

**MEMORANDUM OF UNDERSTANDING BETWEEN THE SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT AND COMMUNICATION WORKERS OF AMERICA**
Tentative Agreement of the articles reopened for the
2025 - 2026 School Year
January 9, 2026

The Memorandum of Understanding is made and entered into this 9th day of January, 2026, between the SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT (hereinafter referred to as "District") and the COMMUNICATIONS WORKERS OF AMERICA (hereinafter referred to as "Union").

All terms and conditions of the current Collective Bargaining Agreement shall remain in full force and effect beginning July 1, 2025, through June 30, 2026 with the following exceptions:

ARTICLE VII – UNIT MEMBER’S RIGHTS

Section 6--Health and Benefits.

- A. Qualified unit members will be offered health care according to Covered California Law and The Affordable Health Care Act.
- B. The District shall recognize and follow The Healthy Workplaces, Healthy Families Act of 2014 or the prevailing state or federal requirements.
- C. If a unit member works for 90 cumulative days from the beginning of the school year, the unit member may contact the Sub-Desk to discuss the possibility of becoming a District resident which makes the unit member eligible to the District Resident benefits.
- D. Unit Members that are Resident Substitutes may elect to enroll in the available program offered by the District. Resident Substitutes have 30 days from their start date to enroll in the available program offered by the District. This benefit will be terminated once the unit member vacates their Resident Substitute status.
- E. During the 2023-2024 school year, the District and CWA agree to establish and participate in a Focus Group to research and study health benefit options.

ARTICLE XI – WAGES

Section 1--Wage Rate.

All recognized unit member positions shall be paid according to Appendix A.

Section 4--District Identified Minimum Days and Additional Pay.

Unit members who work three and a half hours (3 ½) or less will be paid half of their daily rate. If the unit member works more than three and a half hours (3 ½), they will be paid their full daily rate.

Unit members who work additional time after a regular 7 hour assignment at Sierra High School, San Andreas High School, Child Development Center, CAPS or other District approved before and after school programs shall receive up to two (2) hours of additional pay at an hourly rate of pay. The hourly rate of pay shall be determined by dividing the daily salary rate by seven.

San Bernardino City Unified School District
Guest Teacher Daily Rates
Appendix A

Effective July 1, 2025

<u>Classification</u>	<u>3.5 Hours or more</u>	<u>Less than 3.5 hours</u>
Day to Day/Rovers	\$217.00	\$108.50
Long Term Guest Teacher **	\$250.00	\$125.00
<u>District and Site Resident Guest Teacher</u>		
Elementary, Secondary and Retired Teachers	\$250.00	\$125.00
Child Care Workers	\$165.00	\$82.50
Long-Term Child-Care Worker	\$176.00	\$88.00

**Once a long-term assignment ends, the Day to Day Guest Teacher may choose, upon agreement with the District, to become a District Resident Guest Teacher. To maintain the \$250.00 rate of pay, the District Resident Guest Teacher shall comply with the expectations as established in the CBA Article XI, Section 2.

Unit Members who take preschool and/or Infant Toddler assignments will be paid \$21.00 per day.

Guest Teachers who obtain SBCUSD Certification will be paid \$12.00 per day stipend for every day of service.

Certification will be awarded upon completion of:

- Three (3) consecutive years of SBCUSD substitute experience with a minimum of 120 substitute days per year or 500 guest teachers days within the last five (5) years, and
- Fifty (50) hours of certification training as identified by the District.

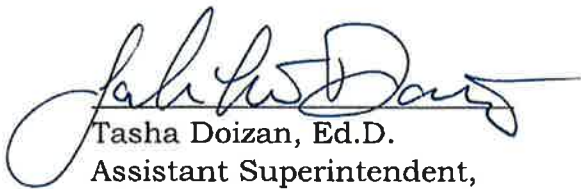
Ten (10) hours of certification training will be counted for guest teachers who can demonstrate subject matter proficiency in subjects needed by District students (e.g. Bilingual, Math, Special Education).

The District and CWA shall meet twice a year to discuss the fifty (50) hour Guest Teacher Certification Program. CWA shall have three (3) positions on the committee, appointed by the union. The purpose of the committee is to review and discuss the certification courses and make recommendations to improve the program. Topics for the certification program may include, but not be limited to CPI, PBID, instructional strategies, common core, etc.

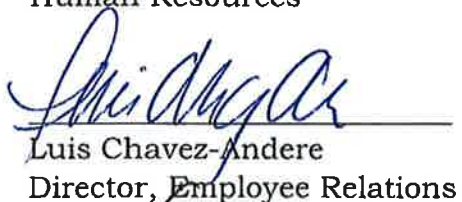
The parties tentatively agreed to the terms of this MOU on the 9th day of January, 2026.

This Memorandum of Understanding will be effective July 1, 2025.

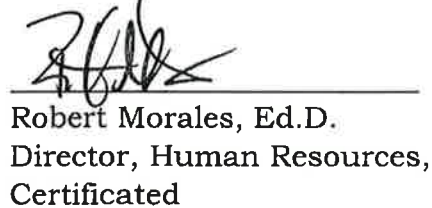
**SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT**



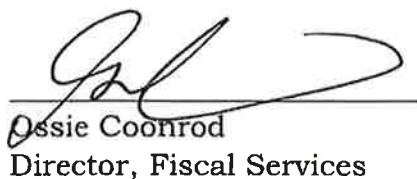
Tasha Doizan, Ed.D.
Assistant Superintendent,
Human Resources



Luis Chavez-Andere
Director, Employee Relations

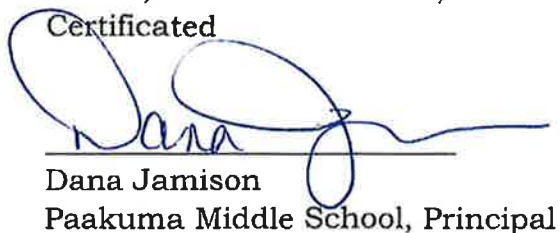


Robert Morales, Ed.D.
Director, Human Resources,
Certificated



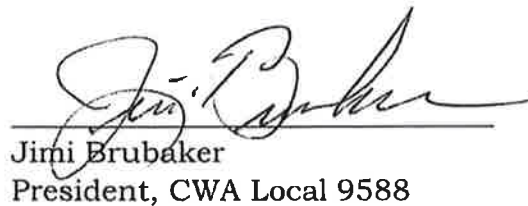
Ossie Coonrod
Director, Fiscal Services

Not Present
Lilian Morales
Officer, Human Resources,
Certificated

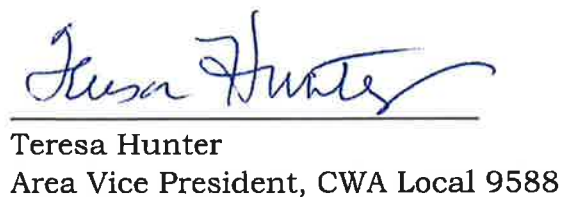


Dana Jamison
Paakuma Middle School, Principal

**COMMUNICATIONS WORKERS
OF AMERICA**



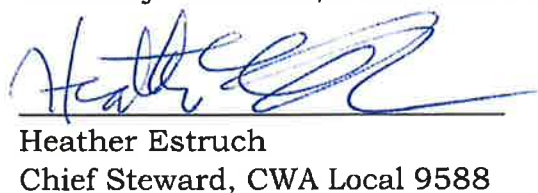
Jimi Brubaker
President, CWA Local 9588



Teresa Hunter
Area Vice President, CWA Local 9588

Not Present
Thomas Ham
Executive Vice-President, CWA Local 9588

Not Present
Omar Martin Del Campo
Secretary-Treasurer, CWA Local 9588



Heather Estruch
Chief Steward, CWA Local 9588