

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT**  
**And**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its**  
**SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291**

**March 17, 2026**

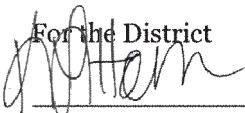
**Terms and Conditions:** This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class Managerial assignment for Johnny Kates Jr., Custodian to the Custodial Supervisor, San Bernardino Valley College, under the following stipulations:

1. The length of the assignment will be March 5, 2026, through June 30, 2026, or until a decision is made by the Employee or management to end the assignment.
2. The Employee will be compensated from the Management Salary Schedule at Range 8, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class Managerial assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA; however, the Employee will be ineligible to receive the following special compensation: shift differential or bilingual/bi-literate during the length of Out-of-Class service.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Custodial Supervisor or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class Managerial assignment, the Employee shall return to their regular classified position as Custodian.
6. The Parties agree that during the Out-of-Class Managerial assignment, the Employee's seniority as a Custodian will continue to accrue, and the Out-of-Class Managerial assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class Managerial assignment of Johnny Kates Jr.

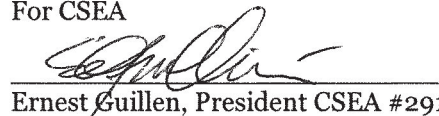
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District

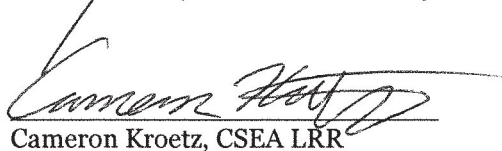


Kristina Hannon, SBCCD  
Vice-Chancellor, Human Resources,  
Payroll, Police Services and Health and  
Safety Administration

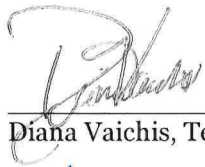
For CSEA



Ernest Guillen, President CSEA #291

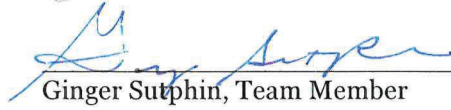


Cameron Kroetz, CSEA LRR



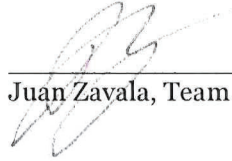
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Diana Vaichis, Team Member




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Ginger Sutphin, Team Member



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Juan Zavala, Team Member



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Aida Gil, Team Member