

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

June 16, 2026

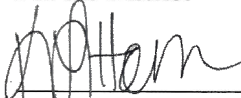
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the Management Out-of-Class assignment for Gabriel Martinez Lazaro, Senior Research & Planning Analyst, to the Acting Dean, Research, Planning and Institutional Effectiveness with Grants Oversight, San Bernardino Valley College, under the following stipulations:

1. The length of the assignment will be July 1, 2026 through September 30, 2026, or until the Employee or management makes a decision to end the assignment. The Employee began working out of class on August 20, 2025, as Acting Dean, Research, Planning and Institutional Effectiveness with Grants Oversight.
2. The Employee will be compensated from the Management Salary Schedule Range 23, Step A.
3. The Parties agree that the Employee, while performing the Out-of-Class Managerial assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA; however, the Employee will be ineligible to receive the following special compensation: shift differential or bilingual/bi-literate during the length of Out-of-Class service.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the Out-of-Class Managerial assignment, as the Acting Dean, Research, Planning and Institutional Effectiveness with Grants Oversight or be evaluated during this Out-of-Class Managerial service.
5. Upon completion of the Out-of-Class Managerial assignment, the Employee shall return to their regular classified position as the Senior Research & Planning Analyst.
6. The Parties agree that during the Out-of-Class Managerial assignment, the Employee's seniority as the Senior Research & Planning Analyst will continue to accrue, and the Out-of-Class Managerial assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class Managerial assignment of Gabriel Martinez Lazaro.

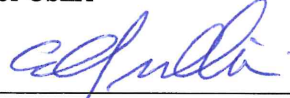
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

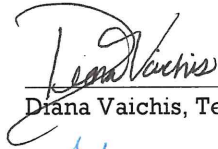
For CSEA



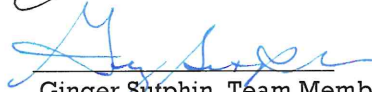
Ernest Guillen, President CSEA #291



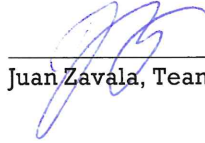
Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Ginger Sutphin, Team Member



Juan Zavala, Team Member



Aida Gil, Team Member