

**TENTATIVE AGREEMENT
SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
AND
SAN BERNARDINO TEACHERS ASSOCIATION**

This Tentative Agreement is made and entered on this 10th day of May 2018 between the San Bernardino City Unified School District, (hereinafter referred to as "District") and the San Bernardino Teachers Association, (hereinafter referred to as "Association").

All terms and conditions of the current Collective Bargaining Agreement shall remain in full force and effect beginning this 10th day of May 2018 through June 30, 2019 with the following exceptions:

ARTICLE XI—WAGES

Section 1 –A 4% increase effective July 1, 2017 applied to all appendices A, C, D, E, F and the new salary schedule for SLPs.

Section 2 – Extra Duty Pay **(Effective July 1, 2018)**

Add the following stipends to Appendix C - HIGH SCHOOL ATHLETICS

Assistant Coach to all high school sports

Cheer Coach

Assistant Cheer Coach

Pep Squad Advisor at Stipend rate equivalent to Basketball Coach rate

Pep Squad Assistant Advisor at Stipend rate equivalent to Assistant Basketball Coach rate

Add the following stipends to Appendix C – MIDDLE SCHOOL ATHLETICS

Cheer Coach

Soccer Coach

Add new section to Appendix C – ELEMENTARY SCHOOL ATHLETICS

Elementary School Intermural Sports Coach at stipend rate of \$500 per sport

Add the following stipends to Appendix C – OTHER MIDDLE SCHOOL EXTRA DUTY ASSIGNMENTS

Cadet Corps

Yearbook Advisor at same rate as ASB Advisor

Add the following stipends to Appendix C – OTHER HIGH SCHOOL EXTRA-DUTY ASSIGNMENTS

Cadet Corps

Yearbook Advisor at same rate as ASB Advisor

Amend the following stipends in Appendix C to reflect the specific conditions below:

- Cadet Corps Instructors - Middle School -stipend with required attendance of 90% of required events (e.g., competitions, bivouac, staff meetings, etc.), prorated stipend for less than 90% of required events, and Play-off (state competition) rate of \$70.

- Cadet Corp Instructors - High Schools - stipend with required attendance of 90% of required events (e.g., competitions, bivouac, staff meetings, etc.), prorated stipend for less than 90% of required events, and Play-off (state competition) rate of \$70.
- For the extended week of the season (CIF Play-Offs), each coach of the team assigned by the District to extended season, including Pep Squad Advisor and Assistant Pep Squad Advisor, shall receive the play-off rate for each week of play-offs. The maximum for each individual coach shall be four (4) weeks if an individual qualified, and six (6) weeks if a team qualified. In the event that a team is eliminated, but individuals qualify for continued competition, the individual coach shall not receive more than a maximum six (6) weeks' pay.

Section 7 – Regularly Scheduled Part Time, Summer School and Intersession Rates
A 4% increase applied effective July 1, 2018.

Section 13 – Special Compensation

Add the following to subsection (C).

- The District shall continue to seek clinical fellowship/required professional experience candidates (SLPAs) that can work under the SLP's supervision. SLPAs will reduce caseload averaging. Supervising SLPs will receive a "stipend of \$500.00 per semester as established in the Memorandum of Understanding between SBCUSD and SBTA dated March 15, 2017. This MOU became effective July 1, 2017 and will expire on June 30, 2019."

Section 14 – Substitute Rate

A 4% increase applied effective July 1, 2018.

Section 18 - Elementary Combination Classes

Elementary classroom teachers who teach in combination classrooms shall be paid a base salary that is equal to four (4) per diems above the base pay set forth in Section 1 of Article XI

ARTICLE XV—CLASS SIZE

Effective July 1, 2018, the following class sizes shall be in effect

- Section 1 – Elementary
Grades 4-6 – **33**
- Section 2 – Secondary
 - A. ~~Intermediate~~/Middle Schools
 - **A(1) - 35**
 - B. ~~Senior~~ High Schools
 - **B(1) - 36**
- Section 4 – Special Education (Subsection A).
- The class size averages established in Section 4A shall be maximums and may **not** be exceeded by more than three (3) students. Any Special Education teacher who has **one (1) to** three (3) students over the **maximum** shall be paid ten (\$10) dollars per day per student.


ARTICLE XXVIII – TERM OF AGREEMENT

Section 1 – Duration


Except as otherwise provided herein, the Agreement between the San Bernardino City Unified School District and the San Bernardino Teachers Association shall remain in full force and effect from May 10, 2018 through June 30, 2019. Not later than the 45th workday following the signing of the State Budget Act of 2018-2019, the District and the Association shall meet to assess the impact of the 2018-2019 State Budget Act.

In witness whereof, the Parties hereto have executed this Agreement on this 10th day of May, 2018.

**SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT**



Perry Wiseman
Assistant Superintendent, Human Resources




Jayne Christakos
Chief Business Officer



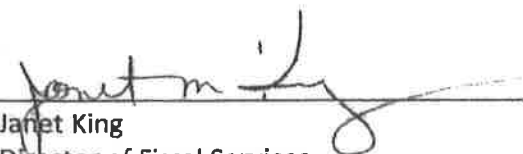
Sandra Rodriguez
Employee Relations Director



Marcus Funchess
Personnel Services Director



Mary Pierce
Employee Development Director




Janet King
Director of Fiscal Services

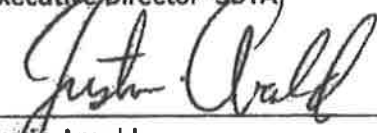
**SAN BERNARDINO
TEACHERS ASSOCIATION**



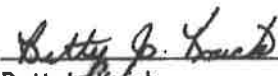
Michael Peterson
SBTA Bargaining Chair



Peg Tracey
Executive Director- SBTA



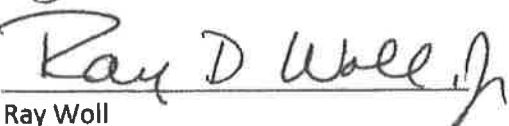
Justin Arnold
Regional Uni-Serve CTA Staff



Betty Jo Krick
High School Teacher



Sandra Owens
Elementary School Teacher



Ray Woll
Special Education Teacher

Sudha Venkatesan

Sudha Venkatesan
Director of Secondary Education

Nereida Gutierrez

Nereida Gutierrez
Special Education School Principal

Kristin Kolling

Kristin Kolling
Elementary School Principal

Victoria Morales

Victoria Morales
Middle School Principal

Natalie Raymundo

Natalie Raymundo
High School Principal

Stephanie Lopez

Stephanie Lopez
Middle School Teacher

Patty Taylor

Patty Taylor
Hearing Panel Member