

SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT

Minutes of a Special Meeting of the Board of Education
Community Room
Board of Education Building
777 North F Street
San Bernardino, California

**MINUTES
ADOPTED
7/1/14**

May 13, 2014

Present: President Michael Gallo; Vice President Bobbie Perong; Board Members Barbara Flores, Margaret Hill, Abigail Medina, Lynda Savage, and Danny Tillman; Superintendent Dale Marsden; Deputy Superintendent Harold Vollkommer; Assistant Superintendents Kennon Mitchell, John Peukert, Perry Wiseman, and Matty Zamora; Executive Director of Community Partnerships Hector Murrieta; Fiscal Services Director Janet King; and Superintendent's Assistant Carla Cross. Minutes recorded by Administrative Assistant Jennifer Owens.

SESSION ONE - Opening

1.0 - Opening

1.1 - Call to Order

President Gallo called the meeting to order at 5:30 p.m.

1.2 - Pledge of Allegiance to the Flag

The meeting was opened with the Pledge of Allegiance to the Flag of the United States of America.

SESSION TWO – Public Comment

2.0 - Public Comment

None.

SESSION THREE - Special Presentations

3.0 - Special Presentations

3.1 - Board of Education Crystal Apple and Golden Apple Awards

The Board of Education presented Crystal Apple Awards to the following employees for their outstanding service to the District and its students:

Maria Alvarado, Curtis Middle School
Ileana Candamil, Lytle Creek Elementary
Regina Davis, Palm Avenue Elementary
Jimmy Dayonot, Del Rosa Elementary
Diana Dogero, Hillside Elementary

Brandy Elliott, Arroyo Valley High School
Marcus Funchess, Henry Elementary
Maria Garcia, Communications
Joel Salcido, Chavez Middle School
Cindra Weber, Secondary Education

The Board also honored the 2013-14 Golden Apple Award winners:

Dilip Patel, Information Technology
Barbara Richardson, Assessment,
Accountability, and Instructional
Technology

Adam Sinner, Maintenance & Operations
Mischa Tacchia, Indian Springs High School

Superintendent Dale Marsden introduced the Making Hope Happen Award and presented it to Jamie Rios, School Outreach Worker, San Bernardino High School.

3.2 - Character Education Award

The Board of Education also recognized the Character Education Award winner, Linda Cooper, Sierra High School, and finalists Laura Gallardo, Arroyo Valley High School, and Jason Scott, Fairfax Elementary School. The award is presented annually by the local Rotary Clubs.

3.3 - Recognition of 25- and 35-Year Service Awards to Employees

Every year, the District recognizes employees celebrating their 25th and 35th years of service to the District. This year, 100 employees mark their 25th year with the District. They received Certificates of Service and Cross pens.

Rowena Alcosiba, Curtis Middle School
Elena Angulo, Hillside Elementary
Mary Aprile, Transition Office
Daniel Arellano, English Learner Programs
Gwendolyn Ash, Fiscal Services
Lydia Bailey, Curtis Middle School
David Bancroft, San Gorgonio High School
Linda Bardere, Communications
Cynthia Barker, Accounting Services
Beverly Bennett, Carmack School
Robin Bernier-Stieringer, North Verdemont
Elementary
Sandra Bittner, Special Education
Rebecca Blatter, Cajon High School
Holly Bocanegra, Bradley Elementary
Colette Bogh, Roosevelt Elementary
Kerry Bowkley, Cypress Elementary
La Sonya Brannan, Riley Elementary
Maury Carlos, Maintenance & Operations
Gary Carlson, District Police
Paige Carroll, Transition Office

Ronnie Chavez, English Learner Programs
Marla Clites, Roosevelt Elementary
Walter Coffey, Elementary Instruction
Mary Cohen, Elementary Instruction
Maryanne Colvey, San Gorgonio High School
Linda Cooper, Sierra High School
Ruby Cortinas, Anderson School
Christopher Cotter, Oehl Elementary
Barbara Coute, Palm Avenue Elementary
Ingrid Crew, Riley Elementary
Elizabeth Cruz, Elementary Instruction
Rosemary Cruz, Adult School
Sarah Cuerpo, Facilities Management
Patricia Daniels, Special Education
Ivy Davis, Palm Avenue Elementary
Barbara Dawson, North Verdemont
Elementary
Vicki Dishman, Highland-Pacific Elementary
Virginia Douglass, Barton Elementary
Yadira Downing, North Park Elementary
Sharon Duerbig, Fairfax Elementary

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Susan Ellis, Palm Avenue Elementary
Mary Feelhaver, Wilson Elementary
Sharon Ferraro, Wong Elementary
Charles Fiacco, Lincoln Elementary
Vanessa Fiacco, Palm Avenue Elementary
Kathleen Gastelum, Del Vallejo Middle School
Dorothy Gerringer, Wilson Elementary
Susan Goldsmith, Anton Elementary
Rebecca Gonzales, Nutrition Services
Ursela Gonzales, Student Services
Elia Gonzalez, Special Education
Virginia Graham, Rodriguez PREP Academy
Elizabeth Gutierrez, Lincoln Elementary
David Hall, Rodriguez PREP Academy
Sandra Hannan, Pacific High School
Rosemary Heenan, Del Rosa Elementary
Janice Henry, Barton Elementary
Amparo Hernandez, San Bernardino High School
Becky Hickey, Nutrition Services
Teresa Hidalgo, Inghram Preschool
Flora Hodges, Marshall Elementary
Diane Holly-Geary, Curtis Middle School
Roberta Hrovat, Thompson Elementary
Josefa Iglesias, San Gorgonio High School
Richard Imbriani, Cajon High School
Brenda Isbel, Palm Avenue Elementary
David Isham, Adult School
John James, Warehouse
Bernadine Jimenez, Pacific High School
Sherrie Juras, San Bernardino High School
Pamela Kempthorne, Secondary Education
Teresa Knodle, Lytle Creek Elementary
Lisa Land, Research/Systems Analysis
Cheryl Larry, Urbita Elementary
Mark Larry, Sierra High School
Laurie Lossner, San Gorgonio High School
Jacqueline Lowe, Golden Valley Middle School
Theresa Lowry, Employee Relations
Elizabeth Madera, Psychological Services
Debbie Madrid, Special Education
Raul Marrufo, Carmack School

Deborah Martinez, Nutrition Services
Susan Martinez, San Gorgonio High School
Trudey McCarter, Nutrition Services
Linda McKinley, Richardson PREP HI
John McMullen, Speech & Hearing
Mark McNeal, San Bernardino High School
Stacey Melcher, Marshall Elementary
Donna Messick, Vermont Elementary
Debbie Miller, Allred Center
Martha Mirelez, Kendall Elementary
Rebecca Molony, Human Resources
Hector Moncada, District Police
Vicente Montojo, Information Technology
Lester Moten, Maintenance & Operations
Rita Munoz, Information Technology
Yolanda Nichy, Elementary Instruction
Dale Nidey, Information Technology
Mary Norris, Bradley Elementary
John Olivas, Adult School
Shirley Oliver, San Bernardino High School
Eugenia Ortega, Riley Elementary
Ema Osuna, Arrowhead Elementary
Carmen Pardue, Lytle Creek Elementary
Lorraine Patterson, Pacific High School
Daniel Payne, San Gorgonio High School
Alice Percy, Belvedere Elementary
Sharlyn Pendergrass, Roosevelt Elementary
Joan Petoskey, Cole Elementary
Joel Plavajka, Maintenance & Operations
Susan Posiviata, Highland-Pacific Elementary
Paul Prado, Bradley Elementary
Roberta Prevost, Palm Avenue Elementary
Cecile Ramirez, Adult School
Janice Rejali, Chavez Middle School
Megan Richardson, San Bernardino High School
Vicky Rogers, Special Education
Eulalia Rosiles, Maintenance & Operations
Marlene Ryan, Roosevelt Elementary
Leticia Salas, Vermont Elementary
Irma Sanchez, Palm Avenue Elementary
Stephanie Shaughnessy, Thompson Elementary

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Gail Smith, Cajon High School
Heather Stephenson, Thompson Elementary
Peggy Stettler, Harmon School
Kitty Stier, Oehl Elementary
Brenda Stueve, Human Resources
Cynthia Tamimi, Educational Services
Pamela Tetlock, Richardson PREP HI
Meri Dawn Thompson, Richardson PREP HI
Sharon Thurman, Medi-Cal Billing
Lourdes Torner, Special Education
Lenore Trujillo, Nutrition Services
Cathy Van Stralen, Muscoy Elementary

Christa Wallis, Elementary Instruction
Debra Walters, Special Education
Kellie Whittaker, Cypress Elementary
Lizabeth Wilks, Cypress Elementary
Daniel Williams, San Bernardino High School
Guillermina Williams, Allred Center
Linda Williams, Warm Springs Elementary
Deborah Worthington, San Gorgonio High School
Lorna Worthington, Nutrition Services
Joanne Zamora, Indian Springs High School
Maria Zamora, Elementary Instruction

Nineteen employees received 35-year Certificates of Service and silver trays. We congratulate these District employees who have provided long service to our community in reaching these anniversary milestones.

Steven Aguilar, Urbita Elementary
Patricia Alvarez, Arrowview Middle School
Sheila Berger, Alessandro Elementary
Marina Lopez Calvillo, Palm Avenue Elementary
Ingrid Cardenas, Adult School
Richard Carlos, Printing Services
Janice Christian, Hillside Elementary
Dale Christy, Maintenance & Operations
Catherine Dodge, Davidson Elementary
Dalton Ford, Maintenance & Operations
Penny Haggerty, Arroyo Valley High School
Patrick Herring, Maintenance & Operations
Joyce Hodge, Arrowview Middle School
Linda Hoover, Riley Elementary
June Hoxeng, Special Education
Kenneth Johnson, Maintenance & Operations
Cheryl Jones, Anderson School

Dale Knight, Nutrition Services
John Longo, Nutrition Services
Gene Marek, Maintenance & Operations
Lynn Massey, Health Services
Mary Miller, Categorical Programs
Porfirio Nevarez, Maintenance & Operations
Karl Newcomer, Maintenance & Operations
Stephanie Parsons, Cypress Elementary
Lindy Stoudemire, Del Vallejo Middle School
Dorothy Thomas, Vermont Elementary
Maurice Thomas, Harmon School
Robert Townsend, Maintenance & Operations
Vera Ulloa, Monterey Elementary
Adrian Vessup, Pacific High School
Merrie Weiler, Pacific High School
Thomas Wilson, Maintenance & Operations
Cynthia Yelm, Student Services

3.4 - Recognition of 2013-2014 Retirees

The Board of Education recognized the 69 certificated and classified employees who are retiring. Each retiree received a plaque honoring them for their service to the District. Over their years of employment, they have made many contributions to the District and its students, and we thank them for making a difference.

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Gabriel Aguilar, Hillside Elementary
Julie Alian, Newmark Elementary
Josephine Almanza, Maintenance &
Operations
Linda Amori, North Verdemon Elementary
Cynthia Andrade, Nutrition Services
Marie Arakaki, Affirmative Action
Raquel Arizmendi, San Bernardino High
Bonnie Armijo, Oehl Elementary
Charles Baker, Monterey Elementary
David Bancroft, San Gorgonio High School
Gerry Barber, Maintenance & Operations
Johnnie Blackmon, Highland-Pacific
Elementary
Joy Byfield, Business Services
Nicholas Cataldo, Anderson School
Jean Chavez, San Bernardino High School
Carolyn Cole, Kendall Elementary
Jerome Collins, Special Education
Maryanne Colvey, San Gorgonio High School
Kathy Cortez, Lytle Creek Elementary
Pauline Dett, North Park Elementary
Cherylee DeYoung, Cajon High School
Anthony Di Thomas, Arroyo Valley High
School
Sharon Edmond, San Bernardino High School
Margie Edwards, Curtis Middle School
Mason Einhorn, Kendall Elementary
Helen Estoperes, Marshall Elementary
Carmen Gebara, Pacific High School
William Geiger, San Bernardino High School
Madalyn Guerrero, Emmerton Elementary
Wayne Harlacker, Maintenance & Operations
James Harrison, Maintenance & Operations
Patrick Herring, Maintenance & Operations
Joyce Hodge, Arrowview Middle School
Rhonda Johnson, Arroyo Valley High School
Angela Jones, Health Services
Karen Kessinger, San Bernardino High School
Leila Kirkconnell, San Bernardino High
School

Teresa Landorf, Pacific High School
Linda Lanning, Pacific High School
Monica Lara, Roosevelt Elementary
Joanne Lavender, Rio Vista Elementary
Laurie Lossner, San Gorgonio High School
Gene Marek, Maintenance & Operations
Marilyn McCullough, Roosevelt Elementary
Mary Miller, Categorical Programs
Jose Montoya, Riley Elementary
Johanna Moore, Allred Center
Smirna Moya, Newmark Elementary
Charles Mullen, King Middle School
John Muratet, Curtis Middle School
Doina Nastase, San Gorgonio High School
Ba Ngo, English Learner Programs
Shirley Oliver, San Bernardino High School
Stephanie Parsons, Cypress Elementary
Eduardo Pedroza, San Andreas High School
Shirley Peters, San Gorgonio High School
Joelle Pitzer, Marshall Elementary
Josefina Preuit, Speech & Hearing
John Righetti, Adult School
Curtis Ritchie, San Bernardino High School
Rebecca Ross, Newmark Elementary
Renate Santiago, Marshall Elementary
Steve Schlenz, Riley Elementary
Belinda Schmidt, Communications
Sherry Schulz, Alternative Learning Center
Kenneth Soto, Arroyo Valley High School
Gary St. Germain, Fine Arts
Michael Tacchia, Fine Arts
Michele Tacchia, Fine Arts
Eunice Thompson, Special Education
Mario Torres, Elementary Instruction
William Wagner, Shandin Hills Middle School
Sharon Wall, Nutrition Services
Christa Wallis, Elementary Instruction
Margaret Weisman, San Gorgonio High
School

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3.5 - Public Disclosure of Memorandum of Understanding (Article VI - Wages) between the San Bernardino City Unified School District and California School Employees Association

On March 21, 2014, the District and the California School Employees Association (CSEA) agreed to the following Memorandum of Understanding (MOU) regarding Wages. In addition, the required forms have been filed with the County Superintendent of Schools for review. During this review, the County Superintendent of Schools will determine the impact of the tentative amendments(s) to the collective bargaining agreement(s) on the District's budget, ending balance, and general fund reserves. The summary of the proposed Memorandum of Understanding with the California School Employees Association, setting forth the financial impact of Memorandum of Understanding, is included in the Board agenda for the Board's review and to make them available to the interested public.

On April 18, 2014, CSEA ratified the proposed Memorandum of Understanding to the collective bargaining agreement.

**MEMORANDUM OF UNDERSTANDING
SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**

March 21, 2014

This Memorandum of Understanding is made and entered into this 21st day of March, 2014, between the SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT (hereinafter District) and the California School Employees Association (hereinafter Association).

It is AGREED that the following changes will be made to the collective bargaining agreement between the District and CSEA:

ARTICLE VI - WAGES

Effective January 1, 2014, the salary schedule dated July 1, 2007 will be increased 4% (Appendices A & B).

Should the District's ending balance for the 2013-2014 school year be more than \$10,000,000 above the statutory required reserve amount, the District will provide a one-time off salary schedule payment equivalent to two percent (2%) of base salary for all unit members. To be paid no later than September 15, 2014.

Section 1--Regular Rate of Pay.

The regular rate of pay for each position in the bargaining units shall be as set forth for each class in the salary schedule attached as Appendices "A" and "B" and, by this reference,

incorporated as a part of this Agreement. Regular rate of pay shall also include longevity increments as set forth in Section 2.

Section 2--Longevity Increments.

The District shall pay longevity increments effective as of the unit member's regular increment date as follows:

- A. Unit members who have completed ten (10) years of service shall receive a one-half ($\frac{1}{2}$) range (approximately 2%) increase over base salary, effective upon the unit member's eleventh (11th) anniversary.
- B. Unit members who have completed fifteen (15) years of service shall receive a one-half ($\frac{1}{2}$) range (approximately 2%) increase over base salary, effective upon the unit member's sixteenth (16th) anniversary.
- C. Unit members who have completed twenty (20) years of service shall receive a one-half ($\frac{1}{2}$) range (approximately 2%) increase over base salary, effective upon the unit member's twenty-first (21st) anniversary.
- D. Unit members who have completed twenty five (25) years of service shall receive a one-half ($\frac{1}{2}$) range (approximately 2%) increase over base salary, effective upon the unit member's twenty-sixth (26th) anniversary.
- E. Unit members who have completed thirty (30) years of service shall receive a one-half ($\frac{1}{2}$) range (approximately 2%) increase over base salary, effective upon the unit member's thirty-first (31st) anniversary.

Section 3--Application of Salary Schedule.

Initial placement and movement on the salary schedule shall be as provided below:

- A. Initial appointment for unit members shall be at the first (1st) step of the salary range for the class. In unusual circumstances, initial appointment may be at a higher step with the approval of the Superintendent or his designee. Such unusual circumstances shall be based upon difficulty of recruitment or the need to appoint an individual with education, training, or experience, which exceeds the minimum requirements for the job.
- B. Step advancement from the first step to the second step of the salary range shall be made upon the completion of the probationary period.
- C. All other advancements on the salary range shall be made on an annual basis on either a January 1 or July 1 increment date. Unit members who receive their first step increase, as provided for in subsection "B" of this Section, on April, May, June, July, August, or

September shall have a July 1st increment date. Unit members who receive their first step increase, as provided for in subsection "B" of this Section, on October, November, December, January, February, or March shall have a January 1st increment date.

- D. Unit members who have been promoted to a higher class shall be advanced to the next succeeding step on the salary schedule upon the completion of a probationary period. Succeeding step advancements shall be as set forth in "C" above.
- E. A part-time employee, when appointed full-time in the same class, shall be granted full credit for each year of service in determining annual credit.
- F. Unit members who have been promoted shall be placed on a step in the appropriate salary range for the class, which shall assure a minimum of a one (1) range increase (approximately 4%).
- G. Time on any leaves without pay shall not be counted for purposes of step advancement.
- H. Unit members who accept a voluntary demotion shall be placed on the step in the appropriate salary range for the class, which most nearly equals the salary received prior to the demotion, except that such salary placement shall not exceed salary received prior to the demotion.
- I. For the purpose of this Section, all salary step changes within range made on or before the fifteenth (15th) day of the month shall be considered as effective on the first (1st) day of that month. Salary step changes within range made on or after the sixteenth (16th) day of the month shall be considered as effective on the first (1st) day of the following month.
- J. Unit members reclassified to a class with a lower maximum salary shall remain at their current salary ('Y' rate). The current salary shall be retained until a salary step on the new range for the new class equals or exceeds the current salary.
- K. When the salary relationship for a class is adjusted to a lower range, the affected unit members shall remain at their current salary ("Y" rate). The current salary shall be retained until a salary step for the class equals or exceeds the current salary.
- L. Unit members reclassified to a class with a higher maximum salary shall be placed on the same step in the salary range for the new class.

Section 4--Denial of Step Increases.

The District reserves the right to withhold from an employee for just cause, step, and/or raise increases as set forth in Sections 2 and 3(C) of this Article. The unit member's evaluator may recommend denial of step and/or raise increases at any time.

Any recommended denial of step, and/or raise increases shall be made by the Human Resources Office and shall be supported by a written statement to the unit member of the specific reasons. If the recommended denial is approved by the Superintendent's designee, it shall be reviewed six (6) months after the denial. When the cause for the denial has been corrected and the step, and/or raise increase has been withheld, it shall be instituted the first (1st) pay period possible based on the payroll deadlines and following the correction of the deficiency. The pay shall be retroactive to the date first withheld. A grievance arising out of the application of this Section may be filed at level II.

Section 5--Bilingual Differential.

A full-time unit member who is responsible for conversing with people in a language other than English and performs this duty on a regular basis, and whose use of this language is of significant benefit to the operations of the District, shall receive a differential, effective July 1, 1998, the differential shall be fifty (\$50.00) per month. The differential is subject to the following conditions:

- A. This differential shall not be used in situations when only occasional use of Bilingual skills is required.
- B. To be eligible for Bilingual differential, a unit member must pass a language test and be designated for such assignment by the District. The District has the right to require periodic testing for unit members to retain their designation as Bilingual.
- C. Bilingual differential shall not be paid to unit members whose job qualifications require Bilingual skills as a condition of employment.
- D. The Bilingual designation for any unit member may be terminated at any time by the District, at which time the differential shall no longer be paid.
- E. Unit members may petition to have their position reviewed by the District for payment of a bilingual differential. The petition must be supported by documentation over a period of not less than six (6) months showing the use of bilingual skills on a regular basis to benefit the District's operations.
- F. The Bilingual wage differential shall be prorated for regular part-time unit positions to be paid the Bilingual differential.

Section 6--Differential Pay.

- A. Unit members employed in the Food Services Series, who currently possess a Professional Certification for School Food Services Personnel issued by the American School Food Service Association, shall continue to be paid one (1) additional range on

the salary schedule. The unit member must maintain the Certification in order to retain the one-range salary differential. Those unit members who fail to maintain the Certification are not eligible to reapply for the salary differential.

- B. A unit member employed in the classification of Instruction Assistant-Severe Impairment and who is responsible for lifting students and who performs this duty on a regular basis, shall receive a twenty-five dollar (\$25) per month differential. A unit member must pass a uniform strength/agility test and be designated for such assignment by the District. The District has the right to require periodic testing of the unit member for this differential to be retained.
- C. Unit members employed as plumbers shall be paid one-half (1/2) range upon receipt of a Backflow Prevention Device Tester Certification.

The payment shall commence the first pay period following the plumber's submission of the certification to the District. The plumber must maintain the certification in order to retain the one-half (1/2) range salary differential.

- D. Any bargaining unit member who has a regularly scheduled shift end time of 9 p.m. or later shall receive a shift differential of one percent (1%) for their entire shift.
- E. Unit members who, by virtue of their classification, are required to possess a valid California Department of Pesticide certification shall receive a one-half (1/2) additional salary range. The payment shall commence the first pay period following the submission of the certification to the District. The certificate must remain valid in order to retain the one-half (1/2) range salary differential.

Section 7--Shorthand Differential.

A full-time secretary or elementary school secretary who is responsible for taking shorthand dictation and transcription and performs this duty on a regular basis, and whose use of shorthand is of significant benefit to the operations of the District, shall receive a one hundred dollar (\$100) per month differential subject to the following conditions:

- A. This differential shall not be used in situations when only occasional use of shorthand skills is required.
- B. To be eligible for shorthand differential, a unit member must pass a shorthand test and be designated for such assignment by the District. The District has the right to require periodic testing for unit members to retain their shorthand differential.
- C. Shorthand differential shall not be paid to unit members whose job qualifications require shorthand skills as a condition of employment.

- D. The shorthand designation for any unit member may be terminated at any time by the District, at which time the differential shall no longer be paid.
- E. The shorthand wage differential shall be prorated for regular part-time unit members employed as a secretary or elementary school secretary.
- F. Unit members may petition to have their position reviewed by the District for payment of a shorthand differential. The petition must be supported by documentation over a period of not less than six (6) months showing the use of shorthand skills on a regular basis to benefit the District's operations.
- G. The District retains the sole right to determine the number and placement of positions to be paid the shorthand differential.

Section 8--Substitute Work by Unit Member.

Unit members with applications for substitute work on file in the Classified Human Resources Office may work in substitute employee positions during times when they are not required to work for the District in a bargaining unit position. The substitute assignment shall not result in hours worked that exceed eight (8) hours per day, forty (40) hours per workweek, and/or qualify for overtime compensation. When working in a substitute position, the unit member shall be paid the District-established rate of pay for that substitute position. If the unit member substitutes in the same classification in which he/she is regularly employed, the unit member shall be paid his/her regular rate of pay. Unit members shall be given preference over non-unit members for all substitute opportunities for which they meet the above qualifications.

Section 9--Technology Professional Growth Incentive.

Unit members employed in the Systems and Programming, Data Processing Operations, and Electronics job series set forth in Appendix "A" shall receive a one-range increment for receipt of an approved computer-related certification program. The payment shall commence the first pay period following the unit member's submission of an approved certification to the District. The Technology Professional Growth Incentive is subject to the following conditions:

- A. Payment of the incentive shall expire three (3) years after receipt of the incentive.
- B. No more than one (1) Technology Professional Growth Incentive may be received by a unit member at any one time.
- C. The certificate, which must demonstrate improved technology skills, must be approved in advance by the District. A list of approved certificates will be maintained by the Classified Human Resources Department.

D. The unit member is responsible for all costs. Unit members may be eligible for partial reimbursement through the Tuition Reimbursement Program set forth in Article XV, Section 9.

E. Unit members must attend classes and perform class work on their own time.

Section 10 – Salary Committee

Three (3) representatives from both the District and CSEA will comprise the district's Salary Committee. The Salary Committee will meet as needed to make recommendations regarding the following:

- An agreed upon set of comparison districts
- Benchmarking information for overall compensation comparisons
- Strategies and recommendations designed to ensure that classified employees are compensated fairly and competitively at all classifications.

The Salary Committee will make recommendations to the respective bargaining teams.

Tentatively agreed upon this 21st day of March, 2014 at San Bernardino, California.

President Gallo opened the public hearing and asked if anyone wished to comment.

Danny Tillman asked what year this covers. Perry Wiseman stated this is for 2013-14. The 4 percent raise is effective January 1, 2014. If the ending balance for 2013-14 is more than \$10 million over the required reserve amount, they will also receive a 2 percent off schedule payment.

Carl Green stated that the negotiators dealt with them with respect. Mr. Greenwood thanked Dale Marsden for calling him last Friday and willing to work things out. Barbara Flores and Danny Tillman thanked him for his service.

Hearing no further comment, Mr. Gallo closed the public hearing.

Upon motion by Member Flores, seconded by Member Tillman, and approved by the affirmative vote of Members Flores, Gallo, Hill, Medina, Perong, Savage, and Tillman (Noes: None), the following was adopted:

BE IT RESOLVED that the Board of Education accepts the Memorandum of Understanding between the California School Employees Association (CSEA) and the San Bernardino City Unified School District.

BE IT FURTHER RESOLVED that the Board of Education adopts the Memorandum of Understanding (Article VI – Wages) between the California School Employees Association (CSEA) and the San Bernardino City Unified School District.

SESSION FOUR - Closed Session

4.0 - Closed Session

This item was canceled.

SESSION FIVE - Closing

5.0 - Adjournment

By the affirmative vote of the members, the meeting was adjourned at 7:10 p.m.

The next regular meeting of the Board of Education of the San Bernardino City Unified School District to be held on Tuesday, May 20, 2014, has been canceled. The next regular meeting of the Board of Education will be held on Tuesday, June 3, 2014, at 5:30 p.m. in the Community Room of the Board of Education Building, 777 North F Street, San Bernardino.