

**MEMORANDUM OF UNDERSTANDING
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
AND
SBCCD CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER # 291**

**BILINGUAL STIPEND
February 24, 2010**

WHEREAS: The Parties recognize the importance of effective communication that fosters cultural awareness, mutual understanding, and respect for the diverse community that we serve.

WHEREAS: The Parties maintain a commitment to diversity and cultural awareness through programs and activities.

WHEREAS: The District has identified key Departments that require regular and frequent interaction with the public and that require an employee to speak a language in addition to English. Attached hereto is the list identifying those key Departments.

WHEREAS: The District reserves the right to determine the competency examination method and content used to identify employees who may qualify for the bilingual stipend.

WHEREAS: The District further reserves the right to designate the number of locations in which employees are eligible to receive a bilingual stipend as per Article 7: Pay and Allowances, section 7.3.1 of the Agreement.

IT IS THEREBY RESOLVED THAT:

- 1) Employees who desire to receive the bilingual stipend shall apply to take the competency examination selected by the District. The examination shall be offered annually in March. The eligibility pool list will be provided to the Association during April of each year. Those employees achieving a score of 80% or higher shall be placed in an eligibility pool. Once an employee has been placed in the eligibility pool, he/she shall remain eligible for the remainder of his/her employment with the District without further examinations required.
- 2) In the event that more than one individual is qualified within a designated area, the criteria for assignment will be:
 - a) Proximity to the area(s) of service within the Department designated by the District
 - b) Shift availability
 - c) Initial date of hire with the District in the classified bargaining unit.
- 3) Once identified, such employee(s) shall receive the stipend for a minimum of two (2) years unless he/she notifies the District and CSEA in writing that he/she chooses to discontinue such service. Thereafter the stipend will no longer be paid beginning with the first available payroll period after notification.

February 24, 2010

