



## **The San Bernardino Community College District's (SBCCD) 2023-2026 Successor Negotiations Sunshine Proposal**

The San Bernardino Community College District's (SBCCD) present our initial proposal to negotiate 2023-2026 CSEA Successor Contract. The District desires to alter or amend the following articles as indicated and presents our proposal for public discussion in accordance with Government Code 3547 as follows:

### **ARTICLE 6: HOURS OF WORK AND OVERTIME:**

- The District will propose language to update/clarify article language and processes

### **ARTICLE 7: PAY AND ALLOWANCES:**

- The District will propose language to update/clarify article language
- The District will propose language to address Article Payroll Errors 7.8.1

### **ARTICLE 9: LAYOFF AND REEMPLOYMENT:**

- The District will propose language to update/clarify article language
- The District will propose language to define preference

### **ARTICLE 12: HOLIDAYS**

- The District will propose language to update/clarify article language regarding holidays

### **ARTICLE 13: EVALUATION PROCEDURE:**

- The District will propose language to update evaluation content in accordance with Title 5
- The District will propose language to update the evaluation process/procedure

### **ARTICLE 14: LEAVES:**

- The District will propose language to update/clarify article language
- The District will propose language to define Article Personal Necessity Leave 14.6
- The District will propose language to capture new legal requirements

### **ARTICLE 15: VACANCIES, TRANSFERS, VOLUNTARY DEMOTIONS, IN HOUSE OR PROMOTIONAL ONLY RECRUITMENTS**

- The District will propose language to update/clarify article language and processes

### **ARTICLE 16: PERSONNEL:**

- The District will propose language to update the reclassification process and language
- The District will propose language to update/clarify article language and processes

### **ARTICLE 17: PROGRESSIVE DISCIPLINE:**

- The District will propose language to update/clarify article language and process

### **ARTICLE 19: VACATIONS:**

- The District will propose language to update/clarify article language and process

**The District reserves the right to amend or modify its proposal during negotiations.**