

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is between the San Bernardino Community College District Teachers Association (hereinafter "Association") and the San Bernardino Community College District (hereinafter, the "District")

Cal OSHA Required Training on Hazardous Chemicals

Mandatory Globally Harmonized System Training

1. Each faculty member will be required to participate in GHS training either on-line or in person workshop.
2. The District will compensate each faculty member who completes the GHS training one hour of non-instructional pay at the current negotiated rate.
3. Upon completion of the GHS training, each faculty member shall complete and return to HR a non-instructional time sheet indicating the one hour non-instructional pay for the training.
4. CTA will actively encourage faculty to complete this mandatory training.
5. Deadline for completion of the GHS training is December 1, 2013.
6. The District and the Association agree that safety in the workplace is subject to collective bargaining in the state of California.
7. In the spirit of respect and cooperation, the District and the Association shall meet to discuss all future safety issues of this nature prior to implementation.

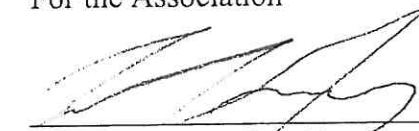
This Agreement is made and entered into the 14 day of November, 2013

For the District



Bruce Baron, Chancellor

For the Association



Edward Gomez, President
SBCCDTA/NEA

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ARTICLE 16 – EVALUATIONS

1. In the event of a formal evaluation stating or citing specific deficiencies, the evaluator shall meet with the faculty member to discuss and implement appropriate steps for improvement within thirty (30) calendar days of the faculty members' receipt of the evaluation documents. Scheduled meeting(s) must take place during the school year that evaluation took place, during normal contract day(s).
2. In the event that the evaluator does not meet the above time, all deficiencies mentioned in said evaluation shall be permanently removed from faculty members' personnel file with the exception of faculty members who refuse to meet.
3. This timeline corresponds with the thirty (30) calendar days the bargaining unit member may prepare a written response.

This Agreement shall be in effect from the date of signing.

This Agreement is made and entered into this 23 day of August, 2013.

FOR THE DISTRICT:



Tanya Rogers
Interim Vice Chancellor, Human Resources
San Bernardino Community College District

FOR THE ASSOCIATION:



Edward Gomez
President
SBCCDTA-CTA/NEA

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ARTICLE 13 – WORKLOAD

1. The District shall add a faculty position of DSPS Coordinator reflective of the duties of the board approved job description.
2. The DSPS Coordinator shall be recognized with 221 STRS creditable days.
3. The DSPS Coordinator is considered to be a full-time employee under provision F. of Article 13 and shall remain at District facilities for requirements of their assignments for thirty-five hours per week.

This Agreement shall be in effect from the date.

This Memorandum of Understanding constitutes the full and complete Agreement regarding the addition of the DSPS Coordinator.

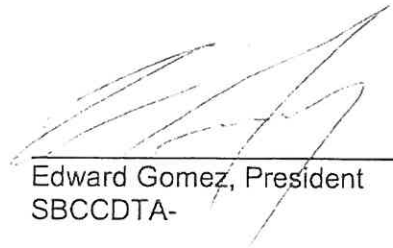
This Agreement is made and entered into this 23 day of July, 2013.

For the District

For the Association



Tanya Rogers, Interim Vice Chancellor HR
San Bernardino Community College District



Edward Gomez, President
SBCCDTA-

**MEMORANDUM OF UNDERSTANDING
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
And
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER CTA/NEA**

This Memorandum of Understanding is made and entered into this 30th day of January, 2013 between the SAN BERNARDINO COMMUNITY COLLEGE DISTRICT, San Bernardino County, California, hereinafter referred to as the "District" and SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER CTA/NEA, hereinafter referred to as the "ASSOCIATION."

WHEREAS, the District and the Association acknowledge the fact that the college has received recommendations from the Accrediting Commission of Community and Junior Colleges (ACCJC) regarding Student Learning Outcomes (herein SLOs); and

WHEREAS, the Association is not interested in harming the accreditation standing of the District or the colleges; and

WHEREAS, the Community College Association/CTA-NEA has agreed to the following processes:

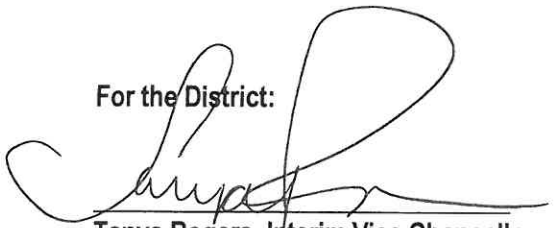
It is hereby AGREED that:

1. The District will compensate each full time faculty member ten (10) hours per year, to be added into the current salary schedule, at the non-instructional rate for work on Student Learning Outcomes. This compensation covers all faculty work in regards to the development and assessment of Student Learning Outcomes, PLOs and ILOs. The SLO process consists of the following:
 - a. Writing and revising learning outcomes
 - b. Choosing a method to measure the learning outcomes
 - c. Setting a numerical target for outcome results
 - d. Assessment of the learning outcomes
 - e. Participating in departmental meetings
 - f. Documenting the results of the cycle
2. All adjunct faculty will be compensated .5 hours per unit, per semester at the non-instructional rate for choosing an assessment method, setting a numerical target for outcome results, assessing a minimum of two SLOs and documenting the results.
3. Any adjunct faculty that agrees to write or rewrites SLOs will be compensated for three (3) hours at the non-instructional rate for each set of class SLOs written, with a minimum of two (2) SLOs per class.
4. Adjunct faculty shall receive compensation for two (2) hours per semester at the non-instructional rate for the purpose of attending meetings related to the participation in the SLO training and/or discussions regarding assessment results with the approval by the Division Dean and/or the Vice President.

5. The Association agrees to have the full time faculty compensation begin when the current California fiscal crises stabilizes. Compensation shall be implemented when the District is no longer drawing upon its reserves to maintain the general budget of the district and colleges.
6. The District shall provide training in the SLO process to all interested full time faculty, which may be offered during campus in-service day(s) or voluntarily during on campus flex-day(s).
7. A self-reflection statement in regards to the development and assessment of SLOs shall be included in the evaluation. Furthermore, the evaluator and faculty member may voluntarily discuss the SLO process and how it was used in the improvement of instruction.

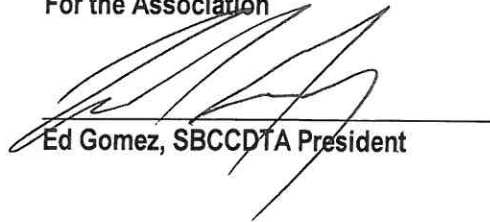
This Agreement made and entered into this 30th day of January 2013.

For the District:



Tanya Rogers, Interim Vice Chancellor
Human Resources & Employee Relations

For the Association



Ed Gomez, SBCCDTA President