

TENTATIVE AGREEMENT  
By and Between  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
And  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION/NEA

ARTICLE 2: UNIT DESCRIPTION/RECOGNITION  
January 28, 2022

The following changes shall be made to Article 2:

- A. Pursuant to the certification of the Public Employment Relations Board, the District recognizes the Association as the exclusive representative for the following unit of employees. The unit represented by the Association shall include all academic regular, contract, and hourly faculty (e.g., instructors, counselors, librarians, college nurses, and coordinators).
- B. The unit represented by the Association shall exclude all classified employees while performing classified duties; administrators; management; supervisory and confidential employees; presenters and facilitators of fee-based courses; and lecturers, facilitators, independent contractors and their employees, including but not limited to those engaged in, among others, fire science, police science, emergency medical services, respiratory care, all substitutes and management interns performing management work as defined by the EERA. Anyone excluded from the unit shall not do the work of bargaining unit members.
- C. The District and Association agree that the composition of the bargaining unit is appropriate and neither party will seek a clarification or amendment of any kind, either as to the inclusions or exclusions, during the term of the Agreement, except upon mutual agreement of both parties, or the District establishes a new position.

If the two parties cannot come to mutual agreement regarding any modification in the composition of the unit during the term of this agreement, the Unit may appeal to the Public Employment Relations Board.

For SBCCDTA:

Jamie Herrera  
Jamie Herrera, SBCCDTA Lead Negotiator

For SBCCD:

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