

**Memorandum of Understanding**  
**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**And**  
**SAN BERNARDINO TEACHERS ASSOCIATION**

This Memorandum of Understanding is made and entered September 7, 2022, between the San Bernardino Unified School District, (hereinafter referred to as "District") and the San Bernardino Teachers Association (hereinafter referred to as "Association").

WHEREAS: The District received a 6.56% Cost Of Living Adjustment (COLA) in the 2022-2023 fiscal year; and,

WHEREAS: The District has \$134 Million beginning balance (includes restricted and unrestricted general fund balances) as of July 1, 2022; 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 September 7, 2022, through June 30, 2023, with the following exceptions:

**ARTICLE XI—WAGES**

Section 1 –

A 7% increase effective July 1, 2022, shall be applied to all Appendices A, C, D, E, and F.

Additionally, a one-time 2% off schedule salary increase, to be calculated on each employee's annual base salary, as of July 1, 2022, and after applying the 7% increase, will be provided for the 2022-2023 school year, payable by February 15, 2023.

Section 2 – Extra Duty Pay.

A 7% increase shall apply to all positions effective July 1, 2022.

Section 7 – Regularly Scheduled Part Time, Summer School and Intersession Rates

A 7% increase shall be applied effective July 1, 2022.

Section 13 – Special Compensation

A 7% increase in compensation shall be applied effective July 1, 2022.

Section 14 – Substitute Rate

A 7% increase shall be applied effective July 1, 2022.

**ARTICLE XXVIII – TERM OF AGREEMENT**

Section 1 – Duration

Except as otherwise provided herein, the Agreement between the San Bernardino City Unified School District and the San Bernardino Teachers Association shall remain in full force and effect from September 7, 2022, through June 30, 2023.

San Bernardino City  
Unified School District

San Bernardino  
Teachers Association

\_\_\_\_\_  
Marcus Funchess  
Assistant Superintendent, Human Resources

\_\_\_\_\_  
Michael Peterson  
SBTA Bargaining Chair

\_\_\_\_\_  
Ana Applegate  
Assistant Superintendent, Education Services

\_\_\_\_\_  
Sandra Owens  
Elementary School Teacher

\_\_\_\_\_  
Sandra Rodriguez  
Assistant Superintendent, Education Services

\_\_\_\_\_  
Ray Woll  
Special Education Teacher

\_\_\_\_\_  
Harold Sullins  
Associate Superintendent, Business Services

\_\_\_\_\_  
Stephanie Fletcher  
Program Specialist

\_\_\_\_\_  
Erin Moran  
High School Teacher

\_\_\_\_\_  
Stephanie Lopez  
Elementary School Teacher

\_\_\_\_\_  
Veny Jiménez  
Middle School Teacher

\_\_\_\_\_  
Peg Tracey  
SBTA Executive Director

\_\_\_\_\_  
Justin Arnold  
SBTA Executive Director