MEMORANDUM OF UNDERSTANDING
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
And
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER CTA/NEA

Union Release Time MOU
December 14, 2018

Whereas: The District and the Association agree that since the 2015-2016 release time agreement, the colleges have both had substantial growth; and

Whereas: The workload for the association has increased as such that additional release time is required to manage the associated workload; and

Whereas: The association has the right to receive a reasonable number of representatives and time according to the Educational Employee Relations Act (EERA) section 3543.1(c); and

Whereas: The association currently does not receive the appropriate release time for the purposes of grievances and negotiations; and

Whereas: The District is receiving limited funds from the state for mandated costs through a block grant; and

Whereas: The District is in need of union support and participation on district wide initiative and events in which release time can be utilized; and

Whereas: The fiscal rationale provided by the District indicates that there are sufficient funds to support our proposal.

IT IS THEREFORE AGREED THAT:

The following changes be made to Article 3: Association Rights:

L. Released Time for the Association

1. The Association shall receive a maximum of three (3) FTE release time per academic school year under this provision when meeting and negotiating and for the process of grievances. The three (3) FTE can be distributed among bargaining unit representatives as the unit sees fit when meeting and negotiating and for the processing of grievances. By mutual agreement, if the work of the negotiations and/or grievance(s) with the District goes into the summer or winter breaks, then all involved members of the teams including the executive board shall be compensated.

This Agreement is made and entered into this 14th day of December, 2018.

SBCCD:

[Signature]
Kristina Hannon
Executive Director, Human Resources

SBCCDTA:

[Signature]
Meridyth McLaren
President, SBCCDTA