

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

September 19, 2023

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").

In accordance with **Article 16: PERSONNEL**, specifically subsection 16.6: Classification and Compensation Study Process, the District will conduct a districtwide Classification and Compensation study to review and revise the District's classified job descriptions and to conduct a comparison of salary and benefits within the comparison market: Mt. San Jacinto Community College District, Chaffey Community College District, College of the Desert, Riverside Community College District, Victor Valley College, and Palomar Community College District.

The Classification and Compensation Study implementation plan is to improve internal alignment, clearly define career ladders, and bring classifications whose pay range maximums were behind the median of similar positions in the comparison of salary and benefits as close as feasible within the authorized budget and constraints of the District's existing classification and compensation plan. Subsequent to the adoption of the Classification and Compensation Study, the District will meet and confer with the Association on the findings and recommendations (salary adjustments, job description changes, etc.).

The Classification and Compensation Study process shall include a comprehensive job description review by the Ad Hoc Committee, classification study questionnaires (PDQ), and the draft preparation and review. The committee makeup of the AD HOC Committee shall be mutually agreed upon between the District and the Association.

The Classification and Compensation Study process will be conducted in three (3) phases as follows:

Phase 1 (October 2023 – January 2024)

- Administrative/Clerical Support
- Instructional Support

Phase 2 (January 2024 – March 2024)

- Student Services
- Business/Fiscal Services

Phase 3 (April 2024 – July 2024)

- Maintenance and Operations/Administrative Services
- Technology Services
- Child Development

The Parties mutually attempt to complete the Classification and Compensation Study within (1) year.

The Parties mutually agree that all reclassification requests shall be placed on hold and will be processed at the completion of the Classification and Compensation Study or within one (1) year from submission.

The Parties mutually agree that the findings and recommendations will be effective at the time the updated job descriptions are approved by the Board of Trustees. Any classifications not completed by July 1, 2024, will be subject to retroactive pay if applicable.

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
and Police Services

Cassandra Thomas, President CSEA #291

Noah Snyder, CSEA LRR

David Stevenson, Team Member

Ernest Guillen, Team Member

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Kevin Limoges, Team Member