

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**Allied Health Fire Closure Impact**  
**November 22, 2024**

WHEREAS: The District closed all sites September 9, 2024, through September 13, 2024, due to the Line Fire, and;

WHEREAS: The Parties acknowledge that the Allied Health programs at SBVC are subject to external minimum hour requirements, and

WHEREAS: All faculty received full pay for the week of the closure; however, working conditions were impacted due to external program requirements,

IT IS THEREFORE AGREED THAT:

The following faculty members will receive a stipend in the amount of \$250:

- Reshmi Kappatil
- Oscar Vasquez-Valdez
- Angela Vogel
- Mary Rascon
- Marissa Sepulveda
- Anita Arnold
- Jesus Navarro
- Espree Foscolos
- Michelle Jackson
- Sarah Dietz

For SBCCD:

Kristina Hannon

Date: 11/22/2024

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

For SBCCDTA:

Jamie Salyer

Date: 11/22/2024

Jamie Salyer  
SBCCDTA Lead Negotiator

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**Part-Time Faculty Reimbursement for Microsoft 365**  
**November 22, 2024**

WHEREAS: The District provides part-time faculty with a license for the web version of the Microsoft Office 365 Suite, and

WHEREAS: The Parties acknowledge that part-time faculty may need access to the installed version of the Microsoft Office 365 Suite, and

WHEREAS: Part-Time faculty may purchase the installed version of the Microsoft Office 365 Suite for a discounted price of \$48.99 per year at <https://www.microsoft.com/en-us/workplace-discount-program>,

**IT IS THEREFORE AGREED THAT:**

Part-Time faculty who purchase the installed version of the Microsoft Office 365 Suite shall be eligible for reimbursement up to \$48.99 per year.

The District shall provide a form and process for faculty to submit a request for reimbursement.

Only part-time faculty that are actively employed with the District shall be eligible for reimbursement.

This MOU shall sunset June 30, 2025. Either party may request to negotiate or extend the terms of this MOU prior to the sunset date.

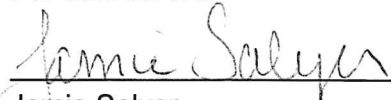
For SBCCD:



Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

Date: 11/22/2024

For SBCCDTA:



Jamie Salyer  
SBCCDTA Lead Negotiator

Date: 11/22/2024

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**Reassignment of Head Football Coach to a Management Position**

**WHEREAS**, the parties recognize the unique nature of the responsibilities associated with the Head Football Coach and the difficulty in meeting the demands of the position within the role of a faculty member; and

**WHEREAS**, the District has determined that the Head Football Coach's responsibilities align more closely with management and administrative functions rather than those covered under the SBCCDTA bargaining unit; and

**WHEREAS**, the parties acknowledge the need for clear delineation between bargaining unit positions and management roles;

**NOW, THEREFORE**, the Parties agree as follows:

**1. Reclassification of Position**

The Head Football Coach position shall be removed from the SBCCDTA bargaining unit and reclassified as a management position.

**2. Responsibilities and Duties**

The Head Football Coach, as a management position, will assume additional administrative and supervisory duties, including but not limited to hiring and evaluating assistant coaches, budget oversight, compliance with athletic regulations, and strategic program development. In addition, the Head Football Coach may be required to teach in-season and off-season associated football courses.

**3. Compensation and Benefits**

The Head Football Coach shall be compensated in accordance with the District's management salary schedule and will be eligible for benefits consistent with other management personnel.

**4. Effect on Bargaining Unit**

The Parties acknowledge that this change removes the Head Football Coach from the SBCCDTA bargaining unit and, as such, the position shall no longer be subject to the collective bargaining agreement.

**5. Transition and Implementation**

The District shall work with the affected employee(s) to ensure a smooth transition into their new roles, including adjustments to reporting structures and training.

**6. No Precedent Established**

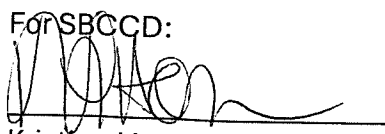
This MOU is a one-time agreement and shall not be used as a precedent for future bargaining or classification decisions.

**7. Agreement Duration**

This MOU shall become effective on January 24, 2025, and remain in effect unless modified by mutual agreement of both Parties.

IN WITNESS WHEREOF, the Parties hereto have executed this Memorandum of Understanding as of the date first written above.

For SBCCCD:



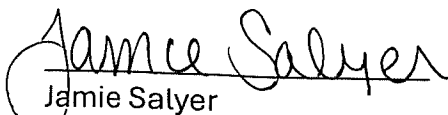
Kristina Hannon

Vice Chancellor, Human Resources & Police Services,  
SBCCCD Lead Negotiator

Date:

1-24-25

For SBCCDTA:



Jamie Salyer

SBCCDTA Lead Negotiator

Date:

1.24.25

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**Participatory Governance Task Force**

WHEREAS: San Bernardino Valley College (SBVC), hereafter referred to as "the College," has established a Participatory Governance Task Force to work on the development of the Participatory Governance structure and handbook; and

WHEREAS: The Task Force's work was initially intended to be completed without specific time allocations, but additional time commitments are now necessary to expedite the completion of the project and meet the revised timeline;

IT IS THEREFORE AGREED THAT:


The time commitment for Task Force members will not exceed a combined total of 1.0 Full-Time Equivalent (FTE) each semester, with the allocation being the following:

- Faculty Representatives .20 reassigned time
- Faculty Co-Lead .40 reassigned time

If additional time, resources, or adjustments to the time commitment are required, San Bernardino Community College District Teachers Association (SBCCDTA) and the District agree to renegotiate the terms of this MOU.

This MOU will sunset May 23, 2025. The parties agree the reassigned time allocations will be reevaluated prior to the sunset date.

For SBCCD:

  
Kristina L. Hannon (Feb 9, 2025 14:43 PST)

Date: 2-9-25

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

For SBCCDTA:

  
Jamie Salyer (Feb 9, 2025 13:51 PST)

Date: 2-9-2025

Jamie Salyer  
SBCCDTA Lead Negotiator

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**One-Time Stipend for Chairs and Coaches**  
**February 28, 2025**

WHEREAS, the District and the Association recognize the importance of examining chair and coach stipends to ensure they reflect both comparable standards and the associated workload; and

WHEREAS, further research is needed to fully assess and determine appropriate adjustments, and such research may not be completed by the conclusion of the Spring 2025 semester; and

WHEREAS, the District and SBCCDTA are committed to continuing negotiations in good faith regarding reassigned time and compensation for chairs and coaches for 2025-2026.

IT IS THEREFORE AGREED THAT:

A stipend of \$900.00 per semester will be given to individuals holding the positions of chairs and coaches during the 2024-2025 academic year. To be eligible to receive the stipend, the individual must have worked the entire semester in the assigned role.

In the case of a shared position, such as co-chairs or co-coaches, the stipend amount will be divided between the individuals sharing the role, based on the established agreement.

This off cycle stipend shall not affect any future negotiations regarding reassigned time or compensation. It is an interim measure designed to address immediate needs and will not set a precedent for future payments or salary adjustments.

For SBCCD:

  
Kristina Hannon (Mar 10, 2025 08:17 PDT)

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

For SBCCDTA:

  
Jamie Salyer (Mar 10, 2025 08:51 PDT)

Jamie Salyer  
SBCCDTA Lead Negotiator

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**March 14, 2025**

**Article 10: Wages**

WHEREAS: The District is mindful of Appendix A, Objective #1 of the Agreement and will continue efforts to move the full-time faculty salary schedule to the median salary of the agreed upon comparative community college districts by the end of the fiscal year 2021 – 2022 using current (2021 or the most current) comparison college districts' data. If at any time, the District determines it is fiscally unable to fulfill this commitment based on state budget, enrollment and other factors, it will demand to bargain,

WHEREAS; it is reasonable to expect that fair compensation comparisons can be made using current salary schedules from each district,

WHEREAS; San Bernardino Community College District full time faculty are on average 17.42% below the median based on the agreed upon cells,

WHEREAS; part time faculty are behind the median by 11.10% for instructional faculty and 5.42% for non-instructional faculty,

WHEREAS: Parity for part-time instructors has been a concern for both the Association and the District as described in Appendix A1 Objective #4, Restructure the part-time faculty salary schedule to enhance the overall competitiveness of the part-time faculty salaries and move toward parity, and

WHEREAS, To attract and retain the most qualified candidates we need to offer wages for both full and part-time faculty to be competitive with our comparison colleges.

IT IS THEREFORE AGREED THAT:

A. A multi-year proposal will be implemented to bring faculty to median.

a. Full-time Faculty

- i. 2024/2025 - 1% increase effective July 1, 2024
- ii. 2025/2026 - 2% increase and adjust the percentages between rows (rows 1 - 10 to 3.5%, row 11 to 3%, row 12 to 2.5%, and rows 13 -21 to 1%) effective July 1, 2025.
- iii. 2026/2027 - Negotiate adjustments to various areas using the value of a 3% increase effective July 1, 2026

b. Part-time Faculty

- i. 2024/2025 – Four (4) hours of compensation at the non-instructional rate for District mandated training in addition to the 1% increase effective July 1, 2024, which was previously negotiated and applied.
- ii. 2025/2026 - 3% increase, effective July 1, 2025.
- iii. 2026/2027 - Negotiate adjustments to various areas using the value of a 3% increase effective July 1, 2026

- B. The District and SBCCDTA acknowledge the need for a comprehensive plan to bring faculty salaries to the median. Both parties have agreed to continue working on wages and part-time compensation for mandated training throughout the duration of the agreement. The goal is to develop a plan that addresses bringing faculty salaries up to the median and to create a unified salary schedule for both full-time and part-time faculty.

For SBCCD:



Kristina Hannon (Mar 14, 2025 12:40 PDT)

Date: 3/14/2025

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

For SBCCDTA:



Jamie Salyer (Mar 14, 2025 15:31 PDT)

Date: 3/14/2025

Jamie Salyer  
SBCCDTA Lead Negotiator



**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**Evaluation for Clarisse Carbajal**  
**March 14, 2025**

WHEREAS: Clarisse Carbajal, Assistant Professor, Nursing Science/Clinical Practice (Full-Time Temporary) is currently 100% reassigned to remediation/skills lab with no assigned courses or load; and


WHEREAS: The duties of the reassigned role still entail significant student contact and interaction; and

WHEREAS: The current Student Evaluation/Feedback forms for Non-instructional Faculty with Student Contact are for Counselors, Librarians, and Nurses;

IT IS THEREFORE AGREED THAT:

Clarisse Carbajal's respective evaluating manager will modify and utilize the Librarian Student Evaluation Questions for evaluating performance for the Spring 2025.

For SBCCD:

  
Kristina Hannon (Mar 14, 2025 12:40 PDT)

Date: 03/14/2025

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

For SBCCDTA:

  
Jamie Salyer (Mar 14, 2025 15:31 PDT)

Date: 03/14/2025

Jamie Salyer  
SBCCDTA Lead Negotiator

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**PPE: Work Boots**  
**March 14, 2025**

WHEREAS: Faculty members teaching in Welding, Automotive, Aeronautic, HVAC, Electronics, and Machinist Technology are required to wear protective boots; and

WHEREAS: The parties agree to continue conversations regarding District required safety training and Personal Protective Equipment (PPE);

IT IS THEREFORE AGREED THAT:


Faculty in the aforementioned disciplines shall receive a one-time voucher in the amount of \$180.00 for the purchase of work boots from a designated vendor.

For SBCCD:

  
Kristina Hannon (Mar 14, 2025 12:40 PDT)  
Kristina Hannon  
Vice Chancellor, Human Resources  
& Police Services,  
SBCCD Lead Negotiator

Date: 03/14/2025

For SBCCDTA:

  
Jamie Salyer (Mar 14, 2025 15:31 PDT)  
Jamie Salyer  
SBCCDTA Lead Negotiator

Date: 03/14/2025

MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN THE  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION

**HEALTH AND WELFARE BENEFITS FOR FULL-TIME FACULTY**

This Memorandum of Understanding ("MOU") is entered by and between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT ("District") and the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION (Association), collectively, "the parties."

For the 2025-2026 plan year (October 1, 2025 – September 30, 2026), the benefit cap shall be as follows:

1. Medical plan only: \$18,288.00
  - a. Individual full-time unit members shall have the option to select other health plans offered by the District during open enrollment and shall be responsible for the cost differential between the plans.
  - b. Medical plans offered to include a choice of seven (7) medical plans:
    - i. Anthem Blue Cross Full Network Classic HMO (No additional cost option)
    - ii. Anthem Blue PPO Gold (No additional cost option)
    - iii. Anthem Blue Cross Full Network CA Care HMO (+\$106.80)
    - iv. Anthem Blue PPO Low (+\$336.00)
    - v. Anthem Blue PPO (+\$600.00)
    - vi. Kaiser Low HMO \$30 Co-Pay (+\$232.80)
    - vii. Kaiser High HMO \$15 Co-Pay (+\$265.20)
2. Dental, Vision, Term Life and AD&D: \$690.84
  - a. Individual full-time unit members shall have the option to select other health plans offered by the District during open enrollment and shall be responsible for the cost differential between the plans.
  - b. Dental plans offered include a choice of two (2) dental plans:
    - i. DeltaCare USA HMO (No additional cost option)
    - ii. Delta Dental PPO (+\$61.99)
  - c. Vision plan offered include one vision (1) plan:
    - i. EyeMed (No additional cost option)
  - d. Term Life and AD&D policies include Basic and Voluntary coverage options:
    - i. Prudential Basic Term Life: \$50,000 (No additional cost)
    - ii. Prudential Basic AD&D: \$50,000 (No additional cost)
    - iii. Prudential Voluntary Term Life (Additional cost option)
    - iv. Prudential Voluntary AD&D (Additional cost option)

3. Medical Wavier

- a. Full-time faculty members who chose to opt-out of the medical plan benefits shall complete the 2025-2026 Opt-Out of Medical Benefits Form.
- b. In lieu of medical benefits, full-time faculty members who chose to opt-out shall receive a \$250 per month (\$3,000 per year) stipend. It is understood that this monthly stipend may be considered a compensable benefit and subject to the appropriate taxes and applicable retirement contributions. The District shall still continue any other plan that the faculty member is currently enrolled in including dental, and vision, and any other alternative insurance benefits including Basic Life Insurance and the Employee Assistance Program (EAP).

There shall be no requirement for the District to procure the prior consent of any unit member before deducting the balance of any premium in excess of the above amount from any compensation due from the unit member.

The District shall contribute the cost of the least expensive health and welfare plan to full-time unit members during the 2025-2026 plan year (October 1, 2025 – September 30, 2026).

This Agreement is made and entered into this 9<sup>th</sup> day of May 2025.

**SBCCD**



Kristina Hannon (May 12, 2025 14:37 PDT)

Kristina Hannon, Vice Chancellor,  
Human Resources & Police Services, SBCCD Chief Negotiator

**SBCCDTA**



Jamie Salyer (May 15, 2025 07:34 PDT)

Jamie Salyer, SBCCDTA Chief Negotiator

**TENTATIVE AGREEMENT  
BETWEEN  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION  
AND  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
April 18, 2025**

This Tentative Agreement is entered into this 18<sup>th</sup> day of April 2025 between the San Bernardino Community College District Teachers Association (hereafter, the Association) and the San Bernardino Community College District (hereafter, the District). All terms and conditions of the Collective Bargaining Agreement (hereafter, AGREEMENT) between the Association and the District shall remain in full force with the following exceptions:

Article 10: Wages, new salary schedules Appendix A-1 and A-2 (attached)

Article 11: Health and Welfare Benefits

Article 13: Workload, service to the district, paragraph three (3) and four (4) under Article 13 Workload, section B.

Article 29: DURATION OF AGREEMENT

**List of New Appendix Items**

(N/A)

**Replace Appendix Items**

Appendix A-1: Faculty Salary Schedule (attached)

Appendix A-2: Compensation Schedule for All Hourly Work (attached)

**Remove Appendix Items**

(N/A)

**For SBCCD**



Kristina Hannon (Apr 19, 2025 13:15 PDT)

**Date: 4/18/2025**

Kristina Hannon, Vice Chancellor,  
Human Resources & Police Services, SBCCD Chief Negotiator

**For SBCCDTA**



Jamie Salyer (Apr 19, 2025 13:13 PDT)

**Date: 4/18/2025**

Jamie Salyer, SBCCDTA Chief Negotiator

**TENTATIVE AGREEMENT  
BETWEEN  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION  
AND  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
Article 10: Wages**

WHEREAS: The District is mindful of Appendix A, Objective #1 of the Agreement and will continue efforts to move the full-time faculty salary schedule to the median salary of the agreed upon comparative community college districts by the end of the fiscal year 2021 – 2022 using current (2021 or the most current) comparison college districts' data. If at any time, the District determines it is fiscally unable to fulfill this commitment based on state budget, enrollment and other factors, it will demand to bargain,

WHEREAS; it is reasonable to expect that fair compensation comparisons can be made using current salary schedules from each district,

WHEREAS; San Bernardino Community College District full time faculty are on average 17.42% below the median based on the agreed upon cells,

WHEREAS; part time faculty are behind the median by 11.10% for instructional faculty and 5.42% for non-instructional faculty,

WHEREAS: Parity for part-time instructors has been a concern for both the Association and the District as described in Appendix A1 Objective #4, Restructure the part-time faculty salary schedule to enhance the overall competitiveness of the part-time faculty salaries and move toward parity, and

WHEREAS, To attract and retain the most qualified candidates we need to offer wages for both full and part-time faculty to be competitive with our comparison colleges.

**IT IS THEREFORE AGREED THAT:**

A. A multi-year proposal will be implemented to bring faculty to median.

a. Full-time Faculty

- i. 2024/2025 - 1% increase effective July 1, 2024
- ii. 2025/2026 - 2% increase and adjust the percentages between rows (rows 1 - 10 to 3.5%, row 11 to 3%, row 12 to 2.5%, and rows 13 -21 to 1%)-effective July 1, 2025.
- iii. 2026/2027 - Negotiate adjustments to various areas using the value of a 3% increase effective July 1, 2026

b. Part-time Faculty

- i. 2024/2025 – Four (4) hours of compensation at the non-instructional rate for District mandated training in addition to the 1% increase effective July 1, 2024, which was previously negotiated and applied.
- ii. 2025/2026 - 3% increase, effective July 1, 2025.
- iii. 2026/2027 - Negotiate adjustments to various areas using the value of a 3% increase effective July 1, 2026



- B. The District and SBCCDTA acknowledge the need for a comprehensive plan to bring faculty salaries to the median. Both parties have agreed to continue working on wages and part-time compensation for mandated training throughout the duration of the agreement. The goal is to develop a plan that addresses bringing faculty salaries up to the median and to create a unified salary schedule for both full-time and part-time faculty.

**For SBCCD:**



Kristina Hannon (Apr 19, 2025 13:15 PDT)

**Date: 3/14/2025**

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

**For SBCCDTA:**



Jamie Salyer (Apr 19, 2025 13:13 PDT)

**Date: 3/14/2025**

Jamie Salyer  
SBCCDTA Lead Negotiator

**TENTATIVE AGREEMENT  
BETWEEN  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION  
AND  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
Article 11: Health and Welfare Benefits**

**IT IS THEREFORE AGREED THAT:**

The following language will replace the current language in Article 11.

- A. The District shall fully fund the least expensive health and welfare plan for each full-time unit member. Individual unit members shall have the option to select health plans offered by the District during open enrollment and shall be responsible for the cost differential between the plans. The benefit cap shall be listed in the Appendix.
- B. There shall be no requirement for the District to procure the prior consent of any unit member before deducting the balance of any premium in excess of the above amount from any compensation due the unit member.
- C. Upon receipt of notice by the District that the premiums are expected to increase in an amount which may change, the District shall notify SBCCDTA of such expected increase. Upon receipt of notice of the actual amount of any increase, the District shall notify unit members of the amount of the actual increase and the effective date of such increase.
- D. The District and the Association agree to continue to address the goal of providing health and welfare benefits to part-time bargaining unit members as Objective #7 in Appendix A.

The District shall offer a medical and dental plan for part-time bargaining unit members each year.

**For SBCCD:**

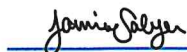


Kristina Hannon (Apr 19, 2025 13:15 PDT)

**Date: 4/18/2025**

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

**For SBCCDTA:**



Jamie Salyer (Apr 19, 2025 13:13 PDT)

**Date: 4/18/2025**

Jamie Salyer  
SBCCDTA Lead Negotiator



**TENTATIVE AGREEMENT  
BETWEEN  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION  
AND  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
Article 13: Workload**

WHEREAS, the campus committees have been reorganized and faculty participation is essential to campus committees.

IT IS THEREFORE AGREED THAT:

This language will replace paragraph three (3) and four (4) under Article 13 Workload, section B. Workweek/Workday, 1. All Full-Time Faculty, as the association and the district negotiate the remaining language in Article 13: Workload.

The District and the Association recognize the professional nature of the work (as defined by Labor Code) performed by the faculty members and agree that full-time faculty shall be available at the District facilities for an additional five (5) hours per week beyond the assigned student contact hours, non-student contact hours, and office hours (pro-rated for less than full-time faculty) to perform required responsibilities. All faculty are required to serve on academic senate or committees as appointed by the academic senate, as a part of their assignment.

All semester-end documentation (grade submission, SLO/SAO data collection, and professional development reporting) must be completed within 5 days of the class ending or based on the grade submission date indicated by Admissions and Records, whichever is sooner.

**For SBCCD:**



Kristina Hannon (Apr 19, 2025 13:15 PDT)

**Date: 4/18/2025**

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

**For SBCCDTA:**



Jamie Salyer (Apr 19, 2025 13:13 PDT)

**Date: 4/18/2025**

Jamie Salyer  
SBCCDTA Lead Negotiator

**TENTATIVE AGREEMENT  
BETWEEN  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION  
AND  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
Article 29: Duration of Agreement**

This Agreement shall remain in full force and effect until June 30, 2028. The District and the Association shall reopen Article 10: Wages and Article 11: Health and Welfare Benefits and related appendices in each year of the Agreement. The Association and/or the District may elect to open two (2) additional articles each year. In addition, the District and the Association agree to continue working on Article 4: Dues Deductions, Article 13: Workload, and Article 16: Evaluations.

The Tentative Agreement was reached on 4/18/2025.

**For SBCCD:**



Kristina Hannon (Apr 19, 2025 13:15 PDT)

**Date: 4/18/2025**

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

**For SBCCDTA:**



Jamie Salyer (Apr 19, 2025 13:13 PDT)

**Date: 4/18/2025**


Jamie Salyer  
SBCCDTA Lead Negotiator

**MEMORANDUM OF UNDERSTANDING  
BY AND BETWEEN  
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION  
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT  
APPENDIX A-1: Faculty Salary Schedule  
April 13, 2025**

IT IS THEREFORE AGREED THAT:

The per diem chart on page 2 of this document will replace APPENDIX A-1: Faculty Salary Schedule.


**For SBCCD:**

  
\_\_\_\_\_  
Kristina Hannon (Apr 19, 2025 13:15 PDT)

**Date: 4/18/2025**

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

**For SBCCDTA:**

  
\_\_\_\_\_  
Jamie Salyer (Apr 19, 2025 13:13 PDT)

**Date: 4/18/2025**

Jamie Salyer  
SBCCDTA Lead Negotiator

# Academic Salary Schedule 2025-2026

step	Column						
	C	D	E	F	G	H	I
1	411.14	425.53	440.44	455.84	471.80	488.30	505.40
2	425.53	440.44	455.84	471.80	488.30	505.40	523.09
3	440.44	455.84	471.80	488.30	505.40	523.09	541.41
4	455.84	471.80	488.30	505.40	523.09	541.41	560.35
5	471.80	488.30	505.40	523.09	541.41	560.35	579.96
6	488.31	505.39	523.09	541.40	560.36	579.96	600.26
7	505.40	523.08	541.40	560.35	579.97	600.26	621.27
8	523.09	541.39	560.35	579.96	600.27	621.27	643.01
9	541.40	560.34	579.96	600.26	621.28	643.01	665.52
10	560.35	579.95	600.26	621.27	643.02	665.52	688.81
11	577.16	597.35	618.27	639.91	662.31	685.49	709.47
12	591.59	612.28	633.73	655.91	678.87	702.63	727.21
13	597.51	618.40	640.07	662.47	685.66	709.66	734.48
14	603.49	624.58	646.47	669.09	692.52	716.76	741.82
15	609.52	630.83	652.93	675.78	699.45	723.93	749.24
16	615.62	637.14	659.46	682.54	706.44	731.17	756.73
17	621.78	643.51	666.05	689.37	713.50	738.48	764.30
18	628.00	649.95	672.71	696.26	720.64	745.86	771.94
19	634.28	656.45	679.44	703.22	727.85	753.32	779.66
20	640.62	663.01	686.23	710.25	735.13	760.85	787.46
21	647.03	669.64	693.09	717.35	742.48	768.46	795.33

1% increase for 2024-2025, 2% increase for 2025-2026, and step stratification, effective 7/1/2025

See Placement Guidelines for details. Highest initial placement is Step 8.

This shall be the new per diem rate used to calculate annual salary for faculty. Annual salary shall be calculated by multiplying the per diem rate by the number of workdays (175 for instructional, 198 for non-instructional, or 219 for coordinator).

\* Both sides agree to disregard rounding calculations that are less than or equal to \$2

**Memorandum of Understanding  
By and Between  
San Bernardino Community College District Teachers Association  
And San Bernardino Community College District  
APPENDIX A-2: Compensation Schedule for All Hourly Work  
April 13, 2025**

IT IS THEREFORE AGREED THAT:

The following language shall replace the current language in APPENDIX A-2: Compensation Schedule for All Hourly Work.

**APPENDIX A-2: Compensation Schedule for All Hourly Work  
Effective July 1, 2025**

PT Hourly and FT Overload Rates*			
Assignment	Rate		
FT/PT Non-teaching Agreements PT Professional Development	\$ 57.89		
Non-Instructional Faculty (counselors, librarians, health center nurses, and nonteaching overload for coordinators and faculty leads) Based on Requirements in Placement Guidelines **	Group 1	Group 2	Group 3
	C	D-H	I
Step 1	\$ 63.70	\$ 66.01	\$ 68.33
Step 2	\$ 66.01	\$ 68.33	\$ 70.65
Step 3	\$ 68.33	\$ 70.65	\$ 72.97
Step 4	\$ 70.65	\$ 72.97	\$ 75.27
Instructional Faculty (lab/lecture/clinical/non-credit) Based on Requirements in Placement Guidelines **	Group 1	Group 2	Group 3
	C	D-H	I
Step 1	\$ 79.92	\$ 82.22	\$ 84.54
Step 2	\$ 82.22	\$ 84.54	\$ 86.87
Step 3	\$ 84.54	\$ 86.87	\$ 89.18
Step 4	\$ 86.87	\$ 89.18	\$ 91.49

Faculty in all groups shall be required to work (in any faculty capacity) for 2 consecutive semesters. If there is no break in service, the following shall be applied:

STEP 1: Semesters 1 and 2  
STEP 2: Semesters 3 and 4  
STEP 3: Semesters 5 and 6  
STEP 4: Semesters 7 and beyond

If there is a break in service for adjunct (part-time) faculty of no more than two (2) consecutive semesters, the unit member shall maintain their Step but will start with semester 1. (This aligns with the seniority list).

If class is cancelled, the part-time bargaining unit members shall be paid a maximum of four (4) hours or for the first class meeting, whichever is less. If the lecture and lab occur on the same day, bargaining unit members shall be paid a maximum of four (4) hours for the lecture and a maximum of four (4) hours for the lab or for the first class meeting of each, whichever is less. Short-term and/or intensive classes will be pro-rated according to the schedule below:

<u>Total Semester Hours</u>	<u>Hours of Compensation</u>
16 or less	1
17 – 32	2
33 – 48	3
49 or more	4

\*Faculty shall be placed on their appropriate Step and Column based on education and existing length of service at SBCCD

\*\*Columns C through I guidelines are found in Article 13.J. (Salary Schedule Placement Guidelines).

**For SBCCD:**



Kristina Hannon (Apr 19, 2025 13:15 PDT)

**Date: 4/18/2025**

Kristina Hannon  
Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

**For SBCCDTA:**



Jamie Salyer (Apr 19, 2025 13:13 PDT)

**Date: 4/18/2025**

Jamie Salyer  
SBCCDTA Lead Negotiator