

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

This Tentative Agreement is made and entered into this 18th of December 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 received a 2.30% Cost Of Living Adjustment (COLA) in the 2025-2026 fiscal year; and,

WHEREAS: The District and the Association see the value and necessity in attracting and retaining our educators for our scholars

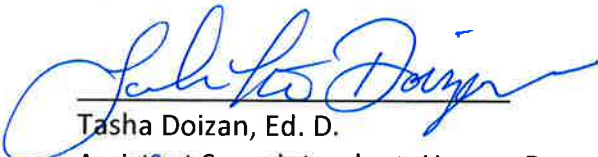
IT IS THEREFORE AGREED THAT:

All terms and conditions of the current Collective Bargaining Agreement shall remain in full force and effect beginning this 18th of December 2025 through June 30, 2026 with the following exceptions:

ARTICLE XI WAGES

Appendices A, C, D, E, F, and G shall be increased by 5% (five percent) retroactive to July 1, 2025.
Section 2, 4, 7, 13, & 14 shall be increased by 5% (five percent retroactive to July 1, 2025

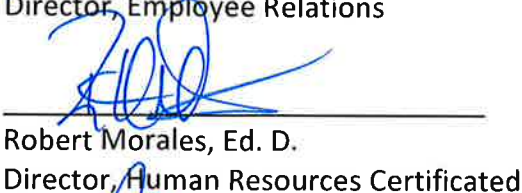
**San Bernardino City
Unified School District**



Tasha Doizan, Ed. D.
Assistant Superintendent, Human Resources



Luis Chavez
Director, Employee Relations



Robert Morales, Ed. D.
Director, Human Resources Certificated



Mary Pierce
Director, Employee Development

**San Bernardino
Teachers Association**



Michael Peterson
SBTA Bargaining Chair



Sandra Owens
Elementary School Teacher



Ray Woll
Special Education Teacher



Stephanie Fletcher
Program Specialist



Michelle Cleveland, Ed. D.
Director, Accountability and Educational Tech



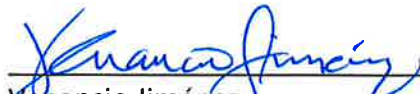
Ossie Coonrod
Director, Fiscal Services



Dana Jamison, Ed. D.
Principal, Paakuma MS



Hector Murrieta
Principal, Sierra HS



Venancio Jiménez
Middle School Teacher



Antonio Galindo
SBTA Executive Director



Connie Medina
SBTA Executive Director