

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS
SAN BERNARDINO CHAPTER 183**

**Wildfires/Evacuation Leave
October 23, 2024**

This Memorandum of Understanding ("MOU") is entered into by and between the San Bernardino City Unified School District ("District") and the California School Employees Association and its Chapter 183 ("CSEA") (collectively "the Parties"). The Parties agree effects of the Line Fire and mandatory evacuations had impacted regions of San Bernardino County. On September 7th, 2024, Governor Gavin Newsom declared a state of emergency in San Bernardino County as a result of the wildfires and evacuation orders; and the fire and evacuation orders impacted some District employees that reside in San Bernardino County.

On Tuesday, September 10th, 2024, due to wildfire threats and unhealthy conditions, the Board of Education made the decision to close District offices and schools from September 11th, 12th and 13th, 2024.

The Parties agree that as a result of the wildfires and evacuation orders, some District employees were absent from work between the dates of September 6th to 10th, 2024; and to preserve the continuity of District operations and protect the health and safety of District employees, it is agreed by and between the Parties as follows:

Emergency Leave:

1. A permanent bargaining unit member who resides in San Bernardino County covered by the Governor's declared state of emergency, who was affected by the wildfires, and was absent from work, shall be eligible to use up to three (3) days of Board Leave for the days of absence (September 6th, 9th and 10th).
2. Upon the employee's exhaustion of their three (3) Board Leave days, the employee shall be eligible to use up to seven (7) of their available personal necessity leave as provided by Article XIV of the Collective Bargaining Agreement.
3. The maximum number of District paid leave days per bargaining unit member under this MOU, inclusive of personal necessity and Board Leave, shall not exceed a total of ten (10) days.
4. The parties agree that the District's agreement to grant employees personal necessity leave and Board Leave under this MOU is temporary. Any unit member who used personal

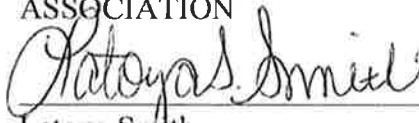
necessity or sick leave due to the wildfires and/or evacuation orders, shall have their leave restored by March 21, 2025. If a unit member used vacation leave due to an extenuating circumstance, the unit member may appeal to the Assistant Superintendent of Human Resources for review and consideration.

5. If the Governor's orders change, the parties agree to negotiate any further effects.
6. Employees who physically reported to work at District sites and/or departments on September 11th, 12th and/or 13th will be compensated their regular rate of pay for each hour worked in addition to their regular pay.

This agreement is non-precedent setting and shall not be referred to as past practice for any purpose in the future.

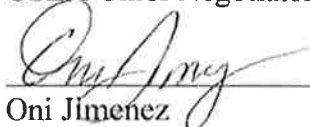
This agreement shall not be finalized until the completion of CSEA's policy 610 review process.

CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION

 10/23/24

Latoya Smith Date

CSEA Chief Negotiator

 10/23/24

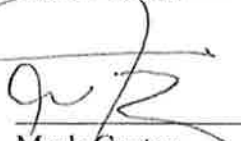
Oni Jimenez Date

CSEA Chapter 183 President

 10/23/24

Monica Landry Contreras Date

CSEA Labor Relations Representative

 10/23/24

Mark Cortez Date

CSEA Negotiations Team Member

 10/23/2024

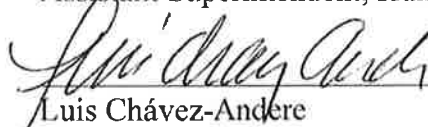
Nersidalia Garcia Date

CSEA Negotiations Team Member

SAN BERNARDINO CITY USD

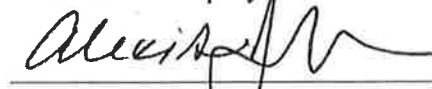
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Marcus Funchess Date

Assistant Superintendent, Human Resources

 10/23/2024

Luis Chavez-Andere Date

Director of Employee Relations

 10/23/24

Alexis Jenks Date

Human Resources Director - Classified

 10/23/24

Robert Morales Date

Human Resources Director - Certificated



Agenda Item Details

Meeting	Dec 17, 2024 - Regular Meeting of the Board of Education
Category	7. Public Hearing(s)
Subject	7.3 Public Hearing and Adoption of Memorandum of Understanding (Wildfires/Evacuation Leave) between the California School Employees Association, Chapter 183 and San Bernardino City Unified School District
Access	Public
Type	Action
Preferred Date	Dec 17, 2024
Absolute Date	Dec 17, 2024
Fiscal Impact	Yes
Recommended Action	Adopt the Memorandum of Understanding (Wildfires/Evacuation Leave)

Public Content

The Board of Education will hold a Public Hearing to consider the adoption of the Memorandum of Understanding (Wildfire/Evacuation Leave) between the California School Employees Association, Chapter 183, and San Bernardino City Unified School District.

On October 23, 2024, the California School Employees Association, Chapter 183 (CSEA), and the District agreed to the Memorandum of Understanding (MOU) regarding Wildfire/Evacuation Leave.

On November 25, 2024, CSEA ratified the proposed tentative agreement.

It is appropriate at this time to conduct a public hearing.

BE IT RESOLVED the Board of Education adopts the Memorandum of Understanding (Wildfire/Evacuation Leave) between the California School Employees Association, Chapter 183, and San Bernardino City Unified School District.

[CSEA-MOU-Wildfires-Evacuation Leave 10-23-24.pdf \(139 KB\)](#)

Administrative Content

Motion & Voting

Adopt the Memorandum of Understanding (Wildfires/Evacuation Leave)

Motion by Danny Tillman, second by Abigail Rosales-Medina.

Final Resolution: Motion Carries

Yea: Scott Wyatt, Danny Tillman, Abigail Rosales-Medina, Mayra Ceballos, Mary Ellen Grande, Felicia Alexander, Michael Santos