

SIDE LETTER OF AGREEMENT
SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
AND SAN BERNARDINO TEACHERS ASSOCIATION
HEAD COUNSELOR – WORK YEAR

This Side Letter of Agreement is made and entered into this 29th day of June 2025 between the SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT (hereinafter referred to as “District”) and the SAN BERNARDINO TEACHERS ASSOCIATION (hereinafter referred to as “Association”).

Whereas: The District and the Association recognize that Head Counselors at alternative High School sites are an essential component to the success of the district’s student graduation rates; And

Whereas: The District and the Association recognize that the Head Counselors at Middle College High School, Sierra High School and the Virtual Academy have work assignments that extend beyond their current work year of 188 days; And

Whereas: The District and the Association are mutually interested in treating all bargaining unit members who do the same work equitably and fairly; Therefore

BE IT THEREFORE RESOLVED THAT:

1. The head counselor at Middle College High School, Sierra High School and the Virtual Academy will be eligible to work up to 195 days at their per diem rate during the 2025-2026 school year to complete assigned duties beyond their current work year.
2. The extra days shall be pre-arranged in agreement with the site principal.
3. These per diems shall be paid in the 2025-2026 school year under this Side Letter. During the next negotiations cycle, the District and the Association will consider its incorporation into the Collective Bargaining Agreement.
4. The parties agree that this Side Letter does not establish a precedent and that any similar issues shall be resolved through mutual negotiations between the District and the Association.

Both parties agree to this Side Letter of Agreement as indicated by their signatures set forth below:

SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT



Dr. Marcus Funchess
Assistant Superintendent, Human Resources

SAN BERNARDINO
TEACHERS ASSOCIATION



Ashley Bettas-Alcala
President, SBTA