

MEMORANDUM OF UNDERSTANDING
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
And
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

June 20, 2023

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." **The Parties do hereby agree:**

- 1. Reclassification:** The Parties agree that in accordance with **Article 16: PERSONNEL**, specifically subsection **16.3.1 RECLASSIFICATION REQUEST**, the Association and the District negotiation teams on March 14, 2023, reviewed the reclassification request for ~~the bargaining unit member~~, Bonnie Rodriguez Cruz and determined that the reclassification request be denied.
- 2. Out of Class:** The Parties agree that in accordance with **Article 7: PAY and ALLOWANCE**, specifically subsection **7.11: Working Out of Class**, Bonnie Rodriguez Cruz performed work out of their classification for five (5) or more working days within fifteen (15) calendar day period; therefore, Bonnie Rodriguez Cruz shall be compensated at Range 46, Step A effective July 1, 2022, ~~41, Step C effective January 31, 2023, through June 25, 2023, as a Student Services Coordinator Job Developer.~~ Additionally, she shall receive 5% out-of-class pay effective July 1, 2021, through June 30 2022.

~~Effective January 31, 2023, bargaining unit member Bonnie Rodriguez Cruz, Administrative Assistant I, Range 33 Step F, 8 hours/260-day work year in the Career Center/Cooperative ED Department at San Bernardino Valley College shall receive 5% out of class pay while the Parties determine appropriate classification placement. The reclassification process shall be completed and implemented no later than October 25, 2023. If the District fails to complete the reclassification process by the above agreed date the unit member shall receive 10% 20% out of class pay per month until the District completes the reclassification process.~~

- 3. Reorganization:** The District is conducting a reorganization in the Career Center/Cooperative Ed Department. Accordingly, both Parties agree to, as part of the reorganization, to the following effects:

Bonnie Rodriguez Cruz, Administrative Assistant I, Range 33 Step F, 8 hours/260-day work year, will be reorganized into the classification of Administrative Assistant II, Range 37 Step E, 8 hours/260-day work year, effective June 26, 2023. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. Effective June 26, 2023, the now vacant Administrative Assistant I position in Career Center/Cooperative Ed Department shall be eliminated.

It is further understood that this agreement is unique and shall not set precedence for further requests or situations and shall in no way be constructed as a waiver, expressed or implied, of the Association's rights to negotiate on any and all matters within the scope of representation set forth in the Educational Employment Relations Act.

This agreement is subject to all approvals required by the CSEA 610 policy and the District.

CSEA Counter Proposal #3 6.20.2023

For the District

Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources &
Police Services

For CSEA

Cassandra Thomas, President CSEA #291

Kevin Limoges, Team Member

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