

Memorandum of Understanding  
By And Between  
San Bernardino Community College District  
And  
California School Employees Association and its  
San Bernardino CCD Chapter #291

**Use of Oracle Financial Reporting System**  
July 11, 2019

**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".

All Bargaining unit members shall be provided training during Professional Development days and the New Employee Orientation when initially hired by the District, or as needed.

The intent and purpose of the Oracle system is to ensure the success of the transition from Financial 2000 and the District's goal of becoming financially independent.

The Parties agree that a grace period of two (2) years will be implemented so that all operational errors can be resolved. During this period, no members will be disciplined for any audit exemptions created using Oracle.

No unit member will be evaluated for the use of Oracle during the two (2) years grace period.

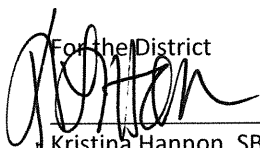
The District shall work with fiscal services on identifying additional sources of help to support the campus departments and District Support Services. All work will related to Oracle will be sent to the appropriate areas. The District will work with CSEA on creating appropriate training workshop for classified workers this will be on going for the 2-year grace period and coordinated with Professional Development. Training workshops will start no later than November 2019.

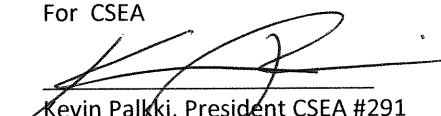
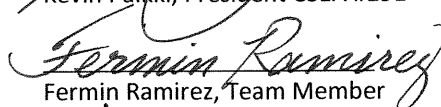
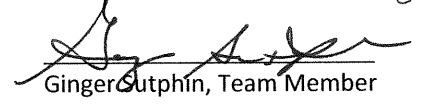
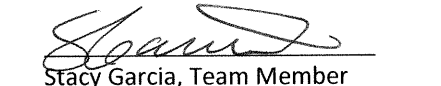
No data in the Oracle reporting system shall be permissible in the disciplinary process or means for disciplinary action.

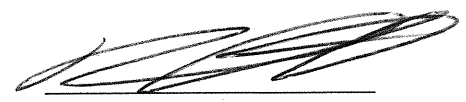
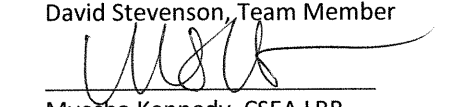
The Parties agree to readdress this MOU no later than July 1<sup>st</sup> 2021.

This memorandum of understanding and subject matter shall be subject to the grievance process within the bargaining agreement Article 18: Grievance Procedure.

This agreement is subject to the procedures required by CSEA Policy 610.

  
For the District  
Kristina Hannon, SBCCD  
Executive Director, Human Resources

For CSEA  
  
Kevin Palkki, President CSEA #291  
  
Fermin Ramirez, Team Member  
  
Ginger Sutphin, Team Member  
  
Stacy Garcia, Team Member

  
David Stevenson, Team Member  
  
Myesha Kennedy, CSEA LRR