MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Temporary Employment Agreement with EDCT
July 7, 2025

WHEREAS, the Economic Development and Corporate Training (EDCT) provides not-for-credit instructional programs to serve the community; and

WHEREAS, such assignments are outside the scope of the San Bernardino Community College District Teachers Association (SBCCDTA) bargaining unit; and

WHEREAS, EDCT desires to offer opportunities for faculty to participate in these assignments;

IT IS THEREFORE AGREED THAT:

The purpose of this Memorandum of Understanding (MOU) is to outline the terms and conditions under which full-time faculty member **Miguel Ortiz** will engage in a temporary, not-for-credit assignment within the District.

1. **Assignment**: Uniquely Abled Summer Cohort
2. **Dates**: June 2, 2025 – August 7, 2025
3. **Stipend**: $26,320.32

This assignment is temporary in nature and shall not impact the faculty member's permanent status, classification, or seniority within the District.

The parties agree to negotiate and establish a formal process for Temporary Employment Agreements for work that falls outside the scope of the SBCCDTA, prior to offering any similar assignments in the future.

For SBCCD:

Kristina Hannon (Jul 7, 2025 09:59 PDT)

Date: 7/7/2025

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

For SBCCDTA:

Jamie Salyer (Jul 20, 2025 22:19 PDT)

Date: 7/7/2025

Jamie Salyer
SBCCDTA Lead Negotiator

Memorandum Of Understanding
By and Between The
San Bernardino Community College District Teachers Association
And
San Bernardino Community College District

LA84 GRANT (SBVC)
Fall 2025 through Spring 2026

This Memorandum of Understanding ("MOU") is entered by and between the San Bernardino Community College District Teachers Association (Association), And The San Bernardino Community College District ("District")
Collectively "The Parties"

WHEREAS, Article 13.B.5 of the collective bargaining agreement defines a "Grant" as any externally funded project that impacts bargaining unit members' hours, wages, and working conditions; and

WHEREAS, the SBVC Foundation has been awarded the LA84 Grant that requires faculty participation and duties directly related to the objectives of coordinating athletic clinics at schools within the area and organizing participation of students and coaches to support those clinics; and

WHEREAS, two (2) faculty members whose content knowledge and expertise are pertinent to the grant have been identified to coordinate and perform work associated with the implementation and administration of the project during Fall 2025 and Spring 2026; and

WHEREAS, such duties are to be performed outside of the regular contractual workload and therefore constitute compensated grant-related assignments under Article 13.B.5;

THEREFORE, the District and the Association agree as follows:

Personnel and compensation assigned to the LA84 Grant are as follows:

- Grant Manager: Michael Layne (Manager)
  - No Compensation
- Project Lead: Curtis Goss (Full-time faculty member)
  - $5,000 at the end of Fall 2025
  - $5,000 at the end of Spring 2026
- Project Lead: Kenneth Lawler (Full-time faculty member)
  - $5,000 at the end of Fall 2025
  - $5,000 at the end of Spring 2026

Additional athletic coaches may also participate in the implementation of grant activities, subject to prior approval by the Grant Manager.

Approved individuals shall be compensated from grant funds in accordance with District policies, procedures, and applicable collective bargaining provisions.

SBCCD

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

Date: 10/24/2025

SBCCDTA

Jamie Salyer, SBCCDTA Chief Negotiator

Date: 10/24/2025

Memorandum Of Understanding
By and Between The
San Bernardino Community College District Teachers Association
And
San Bernardino Community College District

LA84 GRANT (SBVC)
Cancellation

This Memorandum of Understanding ("MOU") is entered by and between the
San Bernardino Community College District Teachers Association (Association), And The
San Bernardino Community College District ("District")
Collectively "The Parties"

WHEREAS, Article 13.B.5 of the collective bargaining agreement defines a "Grant" as any externally funded project that impacts bargaining unit members' hours, wages, and working conditions; and

WHEREAS, the SBVC Foundation was awarded the LA84 Grant that required faculty participation and duties directly related to the objectives of coordinating athletic clinics at schools within the area and organizing participation of students and coaches to support those clinics; and

WHEREAS, the LA84 Grant and associated work were subsequently cancelled, and faculty shall be compensated for work already performed;

THEREFORE, this MOU supersedes the MOU signed on October 24, 2025 and the District and the Association agree to compensate the faculty members as follows:

- Project Lead: Curtis Goss (Full-time faculty member)
  - $1,250
- Project Lead: Kenneth Lawler (Full-time faculty member)
  - $1,250
- Mary Lawler (Part-time faculty member)
  - $750

SBCCD

Kristina Hannon (Nov 19, 2025 20:18:15 PST)

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

Date: 11/14/2025

SBCCDTA

Jamie Salyer

Jamie Salyer (Nov 21, 2025 09:34:30 PST)

Jamie Salyer, SBCCDTA Chief Negotiator

Date: 11/14/2025

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Faculty Lead Distance Education (Spring 2026)
November 14, 2025

WHEREAS: Implementation of changes to Title II of the ADA and RSI training will create an increase in workload; and

WHEREAS: San Bernardino Valley College (SBVC), hereafter referred to as "the College," has established a need to increase the reassigned time for the Distance Education (DE) Faculty Lead for Spring 2026;

IT IS THEREFORE AGREED THAT:

The time commitment for the DE Faculty Lead will be adjusted from .8 in Fall 2025 to 1.0 for Spring 2026.

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 on the last day of Spring 2026. The parties agree the reassigned time allocations will be reevaluated prior to the sunset date.

For SBCCD:

Kristina Hannon (Nov 19, 2025 20:18:38 PST) Date: 11/14/2025

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

For SBCCDTA:

Jamie Salyer
Jamie Salyer (Nov 22, 2025 08:39:17 PST) Date: 11/14/2025

Jamie Salyer
SBCCDTA Lead Negotiator

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Faculty Leads
November 14, 2025

WHEREAS: Crafton Hills College (CHC), hereafter referred to as "the College," has established a need to assign Faculty Leads to upcoming programs;

IT IS THEREFORE AGREED THAT:

The time commitment for the Faculty Leads will be as follows:

- Faculty Lead: Course Outline of Record (COR) .2 for Spring 2026
- Faculty Lead: Dual Enrollment .2 for Spring 2026, Fall 2026, and Spring 2027

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.

Reassigned time allocations will be re-evaluated by the end of Spring 2026.

For SBCCD:

Kristina Hannon (Nov 19, 2025 20:17:52 PST)

Date: 11/14/2025

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

For SBCCDTA:

Jamie Salyer
Jamie Salyer (Nov 22, 2025 08:39:56 PST)

Date: 11/14/2025

Jamie Salyer
SBCCDTA Lead Negotiator

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Faculty Leads (Spring 2026 through Spring 2027)
November 14, 2025

WHEREAS: San Bernardino Valley College (SBVC), hereafter referred to as "the College," has established a need to assign Faculty Leads to upcoming programs;

IT IS THEREFORE AGREED THAT:

The time commitment for the Faculty Leads will be as follows:

- Faculty Lead: Student Life .5
- Faculty Lead: IDEAA .5
- Faculty Lead: Dual Enrollment 1.0

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 on the last day of Spring 2027. The parties agree the reassigned time allocations will be reevaluated prior to the sunset date.

For SBCCD:

Kristina Hannon (Nov 19, 2025 20:17:27 PST)

Date: 11/14/2025

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

For SBCCDTA:

Jamie Salyer (Nov 22, 2025 08:40:39 PST)

Date: 11/14/2025

Jamie Salyer
SBCCDTA Lead Negotiator

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
AB 1705 Task Force (Spring 2026)
December 12, 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 May 29, 2025. The parties agree the reassigned time allocations will be reevaluated prior to the sunset date.

For SBCCD:

Kristina Hannon (Jan 15, 2026 20:51:47 PST)

Date: 12/12/2025

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

For SBCCDTA:

Jamie Salyer (Jan 16, 2026 09:47:34 PST)

Date: 12/12/2025

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 (Spring 2026 and Fall 2026)
December 12, 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, 2026. The parties agree the reassigned time allocations will be reevaluated prior to the sunset date.

For SBCCD:

Kristina Hannon (Jan 15, 2026 20:51:17 PST) Date: 12/12/2025
Kristina Hannon
Vice Chancellor, Human Resources & Police Services,
SBCCD Lead Negotiator

For SBCCDTA:

Jamie Salyer
Jamie Salyer (Jan 16, 2026 09:48:41 PST) Date: 12/12/2025
Jamie Salyer
SBCCDTA Lead Negotiator

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Commencement Day – San Bernardino Valley College
February 9, 2026

The purpose of this MOU is to clarify the commencement day for San Bernardino Valley College (SBVC) and the impact to faculty.

WHEREAS: The District and Association recognize that Commencement Day is a paid workday where faculty are present to support Commencement; and

WHEREAS: The District and Association recognize that SBVC will be celebrating its Centennial in 2026; and

WHEREAS: The District and Association recognize the Centennial is a special occasion, and the need to have commencement on Saturday, May 16th is an exception for 2026;

IT IS THEREFORE AGREED THAT:

Full-time faculty at Valley will have independent work on Friday, May 15th, 2026, the original board approved commencement day.

Full-time faculty at Valley may voluntarily participate in Commencement on Saturday, May 16th, 2026.

Full-time faculty who do not attend Commencement on May 16th will not be required to use sick leave nor get permission from the President/Chancellor.

For SBCCD:

Kristina Hannon (Feb 10, 2026 14:48:54 PST)

Date: 2/09/2026

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

For SBCCDTA:

Jamie Salyer (Feb 17, 2026 12:05:15 PST)

Date: 2/09/2026

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 College Nurse (SBVC) to a Management Position

WHEREAS, the Parties recognize the evolving scope and administrative complexity of student health services and the need for leadership beyond the traditional role of a College Nurse or Faculty Coordinator, Health Services; and

WHEREAS, the District has determined that the responsibilities assigned to the current SBVC College Nurse position have expanded to include significant management, supervisory, and programmatic functions more appropriately aligned with a management classification; and

WHEREAS, the Parties acknowledge the importance of maintaining a clear distinction between bargaining unit positions and management roles;

NOW, THEREFORE, the Parties agree as follows:

Effective 2/13/2026, the College Nurse position shall be removed from the applicable bargaining unit, and the duties of a nurse will be classified under professional experts.

The remaining College nurse at SBVC will be reclassified into a management position titled Director of Student Health Services.

The Director of Student Health Services may continue to perform professional health-related duties consistent with licensure, as appropriate to the position.

The Director of Student Health Services shall be compensated in accordance with the District's management salary schedule and will be eligible for benefits consistent with other management personnel.

The Parties acknowledge that this change removes the College Nurse and Coordinator, Health Services positions from the SBCCDTA bargaining unit and, as such, the position shall no longer be subject to the collective bargaining agreement.

For SBCCD:

Kristina Hannon (Feb 23, 2026 17:56:26 PST)

Date: 2/9/2026

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

For SBCCDTA:

Jamie Salyer

Jamie Salyer (Feb 24, 2026 10:56:29 PST)

Date: 2/9/2026

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 Compensation for Course Accessibility Work
April 24, 2026

WHEREAS: Federal and state accessibility laws require instructional materials to be accessible to all students, and

WHEREAS: In April 2024, the U.S. Department of Justice issued a new rule under Title II of the Americans with Disabilities Act (ADA) requiring that all digital content provided by public institutions meet Web Content Accessibility Guidelines (WCAG) 2.1 Level AA, with a compliance date of April 26, 2027, and

WHEREAS: The District is committed to ensuring that all courses utilizing Canvas or other District-supported digital instructional platforms, including online, hybrid, and face-to-face courses that incorporate digital instructional content, meet applicable accessibility standards, and

WHEREAS: Part-time faculty, including instructional and non-instructional part-time faculty, contribute to accessibility by performing work to ensure that digital content is accessible, including but not limited to updating documents, webpages, instructional materials, and student-facing resources, and

IT IS THEREFORE AGREED THAT:

Part-time faculty shall be compensated for accessibility-related work at a rate of two (2) hours per every one (1) unit for up to seven (7) non-instructional hours per unique course made fully accessible and verified as 100% compliant for courses successfully taught during spring 2026 semester, summer 2026 term, and fall 2026 semester.

A "unique course" is defined as a distinct course preparation. Compensation shall be paid once per unique course, regardless of the number of sections taught. *Example:* A part-time faculty member assigned to teach two (2) sections of PSYCH 100, a three (3) unit course, shall receive compensation for six (6) hours. A part-time faculty member assigned to teach PSYCH 100 and PSYCH 110 shall receive compensation for twelve (12) hours.

Part-time faculty teaching face-to-face courses that incorporate digital instructional content must obtain approval from their manager for each course for which compensation will be sought prior to undertaking accessibility remediation work.

Part-time faculty who are actively employed by the District and who are assigned to teach during the spring 2026 semester, summer 2026 term, fall 2026, and spring 2027 semesters shall be eligible for compensation under this MOU.

Eligibility for compensation under this MOU shall apply only to courses that utilize Canvas for instructional purposes.

The compensation shall be paid only upon full completion of required accessibility remediation. Federal law requires 100% compliance; therefore, compensation shall be contingent upon verification that the course meets applicable accessibility standards in full.

Verification of completed accessibility work shall be demonstrated through a UDOIT report generated from Canvas confirming that the course content is 100% accessible in accordance with WCAG 2.1 Level AA standards.

The hours may be used at the part-time faculty member's discretion for remediation activities and/or accessibility-related training necessary to achieve full compliance.

Time sheets/Professional Development form shall be submitted to the direct supervisor no later than the end of the semester in which the accessibility work is completed.

This MOU shall sunset at the conclusion of the Spring 2027 semester unless extended by mutual written agreement. Either party may request to negotiate or extend the terms of this MOU prior to the sunset date.

For SBCCDTA:

Jamie Salyer

Jamie Salyer (Apr 30, 2026 06:02:51 PDT) Date:

Jamie Salyer
SBCCDTA Lead Negotiator

For SBCCD:

Kristina Hannon (Apr 30, 2026 07:32:09 PDT) Date:

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

MEMORANDUM OF UNDERSTANDING
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
Part-Time Faculty Compensation for Regular and Substantive Interaction (RSI) Training
April 24, 2026

WHEREAS: the District is committed to ensuring compliance with accreditation standards established by the Accrediting Commission for Community and Junior Colleges (ACCJC), including requirements related to Regular and Substantive Interaction (RSI) in online instruction; and

WHEREAS: the District will undergo a review of online course sections in Fall 2026 to assess compliance with RSI requirements; and

WHEREAS: the District has determined that RSI training is necessary to support faculty in meeting these requirements and to promote consistent, equitable, and student-centered online instruction; and

WHEREAS: the District has identified specific in-person RSI training sessions to be offered between April 27, 2026 and May 19, 2026; and

WHEREAS: the parties recognize the difference between full-time and part-time faculty obligations and compensation related to required training;

IT IS THEREFORE AGREED THAT:

Part-Time Faculty assigned to teach one or more classes that are one hundred percent (100%) online during the Fall 2026 semester shall attend one District-designated Regular and Substantive Interaction (RSI) training session.

Part-time faculty who attend one required RSI training session shall be compensated for four (4) hours, at the non-teaching hourly rate.

Part-Time faculty will not be required to submit any additional documentation to receive payment. Each campus will submit a list of part-time faculty who attended the training to payroll for payment processing on the next available payroll cycle.

For SBCCDTA:
Jamie Salyer
Jamie Salyer (Apr 30, 2026 06:03:50 PDT) Date:
Jamie Salyer
SBCCDTA Lead Negotiator

For SBCCD:
Kristina Hannon (Apr 30, 2026 07:32:45 PDT) Date:
Kristina Hannon
Vice Chancellor, Human Resources & Police Services,
SBCCD 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 2026-2027 plan year (October 1, 2026 – September 30, 2027), the benefit cap shall be as follows:

1. Medical plan only: $20,064.00
    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 Premier HMO (+$116.40)
        iv. Anthem Blue PPO Low (+$366.00)
        v. Anthem Blue PPO (+$655.20)
        vi. Kaiser Low HMO $30 Co-Pay (+$201.60)
        vii. Kaiser High HMO $15 Co-Pay (+$236.40)

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 (+$63.74)

    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 2026-2027 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 2026-2027 plan year (October 1, 2026 – September 30, 2027).

This Agreement is made and entered into this 24th day of April 2026.

SBCCD

Kristina Hannon (May 15, 2026 14:13:02 PDT)

Date: _____

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

SBCCDTA

Jamie Salyer

Jamie Salyer (May 15, 2026 14:10:41 PDT)

Date: _____

Jamie Salyer, SBCCDTA Chief Negotiator