

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

January 14, 2025

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").

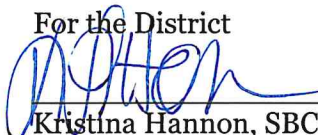
2024-2025 Salary

Effective July 1, 2024, the CSEA salary schedule will be amended to reflect the following:

- a. The six (6) step (A through F) salary schedule will be increased by four (4) additional steps to a ten (10) step (A through J) salary schedule as follows:
 - i. Five (5) percent between A through F; three (3) percent between steps F through J; and two and a half (2.5) percent between ranges; and
 - ii. Unit members shall advance to the next step on the salary schedule based on their current anniversary step/ increment date.
- b. The salary schedule will be increased by one percent (1) percent.

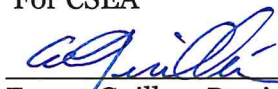
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll & Police Services

For CSEA



Ernest Guillen, President CSEA #291



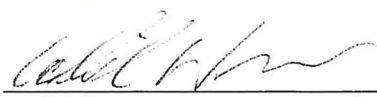
Cameron Kroetz, CSEA LRR



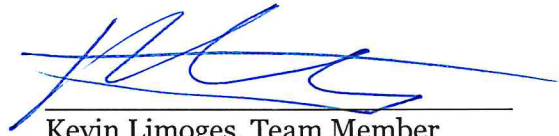
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Cedrick Wrenn, Team Member

A stylized, handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.

Kevin Limoges, Team Member

A handwritten signature in blue ink, appearing to read 'Yendis Battle' with a decorative flourish at the end.

Yendis Battle, Team Member

Classified Salary Schedule
Board Approved 08/08/24
Pending Board Approval 04/10/25

RANGE	POSITION	STEP									
		A	B	C	D	E	F	G	H	I	J
18		\$ 17.28	\$ 18.14	\$ 19.04	\$ 20.01	\$ 20.98	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.79
19	▪ Bookstore Customer Service Assistant	\$ 17.72	\$ 18.60	\$ 19.51	\$ 20.50	\$ 21.53	\$ 22.61	\$ 23.29	\$ 23.99	\$ 24.71	\$ 25.45
20	▪ Food Service Worker I	\$ 18.14	\$ 19.05	\$ 20.01	\$ 21.00	\$ 22.05	\$ 23.15	\$ 23.84	\$ 24.56	\$ 25.30	\$ 26.06
21	▪ Child Development Assistant	\$ 18.60	\$ 19.51	\$ 20.50	\$ 21.53	\$ 22.58	\$ 23.71	\$ 24.42	\$ 25.15	\$ 25.90	\$ 26.68
22		\$ 19.05	\$ 20.01	\$ 21.00	\$ 22.05	\$ 23.17	\$ 24.33	\$ 25.06	\$ 25.81	\$ 26.58	\$ 27.38
23	▪ Courier	\$ 19.52	\$ 20.50	\$ 21.54	\$ 22.60	\$ 23.76	\$ 24.95	\$ 25.70	\$ 26.47	\$ 27.26	\$ 28.08
24		\$ 20.03	\$ 21.05	\$ 22.10	\$ 23.21	\$ 24.37	\$ 25.59	\$ 26.36	\$ 27.15	\$ 27.96	\$ 28.80
25	▪ Lead Food Service Worker *	\$ 20.53	\$ 21.56	\$ 22.65	\$ 23.78	\$ 24.97	\$ 26.22	\$ 27.01	\$ 27.82	\$ 28.65	\$ 29.51
26	▪ P.E. & Athletic Equipment Specialist ▪ Sport Information Specialist ▪ Tool Room Specialist	\$ 21.05	\$ 22.10	\$ 23.21	\$ 24.35	\$ 25.57	\$ 26.85	\$ 27.66	\$ 28.49	\$ 29.34	\$ 30.22
27	▪ Bookstore Assistant ▪ Library Media Clerk ▪ Mail Clerk	\$ 21.57	\$ 22.67	\$ 23.78	\$ 24.99	\$ 26.22	\$ 27.53	\$ 28.36	\$ 29.21	\$ 30.09	\$ 30.99
28	▪ Aquatic Center Pool Attendant	\$ 22.11	\$ 23.22	\$ 24.38	\$ 25.59	\$ 26.87	\$ 28.21	\$ 29.06	\$ 29.93	\$ 30.83	\$ 31.75
29	▪ Administrative Clerk ▪ CDC Food Service Specialist ▪ Custodian	\$ 22.69	\$ 23.82	\$ 25.00	\$ 26.24	\$ 27.58	\$ 28.96	\$ 29.83	\$ 30.72	\$ 31.64	\$ 32.59
30	▪ Grounds Caretaker ▪ Student Services Technician I	\$ 23.23	\$ 24.40	\$ 25.61	\$ 26.90	\$ 28.25	\$ 29.66	\$ 30.55	\$ 31.47	\$ 32.41	\$ 33.38
31	▪ Book Buyer ▪ Payroll Assistant ▪ Purchasing Technician	\$ 23.82	\$ 25.00	\$ 26.24	\$ 27.58	\$ 28.95	\$ 30.40	\$ 31.31	\$ 32.25	\$ 33.22	\$ 34.22
32		\$ 24.41	\$ 25.63	\$ 26.93	\$ 28.28	\$ 29.68	\$ 31.16	\$ 32.09	\$ 33.05	\$ 34.04	\$ 35.06
33	▪ Administrative Assistant I ▪ Admissions and Records Technician ▪ Campus Safety Specialist ▪ Printing Operations Specialist	\$ 25.03	\$ 26.24	\$ 27.59	\$ 28.96	\$ 30.40	\$ 31.92	\$ 32.88	\$ 33.87	\$ 34.89	\$ 35.94
34	▪ Account Technician ▪ Grant Technician ▪ Library Technical Assistant I ▪ Maintenance Worker ▪ Student Services Technician II ▪ Warehouse Technician	\$ 25.63	\$ 26.93	\$ 28.28	\$ 29.68	\$ 31.18	\$ 32.74	\$ 33.72	\$ 34.73	\$ 35.77	\$ 36.84
35	▪ Assistant Bookstore Manager ▪ Child Development Teacher ▪ Lead Custodian * ▪ Lead Grounds Caretaker *	\$ 26.27	\$ 27.60	\$ 28.98	\$ 30.41	\$ 31.93	\$ 33.53	\$ 34.54	\$ 35.58	\$ 36.65	\$ 37.75
36	▪ Development Assistant	\$ 26.95	\$ 28.29	\$ 29.71	\$ 31.20	\$ 32.75	\$ 34.39	\$ 35.42	\$ 36.48	\$ 37.57	\$ 38.70
37	▪ Administrative Assistant II ▪ Library Technical Assistant II *	\$ 27.61	\$ 29.00	\$ 30.43	\$ 31.95	\$ 33.56	\$ 35.24	\$ 36.30	\$ 37.39	\$ 38.51	\$ 39.67
38	▪ Admissions and Records Specialist ▪ Broadcast Operator** ▪ Technology Support Technician ▪ Evidence and Records Technician ▪ Financial Aid Technician ▪ Senior Student Service Technician*	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.76	\$ 34.41	\$ 36.13	\$ 37.21	\$ 38.33	\$ 39.48	\$ 40.66
39	▪ Lab Assistant I - Aeronautics ▪ Lab Assistant I - Electricity/Electronics ▪ Lab Assistant I - Emergency Medical Services (EMS) ▪ Lead Child Development Teacher * ▪ Payroll Technician ▪ Senior Printing Operations Specialist *	\$ 29.03	\$ 30.47	\$ 32.01	\$ 33.59	\$ 35.29	\$ 37.05	\$ 38.16	\$ 39.30	\$ 40.48	\$ 41.69
40	▪ Financial Aid Specialist ▪ Broadcast Technician	\$ 29.74	\$ 31.24	\$ 32.78	\$ 34.43	\$ 36.15	\$ 37.96	\$ 39.10	\$ 40.27	\$ 41.48	\$ 42.72
41	▪ Administrative Assistant III ▪ Contracts Technician ▪ Job Developer ▪ Purchasing Agent ▪ Student Engagement Specialist	\$ 30.48	\$ 32.01	\$ 33.60	\$ 35.29	\$ 37.04	\$ 38.89	\$ 40.06	\$ 41.26	\$ 42.50	\$ 43.78

* Lead, Advanced, or Senior Level Classification

** Under Review

*** Only new positions, updated titles and range placements as designated by the 2021 Classification Study are retroactive to 08/01/17 effective date.

Classified Salary Schedule
Board Approved 08/08/24
Pending Board Approval 04/10/25

Effective: 07/01/24
 ***Revision Effective 08/01/17
 (See footer notes)
 [v. 3/18/2025.p.2|3]

RANGE	POSITION	STEP									
		A	B	C	D	E	F	G	H	I	J
42	- Academic Support Services Specialist - Accountant - Admissions and Record Coordinator * - Admissions and Record Evaluator - Dreamers Resource Center Coordinator - HVAC/R Technician - Laboratory Assistant II - Allied Health - Laboratory Assistant II - Art - Laboratory Assistant II - Culinary Arts - Laboratory Assistant II - Multimedia - Laboratory Assistant II - Welding - Maintenance Technician - Producer, Radio - Research Data Specialist - Schedule/ Catalog Data Specialist - Traffic Coordinator, TV - Veterans Services Coordinator	\$ 31.26	\$ 32.83	\$ 34.46	\$ 36.18	\$ 37.99	\$ 39.89	\$ 41.09	\$ 42.32	\$ 43.59	\$ 44.90
43	Curriculum Coordinator	\$ 32.04	\$ 33.62	\$ 35.31	\$ 37.08	\$ 38.93	\$ 40.88	\$ 42.11	\$ 43.37	\$ 44.67	\$ 46.01
44	- Graphic Specialist - Planetarium Production & Presentation Coordinator - Project Analyst - Senior Producer, Radio** - Telecommunications Engineer** - User Liaison	\$ 32.84	\$ 34.47	\$ 36.18	\$ 37.99	\$ 39.91	\$ 41.91	\$ 43.17	\$ 44.47	\$ 45.80	\$ 47.17
45	- Administrative Coordinator * - Development Coordinator - EOPS Coordinator - Financial Aid Coordinator * - Institutional Advancement Coordinator - Interpreting Services Specialist	\$ 33.66	\$ 35.34	\$ 37.11	\$ 38.95	\$ 40.92	\$ 42.97	\$ 44.26	\$ 45.59	\$ 46.96	\$ 48.37
46	- Basic Needs Coordinator - Coordinator, Outreach and Relations with Schools - Distance Education Systems Administrator - Environmental Health & Safety Specialist - Senior Accountant * - Senior Payroll Technician* - Student Services Coordinator	\$ 34.49	\$ 36.23	\$ 38.02	\$ 39.94	\$ 41.93	\$ 44.03	\$ 45.35	\$ 46.71	\$ 48.11	\$ 49.55
47	- Admissions & Records Lead Evaluator * - Lab Technician I - Biological Sciences - Lab Technician I - Computer Information - Lab Technician I - Geo-Science & Anthropology - Lab Technician I - Physics/Astronomy	\$ 35.35	\$ 37.12	\$ 38.99	\$ 40.95	\$ 42.99	\$ 45.14	\$ 46.49	\$ 47.88	\$ 49.32	\$ 50.80
48	- Alternative Media and Assistive Technology Specialist - Program/Content Coordinator, KVCR	\$ 36.26	\$ 38.05	\$ 39.95	\$ 41.99	\$ 44.07	\$ 46.27	\$ 47.66	\$ 49.09	\$ 50.56	\$ 52.08
49	Senior Maintenance Technician *	\$ 37.13	\$ 38.99	\$ 40.96	\$ 43.01	\$ 45.14	\$ 47.40	\$ 48.82	\$ 50.28	\$ 51.79	\$ 53.34
50	- Athletic Trainer - Laboratory Technician II - Anatomy & Physiology - Laboratory Technician II - Microbiology - Marketing & Communications Coordinator - KVCR/FNX - Producer/Director, TV - Program Coordinator ATTC** - Senior Theatre Arts Technical Support Specialist * - Technology Support Specialist I	\$ 38.07	\$ 39.96	\$ 42.00	\$ 44.08	\$ 46.27	\$ 48.58	\$ 50.04	\$ 51.54	\$ 53.09	\$ 54.68
51		\$ 39.00	\$ 40.98	\$ 43.03	\$ 45.19	\$ 47.44	\$ 49.81	\$ 51.30	\$ 52.84	\$ 54.43	\$ 56.06
52	Laboratory Technician III - Chemistry	\$ 39.98	\$ 42.01	\$ 44.12	\$ 46.30	\$ 48.61	\$ 51.04	\$ 52.57	\$ 54.15	\$ 55.77	\$ 57.44
53	Data Analyst	\$ 41.00	\$ 43.05	\$ 45.20	\$ 47.46	\$ 49.83	\$ 52.32	\$ 53.89	\$ 55.51	\$ 57.18	\$ 58.90
54	- Budget Analyst - Instructional Technology Specialist - Research Analyst - Student Services Technology Coordinator - Technology Support Specialist II - Web Developer	\$ 42.03	\$ 44.13	\$ 46.31	\$ 48.63	\$ 51.08	\$ 53.63	\$ 55.24	\$ 56.90	\$ 58.61	\$ 60.37
55		\$ 43.07	\$ 45.22	\$ 47.48	\$ 49.87	\$ 52.36	\$ 54.98	\$ 56.63	\$ 58.33	\$ 60.08	\$ 61.88

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RANGE	POSITION	STEP									
		A	B	C	D	E	F	G	H	I	J
56		\$ 44.15	\$ 46.34	\$ 48.65	\$ 51.11	\$ 53.65	\$ 56.33	\$ 58.02	\$ 59.76	\$ 61.55	\$ 63.40
57	• Systems Analyst • RF/ Microwave Engineer**	\$ 45.25	\$ 47.51	\$ 49.89	\$ 52.38	\$ 55.01	\$ 57.76	\$ 59.49	\$ 61.27	\$ 63.11	\$ 65.00
58		\$ 46.39	\$ 48.71	\$ 51.15	\$ 53.68	\$ 56.35	\$ 59.17	\$ 60.95	\$ 62.78	\$ 64.66	\$ 66.60
59		\$ 47.54	\$ 49.91	\$ 52.40	\$ 55.03	\$ 57.78	\$ 60.67	\$ 62.49	\$ 64.36	\$ 66.29	\$ 68.28
60		\$ 48.73	\$ 51.16	\$ 53.70	\$ 56.42	\$ 59.24	\$ 62.20	\$ 64.07	\$ 65.99	\$ 67.97	\$ 70.01
61		\$ 49.94	\$ 52.45	\$ 55.07	\$ 57.82	\$ 60.70	\$ 63.74	\$ 65.65	\$ 67.62	\$ 69.65	\$ 71.74
62		\$ 51.20	\$ 53.76	\$ 56.45	\$ 59.26	\$ 62.22	\$ 65.33	\$ 67.29	\$ 69.31	\$ 71.39	\$ 73.53
63	• Senior Programmer/Analyst * • Senior Research and Planning Analyst * • Senior Technology Support Specialist * • Senior Web Developer *	\$ 52.79	\$ 55.44	\$ 58.22	\$ 61.12	\$ 64.19	\$ 67.40	\$ 69.42	\$ 71.50	\$ 73.65	\$ 75.86
64		\$ 54.12	\$ 56.81	\$ 59.66	\$ 62.64	\$ 65.77	\$ 69.06	\$ 71.13	\$ 73.26	\$ 75.46	\$ 77.72
65		\$ 55.46	\$ 58.24	\$ 61.17	\$ 64.20	\$ 67.41	\$ 70.78	\$ 72.90	\$ 75.09	\$ 77.34	\$ 79.66
66		\$ 56.84	\$ 59.68	\$ 62.66	\$ 65.81	\$ 69.09	\$ 72.54	\$ 74.72	\$ 76.96	\$ 79.27	\$ 81.65

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