

**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**

**December 9, 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"), collectively referred to as "the Parties".

The District is reorganizing the KVCR Department at KVCR, District. Accordingly, both Parties agree to, as part of the reorganization, the following effects:

**I. Francisco Blanquet**

1. Effective January 1, 2026, Francisco Blanquet, Producer/Director, TV, Range 50 Step H, 8 hours/260-day work year in the KVCR Department at KVCR, District, will be reorganized into the classification of Manager, Production Range 14 Step D, 8 hours/260-day work year. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
2. The work performed by the Producer/Director, TV classification will stay within the unit. Additionally, the District will recruit for the vacant Producer/Director, TV position by following the process outlined in Article 15: Vacancies, Transfers, Voluntary Demotions, In-House or Promotional Only Recruitments of the CSEA Collective Bargaining Agreement.
3. The Parties agree that in accordance with Article 7: Pay and Allowance, specifically subsection 7.12: Working Out-of-Class, Francisco performed work out of their classification for five (5) or more working days within a fifteen (15) calendar day period; therefore, Francisco shall be compensated at Range 14, Step D effective July 1, 2025, through December 31, 2025, as Manager, Production.

**II. Richard Dulock**

1. Effective January 1, 2026, Richard Dulock, Program/Content Coordinator, KVCR, Range 48 Step G, 8 hours/260-day work year in the KVCR Department at KVCR, District, will be reorganized into the classification of Manager, Production Range 14 Step A, 8 hours/260-day work year. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
2. The work performed by the Program/Content Coordinator, KVCR classification will stay within the unit. Additionally, the District will recruit for the vacant Program/Content Coordinator, KVCR position by following the process outlined in Article 15: Vacancies, Transfers, Voluntary Demotions, In-house or Promotional Only Recruitments of the CSEA Collective Bargaining Agreement.
3. The Parties agree that in accordance with Article 7: Pay and Allowance, specifically subsection 7.12: Working Out-of-Class, Richard performed work out of their classification for five (5) or more working days within a fifteen (15) calendar day period; therefore, Richard shall be compensated at Range 14, Step A effective July 1, 2025, through December 31, 2025, as Manager, Production.

It is further understood that this agreement is unique and shall not set precedence for further requests or situations and shall in no way be construed as a waiver, expressed or implied, of the Association's rights to negotiate on any and all matters within the scope of representation set forth in the Educational Employment Relations Act.

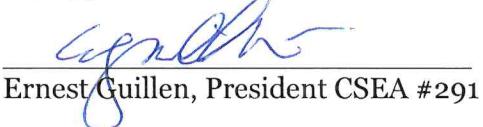
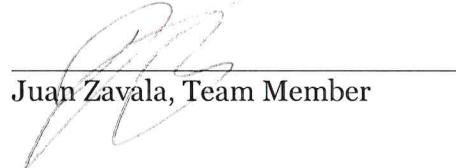
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



Kristina Hannon, SBCCD  
Vice-Chancellor, Human Resources,  
Payroll, Police Services and Health and  
Safety Administration

For CSEA

  
Ernest Guillen, President CSEA #291  
Cameron Kroetz, CSEA LRR  
Diana Vaichis, Team Member  
Yendis Battle, Team Member  
Juan Zavala, Team Member  
Aida Gil, Team Member