

**Side Letter Agreement**  
**Teamsters Local 1932**  
*Preschool Services Department Unit*

**COST OF LIVING ADJUSTMENT AND ONE-TIME LUMP SUM PAYMENT**

**ALL UNITS**

**Section 1 – Cost of Living Adjustment**

The Preschool Services Department received a Notice of Award for the United States Department of Health and Human Services, Administration for Children and Families for the Head Start, Early Head Start, and Early Head Start – Child Care Partnership programs. As provided in the MOU for the Preschool Services Department Non-Supervisory Unit and Preschool Services Department Supervisory Unit, the County provided Teamsters Local 1932 notice that it received the Award, and an opportunity to discuss any wage adjustments. Teamsters requested to meet to discuss the proposed wage adjustments. As a result, the parties agree that, effective November 30, 2024, the County shall implement a 2.35% cost of living adjustment, for all unit employees (see attached salary tables), and all employees in the units shall be provided with a one-time lump sum payment of four hundred thirty-seven dollars (\$437) which will be paid on or around December 25, 2024.

Date Agreed: 11/25/2024

San Bernardino County

TEAMSTERS LOCAL 1932

  
\_\_\_\_\_  
Leo Gonzalez  
County Labor Relations Chief

  
\_\_\_\_\_  
Natalie Harts  
Business Agent

**Preschool Services Department Non-Supervisory Unit**

**Effective 11/30/2024**

<b>Food Service Worker</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>17A</b>	Hourly														19.32
	Appx. Bi-wkly														1,545.60
	Appx. Monthly														3,348.80
	Appx. Annual														40,185.60
<b>Custodian Trainee</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>19A</b>	Hourly												19.28	19.69	20.13
	Appx. Bi-wkly												1,542.40	1,575.20	1,610.40
	Appx. Monthly												3,341.87	3,412.93	3,489.20
	Appx. Annual												40,102.40	40,955.20	41,870.40
<b>Teacher Aide I</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>23A</b>	Hourly								19.29	19.70	20.15	20.62	21.06	21.54	22.05
	Appx. Bi-wkly								1,543.20	1,576.00	1,612.00	1,649.60	1,684.80	1,723.20	1,764.00
	Appx. Monthly								3,343.60	3,414.67	3,492.67	3,574.13	3,650.40	3,733.60	3,822.00
	Appx. Annual								40,123.20	40,976.00	41,912.00	42,889.60	43,804.80	44,803.20	45,864.00
<b>Custodian/Storekeeper</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>25A</b>	Hourly						19.29	19.70	20.11	20.62	21.05	21.53	22.02	22.52	23.04
	Appx. Bi-wkly						1,543.20	1,576.00	1,608.80	1,649.60	1,684.00	1,722.40	1,761.60	1,801.60	1,843.20
	Appx. Monthly						3,343.60	3,414.67	3,485.73	3,574.13	3,648.67	3,731.87	3,816.80	3,903.47	3,993.60
	Appx. Annual						40,123.20	40,976.00	41,828.80	42,889.60	43,784.00	44,782.40	45,801.60	46,841.60	47,923.20
<b>Teacher Aide II/Center Clerk</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>26A</b>	Hourly					19.29	19.70	20.11	20.62	21.05	21.54	22.04	22.53	23.05	23.58
	Appx. Bi-wkly					1,543.20	1,576.00	1,608.80	1,649.60	1,684.00	1,723.20	1,763.20	1,802.40	1,844.00	1,886.40
	Appx. Monthly					3,343.60	3,414.67	3,485.73	3,574.13	3,648.67	3,733.60	3,820.27	3,905.20	3,995.33	4,087.20
	Appx. Annual					40,123.20	40,976.00	41,828.80	42,889.60	43,784.00	44,803.20	45,843.20	46,862.40	47,944.00	49,046.40
<b>Teacher 1</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>34A</b>	Hourly	20.85	21.29	21.76	22.24	22.73	23.21	23.78	24.31	24.85	25.43	26.00	26.58	27.20	27.82
	Appx. Bi-wkly	1,668.00	1,703.20	1,740.80	1,779.20	1,818.40	1,856.80	1,902.40	1,944.80	1,988.00	2,034.40	2,080.00	2,126.40	2,176.00	2,225.60
	Appx. Monthly	3,614.00	3,690.27	3,771.73	3,854.93	3,939.87	4,023.07	4,121.87	4,213.73	4,307.33	4,407.87	4,506.67	4,607.20	4,714.67	4,822.13
	Appx. Annual	43,368.00	44,283.20	45,260.80	46,259.20	47,278.40	48,276.80	49,462.40	50,564.80	51,688.00	52,894.40	54,080.00	55,286.40	56,576.00	57,865.60

**Preschool Services Department Non-Supervisory Unit**

**Effective 11/30/2024**

<b>General Maintenance Worker</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>36A</b>	Hourly	22.01	22.51	22.99	23.52	24.04	24.58	25.14	25.69	26.30	26.89	27.51	28.16	28.81	29.47
	Appx. Bi-wkly	1,760.80	1,800.80	1,839.20	1,881.60	1,923.20	1,966.40	2,011.20	2,055.20	2,104.00	2,151.20	2,200.80	2,252.80	2,304.80	2,357.60
	Appx. Monthly	3,815.07	3,901.73	3,984.93	4,076.80	4,166.93	4,260.53	4,357.60	4,452.93	4,558.67	4,660.93	4,768.40	4,881.07	4,993.73	5,108.13
	Appx. Annual	45,780.80	46,820.80	47,819.20	48,921.60	50,003.20	51,126.40	52,291.20	53,435.20	54,704.00	55,931.20	57,220.80	58,572.80	59,924.80	61,297.60
<b>Teacher II</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>38A</b>	Hourly	22.99	23.52	24.04	24.58	25.14	25.69	26.30	26.89	27.47	28.11	28.79	29.44	30.13	30.82
	Appx. Bi-wkly	1,839.20	1,881.60	1,923.20	1,966.40	2,011.20	2,055.20	2,104.00	2,151.20	2,197.60	2,248.80	2,303.20	2,355.20	2,410.40	2,465.60
	Appx. Monthly	3,984.93	4,076.80	4,166.93	4,260.53	4,357.60	4,452.93	4,558.67	4,660.93	4,761.47	4,872.40	4,990.27	5,102.93	5,222.53	5,342.13
	Appx. Annual	47,819.20	48,921.60	50,003.20	51,126.40	52,291.20	53,435.20	54,704.00	55,931.20	57,137.60	58,468.80	59,883.20	61,235.20	62,670.40	64,105.60
<b>Generalist</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>41A</b>	Hourly	24.58	25.14	25.69	26.30	26.89	27.47	28.14	28.78	29.43	30.12	30.81	31.52	32.26	33.02
	Appx. Bi-wkly	1,966.40	2,011.20	2,055.20	2,104.00	2,151.20	2,197.60	2,251.20	2,302.40	2,354.40	2,409.60	2,464.80	2,521.60	2,580.80	2,641.60
	Appx. Monthly	4,260.53	4,357.60	4,452.93	4,558.67	4,660.93	4,761.47	4,877.60	4,988.53	5,101.20	5,220.80	5,340.40	5,463.47	5,591.73	5,723.47
	Appx. Annual	51,126.40	52,291.20	53,435.20	54,704.00	55,931.20	57,137.60	58,531.20	59,862.40	61,214.40	62,649.60	64,084.80	65,561.60	67,100.80	68,681.60
<b>Teacher III/PSD Program Quality Specialist</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>
<b>43A</b>	Hourly	25.69	26.30	26.89	27.47	28.14	28.78	29.43	30.12	30.81	31.52	32.26	33.02	33.79	34.57
	Appx. Bi-wkly	2,055.20	2,104.00	2,151.20	2,197.60	2,251.20	2,302.40	2,354.40	2,409.60	2,464.80	2,521.60	2,580.80	2,641.60	2,703.20	2,765.60
	Appx. Monthly	4,452.93	4,558.67	4,660.93	4,761.47	4,877.60	4,988.53	5,101.20	5,220.80	5,340.40	5,463.47	5,591.73	5,723.47	5,856.93	5,992.13
	Appx. Annual	53,435.20	54,704.00	55,931.20	57,137.60	58,531.20	59,862.40	61,214.40	62,649.60	64,084.80	65,561.60	67,100.80	68,681.60	70,283.20	71,905.60
<b>Health Education Specialist</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	
<b>46A</b>	Hourly	27.47	28.14	28.78	29.43	30.12	30.81	31.50	32.24	33.00	33.77	34.54	35.35	36.19	
	Appx. Bi-wkly	2,197.60	2,251.20	2,302.40	2,354.40	2,409.60	2,464.80	2,520.00	2,579.20	2,640.00	2,701.60	2,763.20	2,828.00	2,895.20	
	Appx. Monthly	4,761.47	4,877.60	4,988.53	5,101.20	5,220.80	5,340.40	5,460.00	5,588.27	5,720.00	5,853.47	5,986.93	6,127.33	6,272.93	
	Appx. Annual	57,137.60	58,531.20	59,862.40	61,214.40	62,649.60	64,084.80	65,520.00	67,059.20	68,640.00	70,241.60	71,843.20	73,528.00	75,275.20	
<b>Cont. Behavioral Specialist</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	
<b>51A</b>	Hourly	30.81	31.50	32.24	32.98	33.73	34.51	35.32	36.12	36.97	37.85	38.74	39.67	40.60	
	Appx. Bi-wkly	2,464.80	2,520.00	2,579.20	2,638.40	2,698.40	2,760.80	2,825.60	2,889.60	2,957.60	3,028.00	3,099.20	3,173.60	3,248.00	
	Appx. Monthly	5,340.40	5,460.00	5,588.27	5,716.53	5,846.53	5,981.73	6,122.13	6,260.80	6,408.13	6,560.67	6,714.93	6,876.13	7,037.33	
	Appx. Annual	64,084.80	65,520.00	67,059.20	68,598.40	70,158.40	71,780.80	73,465.60	75,129.60	76,897.60	78,728.00	80,579.20	82,513.60	84,448.00	
<b>PSD Registered Nurse</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>											
<b>52A</b>	Hourly	53.73	55.04	56.34											
	Appx. Bi-wkly	4,298.40	4,403.20	4,507.20											
	Appx. Monthly	9,313.20	9,540.27	9,765.60											
	Appx. Annual	111,758.40	114,483.20	117,187.20											

**Preschool Services Department Supervisory Unit**

**Effective 11-30-2024**

<b>Supervising Custodian</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>
<b>31B</b>	Hourly	21.18	21.67	22.12	22.64	23.10	23.65	24.23	24.74	25.30	25.87	26.45	27.05	27.68
	Appx. Bi-wkly	1,694.40	1,733.60	1,769.60	1,811.20	1,848.00	1,892.00	1,938.40	1,979.20	2,024.00	2,069.60	2,116.00	2,164.00	2,214.40
	Appx. Monthly	3,671.20	3,756.13	3,834.13	3,924.27	4,004.00	4,099.33	4,199.87	4,288.27	4,385.33	4,484.13	4,584.67	4,688.67	4,797.87
	Appx. Annual	44,054.40	45,073.60	46,009.60	47,091.20	48,048.00	49,192.00	50,398.40	51,459.20	52,624.00	53,809.60	55,016.00	56,264.00	57,574.40
<b>Site Supervisor I</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>
<b>45B</b>	Hourly	26.87	27.49	28.10	28.79	29.42	30.11	30.80	31.50	32.25	33.00	33.77	34.56	35.36
	Appx. Bi-wkly	2,149.60	2,199.20	2,248.00	2,303.20	2,353.60	2,408.80	2,464.00	2,520.00	2,580.00	2,640.00	2,701.60	2,764.80	2,828.80
	Appx. Monthly	4,657.47	4,764.93	4,870.67	4,990.27	5,099.47	5,219.07	5,338.67	5,460.00	5,590.00	5,720.00	5,853.47	5,990.40	6,129.07
	Appx. Annual	55,889.60	57,179.20	58,448.00	59,883.20	61,193.60	62,628.80	64,064.00	65,520.00	67,080.00	68,640.00	70,241.60	71,884.80	73,548.80
<b>Site Supervisor II</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>
<b>47B</b>	Hourly	28.10	28.79	29.42	30.12	30.80	31.50	32.21	32.98	33.73	34.50	35.33	36.17	37.02
	Appx. Bi-wkly	2,248.00	2,303.20	2,353.60	2,409.60	2,464.00	2,520.00	2,576.80	2,638.40	2,698.40	2,760.00	2,826.40	2,893.60	2,961.60
	Appx. Monthly	4,870.67	4,990.27	5,099.47	5,220.80	5,338.67	5,460.00	5,583.07	5,716.53	5,846.53	5,980.00	6,123.87	6,269.47	6,416.80
	Appx. Annual	58,448.00	59,883.20	61,193.60	62,649.60	64,064.00	65,520.00	66,996.80	68,598.40	70,158.40	71,760.00	73,486.40	75,233.60	77,001.60

**Supervising Case**

<b>Management Nurse</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
<b>68B</b>	Hourly	57.90	59.30	60.72
	Appx. Bi-wkly	4,632.00	4,744.00	4,857.60
	Appx. Monthly	10,036.00	10,278.67	10,524.80
	Appx. Annual	120,432.00	123,344.00	126,297.60