

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

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 \(Mar 14, 2025 12:40 PDT\)](#)

Date: 3/14/2025

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

For SBCCDTA:



[Jamie Salyer \(Mar 14, 2025 15:31 PDT\)](#)

Date: 3/14/2025

Jamie Salyer
SBCCDTA Lead Negotiator