

On Behalf of the SBCCD CSEA President:

First allow me to apologize to the Board of Trustees, SBCCD Chancellor, Vice Chancellors, and Campus Presidents for my absence from the SBCCD Board Meetings over the past few months...I've recently completed coursework earning two degrees from San Bernardino Valley College, finally fulfilling a goal I set myself years ago – unfortunately the work associated with this has kept me away, however I'd like to personally thank you and the work you've all done as our District's leadership team to increase access to higher education opportunities for our community. It truly felt very different finally being on the other side of SBVC's commencement ceremony. Thank you.

With that said, I'd like to report that our chapter has accomplished some important benchmarks over the past several months that I'd like to finally report to you:

- We've successfully negotiated a successor agreement for the classified professionals at SBCCD for the 2023-2026 term...capturing many updates including
  - Our new evaluation timeline and process.
  - Officially codifying Alternative Work Schedule accommodations into our bargaining agreement, and
  - Created a user-friendly contract document by adding hyperlinks throughout the PDF to make it much easier to navigate and reference.
- We've successfully negotiate, in partnership with our District counterparts...a 1% raise for 2025, with a retro going back to mid-2024...more importantly, an increase to our salary schedule representing the invention of 4 additional salary schedule steps was incorporated into those negotiations and I'd like to publicly thank both Vice-Chancellor Hannon, as well as Executive Vice-Chancellor Torres and both of their teams for working with us to arrive at these new additions to our salary schedule.
- We've extended our Remote Work accommodations MOU for an additional year, allowing flexibility and work-life balance for classified staffers.
- Assisted with Human Resources' successful and expedient roll-out of the Juneteenth Settlement compensation for our members.
- Increased the number of Job Stewards currently available to our members.
- Relunched our CSEA Site Rep Program which facilitates information flow both to our members and from our members - to our Executive Team.

- Planned a joint labor union picnic, with partnerships and participation from both CTA and POA memberships,
- worked to reestablish ourselves as union leaders throughout the region via our association with the Inland Empire Labor Council.
- Currently. We're working to complete the first phase of our Classification & Compensation Study, which is examining the current job duties and salary ranges of classified staff District-wide and, fingers-crossed, will bring it into alignment with the 20 comparable colleges throughout the region. The goal being - to align our work with those colleges to offer competitive and fair compensation based on the work being done by our classified employee on behalf of SBCCD.
- and finally we're preparing to attend our annual CSEA Conference in Reno, NV next month...where we will join by thousands of members from across the state to conduct the business of our association.

As we go dark for the next month or so...I want to assure you all that the classified professionals at SBCCD are ready to roll up our sleeves and continue to provide a quality educational experience to our students, colleagues and communities through the rest of summer and into the fall semester.

Thank you

*Ernest Guillen*

President, CSEA Local Chapter 291