

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

September 10, 2024

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 San Bernardino Community College District ("District") and the California School Employees Association agrees that the following articles were negotiated during the 2023-2026 Successor Negotiations:

- Preamble
- Article 6: Hours of Work and Overtime
- Article 7: Pay and Allowances
- Article 9: Layoff and Reemployment
- Article 12: Holidays
- Article 13: Evaluation Procedure
- Article 14: Leaves
- Article 15: Vacancies, Transfers, Voluntary Demotions, In-House or Promotional Only Recruitments
- Article 16: Personnel
- Article 17: Progressive Discipline
- Article 19: Vacations
- Article 25: Completion of Meet and Negotiation
- CSEA Contract Bargaining Agreement Appendices

The San Bernardino Community College District ("District") and the California School Employees Association agree that the following articles were not negotiated during the 2023-2026 Successor Negotiations and shall remain "status quo":

- Article 1: Recognition
- Article 2: Management Rights
- Article 3: No Discrimination
- Article 4: Dues and Organizational Security
- Article 5: Rights of Association and Members
- Article 8: Unit Member Expenses and Materials
- Article 10: Health and Welfare Benefits
- Article 11: Long Service Recognition
- Article 18: Grievance Procedure
- Article 20: Health Service, Continuation After Retirement
- Article 21: Severability
- Article 22: Effect of Agreement
- Article 23: Safety
- Article 24: Classified Staff Teaching Part-Time

This agreement is subject to all approval required by the CSEA 610 Policy and the District.

For the District

For CSEA

Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll & Police Services

Ernest Guillen, President CSEA #291

Grayling Eation, CSEA LRR

Diana Vaichis, Team Member

Kevin Limoges, Team Member

Yendis Battle, Team Member

Cedrick Wrenn, Team Member