

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 (Feb 24, 2026 10:56:29 PST) Date: 2/9/2026
Jamie Salyer
SBCCDTA Lead Negotiator