

**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 10, 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."

**Permanent Schedule Change:** Biology Department [Crafton Hills College] In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties have reached an agreement regarding Toshio Alvarado's permanent work schedule, which will take effect on **Monday, January 19, 2026**.

The specific details of the schedule change are outlined below:

a. Unit member, **Toshio Alvarado's** work schedule will be changed as follows:

FROM: Monday - Friday, 8:00 a.m. - 5:00 p.m.

TO: Monday, Wednesday: 7:00am - 8:00am continued at 11:00 a.m. - 6:30 p.m.,  
Tuesday, Thursday, Friday: 6:30 a.m. – 3:00 p.m.

This agreement is subject to all approvals required by the CSEA 610 policy and the District. This Memorandum of Understanding should not set future precedent regarding scheduling for unit members and affected unit member reverts back to his original schedule May 18, 2026 as required by the collective bargaining agreement.

For the District For CSEA

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

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Ernest Guillen, President CSEA #291

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Cameron Kroetz, CSEA LRR

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Diana Vaichis, Team Member

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Ginger Sutphin, Team Member

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Aida Gil, Team Member

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Juan Zavala, Team Member