

**TENTATIVE AGREEMENT
BETWEEN
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
April 18, 2025**

This Tentative Agreement is entered into this 18th day of April 2025 between the San Bernardino Community College District Teachers Association (hereafter, the Association) and the San Bernardino Community College District (hereafter, the District). All terms and conditions of the Collective Bargaining Agreement (hereafter, AGREEMENT) between the Association and the District shall remain in full force with the following exceptions:

Article 10: Wages, new salary schedules Appendix A-1 and A-2 (attached)

Article 11: Health and Welfare Benefits

Article 13: Workload, service to the district, paragraph three (3) and four (4) under Article 13 Workload, section B.

Article 29: DURATION OF AGREEMENT

List of New Appendix Items

(N/A)

Replace Appendix Items

Appendix A-1: Faculty Salary Schedule (attached)

Appendix A-2: Compensation Schedule for All Hourly Work (attached)

Remove Appendix Items

(N/A)

For SBCCD

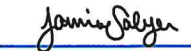


Kristina Hannon (Apr 19, 2025 13:15 PDT)

Date: 4/18/2025

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

For SBCCDTA



Jamie Salyer (Apr 19, 2025 13:13 PDT)

Date: 4/18/2025

Jamie Salyer, SBCCDTA Chief Negotiator

**TENTATIVE AGREEMENT
BETWEEN
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
Article 10: Wages**

WHEREAS: The District is mindful of Appendix A, Objective #1 of the Agreement and will continue efforts to move the full-time faculty salary schedule to the median salary of the agreed upon comparative community college districts by the end of the fiscal year 2021 – 2022 using current (2021 or the most current) comparison college districts' data. If at any time, the District determines it is fiscally unable to fulfill this commitment based on state budget, enrollment and other factors, it will demand to bargain,

WHEREAS; it is reasonable to expect that fair compensation comparisons can be made using current salary schedules from each district,

WHEREAS; San Bernardino Community College District full time faculty are on average 17.42% below the median based on the agreed upon cells,

WHEREAS; part time faculty are behind the median by 11.10% for instructional faculty and 5.42% for non-instructional faculty,

WHEREAS: Parity for part-time instructors has been a concern for both the Association and the District as described in Appendix A1 Objective #4, Restructure the part-time faculty salary schedule to enhance the overall competitiveness of the part-time faculty salaries and move toward parity, and

WHEREAS, To attract and retain the most qualified candidates we need to offer wages for both full and part-time faculty to be competitive with our comparison colleges.

IT IS THEREFORE AGREED THAT:

A. A multi-year proposal will be implemented to bring faculty to median.

a. Full-time Faculty

- i. 2024/2025 - 1% increase effective July 1, 2024
- ii. 2025/2026 - 2% increase and adjust the percentages between rows (rows 1 - 10 to 3.5%, row 11 to 3%, row 12 to 2.5%, and rows 13 -21 to 1%)-effective July 1, 2025.
- iii. 2026/2027 - Negotiate adjustments to various areas using the value of a 3% increase effective July 1, 2026

b. Part-time Faculty

- i. 2024/2025 – Four (4) hours of compensation at the non-instructional rate for District mandated training in addition to the 1% increase effective July 1, 2024, which was previously negotiated and applied.
- ii. 2025/2026 - 3% increase, effective July 1, 2025.
- iii. 2026/2027 - Negotiate adjustments to various areas using the value of a 3% increase effective July 1, 2026

- B. The District and SBCCDTA acknowledge the need for a comprehensive plan to bring faculty salaries to the median. Both parties have agreed to continue working on wages and part-time compensation for mandated training throughout the duration of the agreement. The goal is to develop a plan that addresses bringing faculty salaries up to the median and to create a unified salary schedule for both full-time and part-time faculty.

For SBCCD:



Kristina Hannon (Apr 19, 2025 13:15 PDT)

Date: 3/14/2025

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

For SBCCDTA:



Jamie Salyer (Apr 19, 2025 13:13 PDT)

Date: 3/14/2025

Jamie Salyer
SBCCDTA Lead Negotiator

**TENTATIVE AGREEMENT
BETWEEN
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
Article 11: Health and Welfare Benefits**

IT IS THEREFORE AGREED THAT:

The following language will replace the current language in Article 11.

- A. The District shall fully fund the least expensive health and welfare plan for each full-time unit member. Individual unit members shall have the option to select health plans offered by the District during open enrollment and shall be responsible for the cost differential between the plans. The benefit cap shall be listed in the Appendix.
- B. 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 the unit member.
- C. Upon receipt of notice by the District that the premiums are expected to increase in an amount which may change, the District shall notify SBCCDTA of such expected increase. Upon receipt of notice of the actual amount of any increase, the District shall notify unit members of the amount of the actual increase and the effective date of such increase.
- D. The District and the Association agree to continue to address the goal of providing health and welfare benefits to part-time bargaining unit members as Objective #7 in Appendix A.

The District shall offer a medical and dental plan for part-time bargaining unit members each year.

For SBCCD:



Kristina Hannon (Apr 19, 2025 13:15 PDT)

Date: 4/18/2025

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

For SBCCDTA:



Jamie Salyer (Apr 19, 2025 13:13 PDT)

Date: 4/18/2025

Jamie Salyer
SBCCDTA Lead Negotiator

**TENTATIVE AGREEMENT
BETWEEN
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
Article 13: Workload**

WHEREAS, the campus committees have been reorganized and faculty participation is essential to campus committees.

IT IS THEREFORE AGREED THAT:

This language will replace paragraph three (3) and four (4) under Article 13 Workload, section B. Workweek/Workday, 1. All Full-Time Faculty, as the association and the district negotiate the remaining language in Article 13: Workload.

The District and the Association recognize the professional nature of the work (as defined by Labor Code) performed by the faculty members and agree that full-time faculty shall be available at the District facilities for an additional five (5) hours per week beyond the assigned student contact hours, non-student contact hours, and office hours (pro-rated for less than full-time faculty) to perform required responsibilities. All faculty are required to serve on academic senate or committees as appointed by the academic senate, as a part of their assignment.

All semester-end documentation (grade submission, SLO/SAO data collection, and professional development reporting) must be completed within 5 days of the class ending or based on the grade submission date indicated by Admissions and Records, whichever is sooner.

For SBCCD:



Kristina Hannon (Apr 19, 2025 13:15 PDT)

Date: 4/18/2025

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

For SBCCDTA:



Jamie Salyer (Apr 19, 2025 13:13 PDT)

Date: 4/18/2025

Jamie Salyer
SBCCDTA Lead Negotiator

**TENTATIVE AGREEMENT
BETWEEN
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION
AND
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
Article 29: Duration of Agreement**

This Agreement shall remain in full force and effect until June 30, 2028. The District and the Association shall reopen Article 10: Wages and Article 11: Health and Welfare Benefits and related appendices in each year of the Agreement. The Association and/or the District may elect to open two (2) additional articles each year. In addition, the District and the Association agree to continue working on Article 4: Dues Deductions, Article 13: Workload, and Article 16: Evaluations.

The Tentative Agreement was reached on 4/18/2025.

For SBCCD:



Kristina Hannon (Apr 19, 2025 13:15 PDT)

Date: 4/18/2025

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

For SBCCDTA:



Jamie Salyer (Apr 19, 2025 13:13 PDT)

Date: 4/18/2025

Jamie Salyer
SBCCDTA Lead Negotiator

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT TEACHERS ASSOCIATION
AND SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
APPENDIX A-1: Faculty Salary Schedule
April 13, 2025**

IT IS THEREFORE AGREED THAT:

The per diem chart on page 2 of this document will replace APPENDIX A-1: Faculty Salary Schedule.

For SBCCD:



Kristina Hannon (Apr 19, 2025 13:15 PDT)

Date: 4/18/2025

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

For SBCCDTA:



Jamie Salyer (Apr 19, 2025 13:13 PDT)

Date: 4/18/2025

Jamie Salyer
SBCCDTA Lead Negotiator

Academic Salary Schedule 2025-2026

step	Column						
	C	D	E	F	G	H	I
1	411.14	425.53	440.44	455.84	471.80	488.30	505.40
2	425.53	440.44	455.84	471.80	488.30	505.40	523.09
3	440.44	455.84	471.80	488.30	505.40	523.09	541.41
4	455.84	471.80	488.30	505.40	523.09	541.41	560.35
5	471.80	488.30	505.40	523.09	541.41	560.35	579.96
6	488.31	505.39	523.09	541.40	560.36	579.96	600.26
7	505.40	523.08	541.40	560.35	579.97	600.26	621.27
8	523.09	541.39	560.35	579.96	600.27	621.27	643.01
9	541.40	560.34	579.96	600.26	621.28	643.01	665.52
10	560.35	579.95	600.26	621.27	643.02	665.52	688.81
11	577.16	597.35	618.27	639.91	662.31	685.49	709.47
12	591.59	612.28	633.73	655.91	678.87	702.63	727.21
13	597.51	618.40	640.07	662.47	685.66	709.66	734.48
14	603.49	624.58	646.47	669.09	692.52	716.76	741.82
15	609.52	630.83	652.93	675.78	699.45	723.93	749.24
16	615.62	637.14	659.46	682.54	706.44	731.17	756.73
17	621.78	643.51	666.05	689.37	713.50	738.48	764.30
18	628.00	649.95	672.71	696.26	720.64	745.86	771.94
19	634.28	656.45	679.44	703.22	727.85	753.32	779.66
20	640.62	663.01	686.23	710.25	735.13	760.85	787.46
21	647.03	669.64	693.09	717.35	742.48	768.46	795.33

1% increase for 2024-2025, 2% increase for 2025-2026, and step stratification, effective 7/1/2025

See Placement Guidelines for details. Highest initial placement is Step 8.

This shall be the new per diem rate used to calculate annual salary for faculty. Annual salary shall be calculated by multiplying the per diem rate by the number of workdays (175 for instructional, 198 for non-instructional, or 219 for coordinator).

* Both sides agree to disregard rounding calculations that are less than or equal to \$2

**Memorandum of Understanding
By and Between
San Bernardino Community College District Teachers Association
And San Bernardino Community College District
APPENDIX A-2: Compensation Schedule for All Hourly Work
April 13, 2025**

IT IS THEREFORE AGREED THAT:

The following language shall replace the current language in APPENDIX A-2: Compensation Schedule for All Hourly Work.

**APPENDIX A-2: Compensation Schedule for All Hourly Work
Effective July 1, 2025**

PT Hourly and FT Overload Rates*			
Assignment	Rate		
FT/PT Non-teaching Agreements PT Professional Development	\$ 57.89		
Non-Instructional Faculty (counselors, librarians, health center nurses, and nonteaching overload for coordinators and faculty leads) Based on Requirements in Placement Guidelines **	Group 1	Group 2	Group 3
	C	D-H	I
Step 1	\$ 63.70	\$ 66.01	\$ 68.33
Step 2	\$ 66.01	\$ 68.33	\$ 70.65
Step 3	\$ 68.33	\$ 70.65	\$ 72.97
Step 4	\$ 70.65	\$ 72.97	\$ 75.27
Instructional Faculty (lab/lecture/clinical/non-credit) Based on Requirements in Placement Guidelines **	Group 1	Group 2	Group 3
	C	D-H	I
Step 1	\$ 79.92	\$ 82.22	\$ 84.54
Step 2	\$ 82.22	\$ 84.54	\$ 86.87
Step 3	\$ 84.54	\$ 86.87	\$ 89.18
Step 4	\$ 86.87	\$ 89.18	\$ 91.49

Faculty in all groups shall be required to work (in any faculty capacity) for 2 consecutive semesters. If there is no break in service, the following shall be applied:

STEP 1: Semesters 1 and 2
STEP 2: Semesters 3 and 4
STEP 3: Semesters 5 and 6
STEP 4: Semesters 7 and beyond

If there is a break in service for adjunct (part-time) faculty of no more than two (2) consecutive semesters, the unit member shall maintain their Step but will start with semester 1. (This aligns with the seniority list).

If class is cancelled, the part-time bargaining unit members shall be paid a maximum of four (4) hours or for the first class meeting, whichever is less. If the lecture and lab occur on the same day, bargaining unit members shall be paid a maximum of four (4) hours for the lecture and a maximum of four (4) hours for the lab or for the first class meeting of each, whichever is less. Short-term and/or intensive classes will be pro-rated according to the schedule below:

<u>Total Semester Hours</u>	<u>Hours of Compensation</u>
16 or less	1
17 – 32	2
33 – 48	3
49 or more	4

*Faculty shall be placed on their appropriate Step and Column based on education and existing length of service at SBCCD

**Columns C through I guidelines are found in Article 13.J. (Salary Schedule Placement Guidelines).

For SBCCD:



Kristina Hannon (Apr 19, 2025 13:15 PDT)

Date: 4/18/2025

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

For SBCCDTA:



Jamie Salyer (Apr 19, 2025 13:13 PDT)

Date: 4/18/2025

Jamie Salyer
SBCCDTA Lead Negotiator