

MEMORANDUM OF UNDERSTANDING
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
And
CALIFORNIA SCHOOLS EMPLOYEES ASSOCIATION and its
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

March 10, 2026

Terms and Conditions: This Memorandum of Understanding it entered into by and between the San Bernardino Community College District (hereinafter, “District”) and the California Schools Employees Association, and its Chapter #291), (hereafter “Association”). Collectively referred to as “the Parties”.

The Parties agree to the following regarding the 4/10 Summer Alternative Work Schedule (“AWS”) for the period of Sunday, May 17, 2026, through Saturday, August 15, 2026.

1. All bargaining unit members will participate in the 4/10 Summer AWS except for those employed in the following departments:
 - Child Development Center (SBVC)
 - Aquatic Center (CHC)
 - Police Department (DIST)
 - KVCR (DIST)
2. The 4/10 workweek will be Monday through Thursday, except for those departments with alternative workweek MOUs on file.
3. During the week of June 29th, 2026, full-time unit members on the 4/10 Summer AWS will receive ten (10) hours of holiday pay for Independence Day, which will be observed on Thursday, July 2, 2026, and will be required to work ten (10) hour days on Monday, Tuesday, and Wednesday of the workweek.
4. Individual unit members may opt to work four (4) eight (8) hour workdays and use two (2) hours of vacation per workday, consistent with Article(s) 6.6.2 and 19.9.3.
5. The 4/10 Summer AWS start and end times shall be based on the existing work schedule by adding two (2) hours; the existing work schedule can be adjusted by no more than two (2) hours before or after start and end times.
6. Unit members will not acquire or lose shift differential during the 4/10 Summer AWS.

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

For the District

For CSEA

Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll & Police Services

Ernest Guillen, President CSEA #291

Cameron Kroetz, CSEA LRR

Diana Vaichis, Team Member

Ginger Sutphin, Team Member

Aida Gil, Team Member

Juan Zavala, Team Member