

**TENTATIVE AGREEMENT**  
**By and Between**  
**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT**  
**And**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its**  
**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291**

**November 13, 2017**

The parties agree that the following article will be renewed unchanged for the term of the successor agreement:

Preamble

Article 1: Recognition

Article 2: Management Rights

Article 3: No Discrimination

Article 9: Layoff and Reemployment

Article 11: Long Service Recognition

Article 12: Holidays

Article 19: Vacations

Article 20: Health Service, Continuation After Retirement

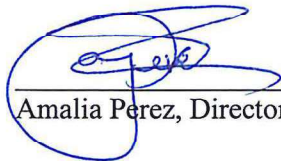
Article 21: Severability

Article 22: Effect of Agreement

Article 24: Classified Staff Teaching Part-Time

Appendix I: Scribe Waiver

For the SBCCD District



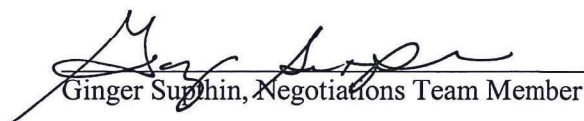
Amalia Perez, Director of Human Resources

For CSEA, Chapter 291



Stacy Garcia, Negotiations Team Member

*Cristina L. Eaton*




Ginger Supphin, Negotiations Team Member

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Kevin Palkki, Negotiations Team Member

  
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Fermin Ramirez, Negotiations Team Member

  
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Natalie Dorado  
CSEA Labor Relations Representative  
For CSEA, Chapter 291

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