

**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 2022 - 2023 School Year  
February 1, 2023**

The Memorandum of Understanding is made and entered into this 1st day of February, 2023, 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 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 2022 - 2023 school year, will be as follows:

**Day-to-Day Substitutes - \$205.00**

**Resident Substitutes (elementary & secondary) - \$235.00**

**Childcare Worker Substitutes \$155.00**

**Resident Childcare Worker Substitutes \$165.00**

**2. DURATION**

- A. This Memorandum of Understanding shall be in force from July 1, 2022 through June 30, 2023 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.

The District and Union enter into this tentative agreement upon this 1st day of February, 2023, in San Bernardino, California, that will be effective July 1, 2022.

**SAN BERNARDINO  
CITY UNIFIED SCHOOL DISTRICT**


**COMMUNICATIONS WORKERS  
OF AMERICA**



Marcus Funchess, Ed.D  
Assistant Superintendent



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President, CWA Local 9588



Luis Chavez-Anders  
Director, Employee Relations



Teresa Hunter  
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District Sub Desk



Heather Estruch  
Chief Steward, CWA Local 9588