

**MEMORANDUM OF UNDERSTANDING BETWEEN THE SAN BERNARDINO CITY UNIFIED
SCHOOL DISTRICT AND COMMUNICATION WORKERS OF AMERICA
Temporary Revision of Substitute Teacher Compensation Rate for the 2021-2022 School Year
September 14, 2021**

The Memorandum of Understanding is made and entered into this 15th day of September, 2021, between the SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT (hereinafter referred to as "District") and the COMMUNICATIONS WORKERS OF AMERICA (hereinafter referred to as "Union").

WHEREAS, the District is experiencing an ongoing shortage of substitute teachers due to factors associated with the pandemic; and

WHEREAS, the Union and the District desire to recruit and retain highly qualified substitute teachers; and

WHEREAS, the Union and the District will continue to be diligent in providing adequate support to students during the absence of their regular teacher.

IT IS HEREBY AGREED AS FOLLOWS:

1. PAY RATE REVISION

- A. The current rate for day-to-day guest teachers is \$151.53 and \$114.60 for childcare workers. For resident guest teachers, the daily rate is \$167.02 (elementary) and \$178.96 (secondary), respectively. The proposal of a new temporary pay structure will allow San Bernardino City Unified School District to remain competitive with the surrounding Inland Empire school districts in employing and attracting guest teachers with equitable pay during this critical period.
- B. The temporary pay increase for the 2021 - 2022 school year, will be as follows:
 - Day-to-Day Substitutes - \$200.00**
 - Resident Substitutes (elementary & secondary) - \$230.00**
 - Childcare Worker Substitutes \$150.00**

2. DURATION

- A. This Memorandum of Understanding shall be in force from September 22, 2021 through June 30, 2022 unless or until it is extended with the mutual agreement of both parties.
- B. This agreement only applies to the temporary revision of substitute teacher compensation rates and shall not be precedent setting for future contract negotiations.


Dated this 15th day of September 2021.

San Bernardino City
Unified School District


Marcus Funchess, Ed.D
Assistant Superintendent


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Director, Employee Relations

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of America


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