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:

Date: 11/22/2024

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

For SBCCDTA:

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
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 SBCCD:

Date: 1-24-25

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

For SBCCDTA:

Jamie Salyer

Date: 1.24.25

Jamie Salyer
SBCCDTA Lead Negotiator

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
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)

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
Compressed Calendar Days
April 11, 2025

WHEREAS, the District and the Association recognize moving to the compressed calendar created ten (10) workdays that need to be accounted for; and

WHEREAS, the compressed calendar has resulted in an increase in weekly instructional minutes taking away from prep time and grading that would typically happen during the current 17 week calendar.

IT IS THEREFORE AGREED THAT:

Instructional faculty will be allotted 3 days prior to each semester and 2 days after for independent work including but not limited to class preparation, grading, SLO's, Program Review, curriculum, development of OER and/or Canvas content, department or committee work as determined by the chair, cross departmental/intercollege work, training, advising or mentorship, technology or LMS Updates, and academic research and development, and coordination with Student Accessibility Services to review and process student accommodation requests prior to the start of the semester.

This one-time agreement shall not affect any future negotiations regarding work that will be completed during the ten (10) days. It is an interim measure designed to address immediate needs and will not set a precedent for future assignments.

For SBCCD:

Kristina Hannon
Kristina Hannon (Apr 11, 2025 11:52 PDT)

Date: 4/11/2025

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

For SBCCDTA:

Jamie Salyer
Jamie Salyer (Apr 11, 2025 11:54 PDT)

Date: 4/11/2025

Jamie Salyer
SBCCDTA Lead 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 18th 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)	Group 1	Group 2	Group 3
Based on Requirements in Placement Guidelines **	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)	Group 1	Group 2	Group 3
Based on Requirements in Placement Guidelines **	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:

Total Semester Hours	Hours of Compensation
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

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 9th day of May 2025.

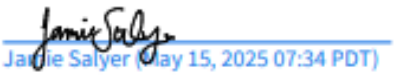
SBCCD



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

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
AB 1705 Task Force
June 4, 2025

WHEREAS: San Bernardino Valley College (SBVC) has established an AB 1705 Task Force to help shape and support equitable, effective practices aligned with the evolving needs of students in STEM and transfer pathways as AB1705 is implemented at SBVC and statewide.

IT IS THEREFORE AGREED THAT:

To support the time and responsibilities associated with these roles, the time commitment for the AB 1705 Task Force members will not exceed a combined total of 0.7 Full-Time Equivalent (FTE) each semester, with the allocation being the following:

- Mathematics Faculty = 0.2 FTE [7hrs per week]
- Science Faculty = 0.2 FTE [7hrs per week]
- English Faculty = 0.2 FTE [7hrs per week]
- Counseling Faculty = 0.1 FTE [3.5hrs per week]

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 December 24, 2025. The parties agree the reassigned time allocations will be reevaluated prior to the sunset date.

For SBCCD:

Kristina Hannon (Jun 4, 2025 14:28 PDT)

Date: 6/4/2025

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

For SBCCDTA:

Jamie Salyer

Jamie Salyer (Jun 12, 2025 12:59 PDT)

Date: 6/4/2025

Jamie Salyer
SBCCDTA Lead Negotiator

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Compensation for Large Lecture Sections
June 4, 2025

WHEREAS, the District and the Association agree that unless specified in other provisions of the bargaining agreement, sections may be stacked to expand offerings to students and to increase efficiency; and

WHEREAS, both parties agree that stacked classes are defined as two (2) or more section numbers which meet at the same time, in the same environment; and

WHEREAS, both parties agree to continue discussions regarding Article 13.C.2: Maximum Class Size;

IT IS THEREFORE AGREED THAT:

The parties agree to pilot a Large Lecture Stipend for the 2024-2025 Academic Year while negotiations continue. Effective Fall 2024, where sections are stacked such that the combined number of students exceeds the optimum class size, faculty will be compensated in accordance with the large lecture section compensation chart below:

Actual Enrollment at Census	Up to 1 Unit Lecture	2 Units Lecture	3 Units Lecture	4 Units Lecture	5+ Units Lecture
50-59	$275	$400	$525	$650	$775
60-69	$475	$800	$1125	$1450	$1775
65+	$800	$1450	$2100	$2750	$3400

Both parties agree to come together and meet to extend this MOU if a new process/compensation for stacked courses is not finalized by May 30, 2026.

For SBCCD:

Kristina Hannon (Jun 4, 2025 14:28 PDT)

Date: 6/4/2025

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

For SBCCDTA:

Jamie Salyer

Jamie Salyer (Jun 12, 2025 12:59 PDT)

Date: 6/4/2025

Jamie Salyer
SBCCDTA Lead Negotiator

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Full-Time Coaches
June 4, 2025

WHEREAS, the Parties recognize the non-instructional duties of Sports Coaches are not within the faculty service; and

WHEREAS, the District has determined the duties and responsibilities align more closely with the Professional Expert role rather than those covered under the SBCCDTA Bargaining Unit; and

WHEREAS, the Parties recognize that there are currently three (3) full-time faculty positions that perform these duties as part of their full-time faculty role;

IT IS THEREFORE AGREED THAT:

The District will no longer assign faculty coaching duties and responsibilities as part of their full-time faculty role; and

Effective July 1, 2025, the language regarding Assistant Coach Compensation will be removed from Appendix A-3 and will be replaced with the following:

Full-Time Head and Assistant Coach Compensation

A. Effective Fall Semester 2025, all full-time Head Coaches shall receive .6 reassigned time per semester when the sport is in-season and .4 per semester when the sport is off-season.

B. Effective Fall Semester 2025 all full-time Head Coaches shall receive a stipend of ten-thousand dollars ($10,000) per academic year, paid out in ten (10) equal payments throughout the academic year.

C. Effective Fall Semester 2025, all full-time Head coaches shall be compensated, in the event that a team makes playoffs, a stipend of one thousand dollars ($1,000) per week (not to exceed three (3) weeks) after the regular season has officially concluded.

For SBCCD:

Kristina Hannon (Jun 4, 2025 14:28 PDT) Date: 6/4/2024

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

For SBCCDTA:

Jamie Salyer (Jun 12, 2025 12:59 PDT) Date: 6/4/2024

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 Coaches
June 4, 2025

WHEREAS, the Parties recognize the non-instructional duties of Sports Coaches are not within the faculty service; and

WHEREAS, the District has determined the duties and responsibilities align more closely with the Professional Expert role rather than those covered under the SBCCDTA Bargaining Unit;

IT IS THEREFORE AGREED THAT:

Effective July 1, 2025, the language regarding Assistant and Head Coach Compensation will be removed from Appendix A-3, with the exception for current full-time head coaches who shall be addressed in a separate MOU; and

Part-time faculty who are also Head Coaches, and in good standing, shall be given first priority to teach associated instructional courses in their designated sport(s). If such assignment is declined, the offer will then go to the Assistant Coaches; and

Courses that are not assigned to the current Head or Assistant Coaches will be assigned based on the current Part-Time Seniority process; and

Professional Expert Coaching assignments are prioritized over Part-time Faculty teaching assignments that are connected to coaching duties. In the event that a coaching assignment concludes, the related teaching assignment(s) will also be concluded to maintain alignment and consistency across roles.

For SBCCD:

Kristina Hannon (Jun 4, 2025 14:28 PDT)

Date: 6/4/2024

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

For SBCCDTA:

Jamie Salyer

Jamie Salyer (Jun 12, 2025 12:59 PDT)

Date: 6/4/2024

Jamie Salyer
SBCCDTA Lead Negotiator

SBCCD Proposal
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
June 4, 2025

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 Personal for a discounted price at https://www.microsoft.com/en-us/workplace-discount-program.

IT IS THEREFORE AGREED THAT:

Part-time faculty who purchase a yearly subscription to the installed version of Microsoft Office 365 Personal are eligible for reimbursement, not to exceed $75.00 per year.

To be eligible for reimbursement:

- The faculty member must be actively employed by the District at the time of purchase.
- Only annual subscriptions will be reimbursed. Monthly plans will be reimbursed only after proof of full yearly payment is provided.

Reimbursement requests must be submitted using the designated District form, available on the District Wiki at: https://wiki.sbccd.edu/human-resources/documents/academic-forms/adjunct-faculty-reimbursement-form-microsoft-365.pdf

This MOU shall sunset June 30, 2026. Either party may request to negotiate or extend the terms of this MOU prior to the sunset date.

For SBCCD:

Kristina Hannon (Jun 4, 2025 14:28 PDT) Date: 6/4/2025

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

For SBCCDTA:

Jamie Salyer (Jun 12, 2025 12:59 PDT) Date: 6/4/2025

Jamie Salyer
SBCCDTA Lead Negotiator

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Participatory Governance Task Force (Fall 2025)
June 4, 2025

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 December 24, 2025. The parties agree the reassigned time allocations will be reevaluated prior to the sunset date.

For SBCCD:

Kristina Hannon (Jun 4, 2025 14:28 PDT)

Date: 6/4/2025

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

For SBCCDTA:

Jamie Salyer
Jamie Salyer (Jun 12, 2025 12:59 PDT)

Date: 6/4/2025

Jamie Salyer
SBCCDTA Lead Negotiator