analyst to the Acting Dean, Research, Planning and Institutional Effectiveness with Grants Oversight, San Bernardino Valley College, under the following stipulations:

1. The length of the assignment will be January 1, 2026, through June 30, 2026, or until the Employee or management makes a decision to end the assignment. The Employee began working out of class on August 20, 2025, as Acting Dean, Research, Planning and Institutional Effectiveness with Grants Oversight.
2. The Employee will be compensated at Range 23, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Management Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA; however, the Employee will be ineligible to receive the following special compensation: shift differential or bilingual/bi-literate during the length of Out-of-Class service.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the Management Out-of-Class assignment as the Acting Dean, Research, Planning and Institutional Effectiveness with Grants Oversight or be evaluated during this Management Out-of-Class service.
5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the Senior Research & Planning Analyst.
6. The Parties agree that during the Management Out-of-Class assignment, the Employee's seniority as the Senior Research & Planning Analyst will continue to accrue, and the Management Out-of-Class assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management Out-of-Class assignment of Gabriel Martinez Lazaro.

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 and Health and  
Safety Administration

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Ernest Guillen, President CSEA #291

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Cameron Kroetz, CSEA LRR

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Diana Vaichis, Team Member

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Yendis Battle, Team Member

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Juan Zavala, Team Member

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Aida Gil, Team Member