

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**San Bernardino Community College District Teachers Association**  
**And San Bernardino Community College District**  
**Reassignment of Head Football Coach to a Management Position**

**WHEREAS**, the parties recognize the unique nature of the responsibilities associated with the Head Football Coach and the difficulty in meeting the demands of the position within the role of a faculty member; and

**WHEREAS**, the District has determined that the Head Football Coach's responsibilities align more closely with management and administrative functions rather than those covered under the SBCCDTA bargaining unit; and

**WHEREAS**, the parties acknowledge the need for clear delineation between bargaining unit positions and management roles;

**NOW, THEREFORE**, the Parties agree as follows:

**1. Reclassification of Position**

The Head Football Coach position shall be removed from the SBCCDTA bargaining unit and reclassified as a management position.

**2. Responsibilities and Duties**

The Head Football Coach, as a management position, will assume additional administrative and supervisory duties, including but not limited to hiring and evaluating assistant coaches, budget oversight, compliance with athletic regulations, and strategic program development. In addition, the Head Football Coach may be required to teach in-season and off-season associated football courses.

**3. Compensation and Benefits**

The Head Football Coach shall be compensated in accordance with the District's management salary schedule and will be eligible for benefits consistent with other management personnel.

**4. Effect on Bargaining Unit**

The Parties acknowledge that this change removes the Head Football Coach from the SBCCDTA bargaining unit and, as such, the position shall no longer be subject to the collective bargaining agreement.

**5. Transition and Implementation**

The District shall work with the affected employee(s) to ensure a smooth transition into their new roles, including adjustments to reporting structures and training.

**6. No Precedent Established**

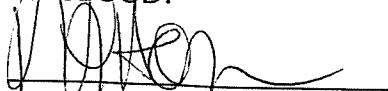
This MOU is a one-time agreement and shall not be used as a precedent for future bargaining or classification decisions.

**7. Agreement Duration**

This MOU shall become effective on January 24, 2025, and remain in effect unless modified by mutual agreement of both Parties.

IN WITNESS WHEREOF, the Parties hereto have executed this Memorandum of Understanding as of the date first written above.

For SBCCD:



Kristina Hannon

Vice Chancellor, Human Resources & Police Services,  
SBCCD Lead Negotiator

Date: 1-24-25

For SBCCDTA:



Jamie Salyer

SBCCDTA Lead Negotiator

Date: 1.24.25