

**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 17, 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:

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: **6:45 a.m. - 7:45 a.m. [split shift]** ~~7:00am - 8:00am~~  
~~continued at 1,~~ and 11:00 a.m. - 6:30 p.m., Tuesday, Thursday, Friday: 6:30 a.m. - 3:00 p.m.

The unit member shall automatically revert to their Monday-Friday, 8:00 a.m. to 5:00 p.m. work schedule effective May 18, 2026, unless the District presents a Memorandum of Understanding to the Association to negotiate an extension of the work schedule beyond May 17, 2026.

It is further understood that this agreement is unique and shall not set a precedent for further requests or situations and shall in no way be construed as a waiver, expressed or implied, of the Association or District's right to negotiate on any and all matters within the scope of representation set forth in the Educational Employment Relations Act.

~~This Memorandum of Understanding should not set future precedent regarding the scheduling for unit members and affected unit member reverts back to his original schedule May 18, 2026 as required by the collective bargaining agreement.~~

This agreement is subject to all approvals required by the CSEA 610 policy and the District.

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