



The San Bernardino Community College District's (SBCCD) 2023-2026 Successor Negotiations Sunshine Proposal

The San Bernardino Community College District's (SBCCD) present our initial proposal to negotiate 2023-2026 SBCCDPOA Successor Contract. The District desires to alter or amend the following articles as indicated and presents our proposal for public discussion in accordance with Government Code 3547 as follows:

ARTICLE 1: RECOGNITION

- The District will propose to add clarification language

ARTICLE 2: MANAGEMENT RIGHTS

- The District will propose to add clarification language

ARTICLE 3: NO DISCRIMINATION

- The District will propose to add clarification language

ARTICLE 5: RIGHTS OF ASSOCIATION AND MEMBERS

- The District will propose language to update/clarify language regarding release time

ARTICLE 6: HOURS OF WORK AND OVERTIME:

- The District will propose language to update/clarify language, including defining the seniority date

ARTICLE 7: PAY AND ALLOWANCES:

- The District will propose language to update/clarify language
- The District will propose language to update/clarify the timeline for the submission of special compensation under Article 7.3.3 and Article 7.3.4
- The District will propose language to update language in Article 7.6.1 Payroll Errors

ARTICLE 9: LAYOFF AND REEMPLOYMENT:

- The District will propose language to define hire date; seniority and clarify the reemployment list
- The District will propose language to capture legal changes and update/clarify language

ARTICLE 12: HOLIDAYS

- The District will propose language to update/clarify article language regarding holidays

ARTICLE 13: EVALUATION PROCEDURE:

- The District will propose language to update evaluation content in accordance with Title 5
- The District will propose language to update the evaluation process/procedure
- The District will propose language to update the probationary period evaluations to align with the FTO timeline

ARTICLE 14: LEAVES:

- The District will propose language to update/clarify language

ARTICLE 15: IN HOUSE OR PROMOTIONAL ONLY RECRUITMENTS

- The District will propose language to update/clarify processes

ARTICLE 16: PERSONNEL:

- The District will propose language to update the reclassification process and language

ARTICLE 17: PROGRESSIVE DISCIPLINE:

- The District will propose language to clarify cause definitions, including propose language to update/clarify article language and process

ARTICLE 19: VACATIONS:

- The District will propose language to update the vacation accrual formula, establish a cap, clarify the payout process and vacation scheduling

The District reserves the right to amend or modify its proposal during negotiations.