

CSEA Memorandum of Understanding (MOUs)
from 02-01-2020 to 06-30-2021

2021-06-15 260 Workdays
2021-06-08 Health and Welfare Benefits 2021-2022
2021-05-24 Health and Welfare Benefits Extension
2021-05-24 Alternate Work Schedule (4/10 Summer)
2021-05-04 Covid-19 Stipend
2021-04-20 Alternate Work Schedule Extension
2021-04-20 Bilingual and Bi-Literate Stipend
2021-03-02 Alternate Work Schedule 3-12s (CSO)
2020-12-15 HVAC-R Technician
2020-10-20 COVID-19-AWS Extension
2020-08-25 COVID-19 AWS
2020-08-18 Veterans Services Coordinator
2020-07-22 AWS CPOs and CSOs
2020-06-02 Covid-19 Effective 07-01-20
2020-05-14 Article 10 Health and Welfare Benefits
2020-04-14 Covid-19 Update
2020-04-14 Alternate Work Schedule 3-12s
2020-03-16 COVID-19
2020-03-10 Biliterate Bilingual Stipend
2020-02-26 Alternate Work Schedule

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

June 15, 2021

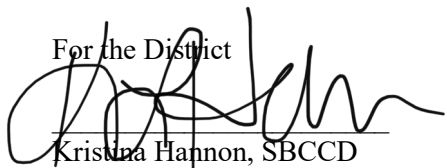
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association").

Any year that exceeds the regular 260 working days (e.g. 261 or 262), the District will calendar the additional day(s) as non-contract day(s) before or after the Winter Recess period outlined in Article 12.1. During such years, the District will provide notification to the unit on or before July 1st of the preceding calendar year.

Employees required to work on these extra days (e.g. KVCR, College Security Officer, etc.) will be given the option to receive compensation days in lieu of pay. Said days shall be scheduled with approval of immediate supervisor and taken within the current calendar year.


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

For the District




Kristina Hannon, SBCCD
Vice Chancellor, Human Resources
and Police Services


For CSEA



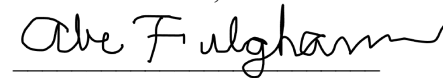
Cassandra Thomas, President CSEA #291



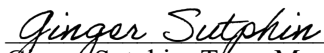
Myesha Kennedy, CSEA LRR



David Stevenson, Team Member



Abe Fulgham, Team Member



Ginger Sutphin, Team Member



Gendis Battle, Team Member

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

June 8, 2021

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".

Health and welfare benefits for eligible unit members outlined in Appendix J (Health and Welfare Benefit plans) of the 2020-2023 Collective Bargaining Agreement shall be as follows (unit member rates effective October 1, 2021 – September 30, 2022).

For the year 2021-2022, the benefit cap for benefit eligible unit members shall be as follows:

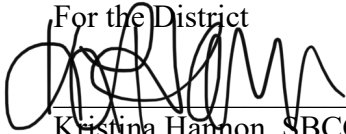
*All employee contributions are deducted on a 10thly basis.

- Medical plans offered to include a choice of six (6) medical plans:
 - Anthem Blue Cross Select Network HMO Premier (No additional cost option)
 - Anthem Blue Cross Full Network HMO Premier (*+\$78)
 - Anthem Blue PPO (*+\$450.00)
 - Anthem Blue PPO Low (*+\$216.00)
 - Kaiser Low HMO \$30 Co-Pay (*+\$47.50)
 - Kaiser High HMO \$10 Co-Pay (*+\$154.80)
- Dental plans offered to include a choice of two (2) plans:
 - DeltaCare USA (No additional cost option)
 - Delta Dental PPO (*+\$62.39)
- Vision plan offered
 - EyeMed (No Additional cost)
- Chiropractic:
 - Anthem Blue Cross (Cost dependent on chosen plan)
 - Kaiser (Cost dependent on chosen plan)
- Basic Life, Voluntary Life & Accidental Death and Dismemberment (AD&D)
 - Prudential Basic Life and Basic AD&D (No additional cost option)
 - Prudential Voluntary Life and Voluntary AD&D (*Additional cost option)
- Employee Assistance Program (EAP):
 - Anthem Blue Cross through SISC (No additional cost)

In the event that there are any unforeseen changes to Article 10 and/or Appendix J (Health and Welfare Benefits Plan) of the Collective Bargaining Agreement, CSEA and the District reserve the right to reopen this MOU. This MOU is effective October 1, 2021 – September 30, 2022 (Benefit Plan Year) and is subject to CSEA 610 and the District approval and ratification processes.

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

For the District

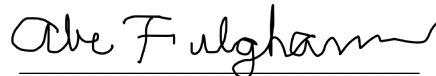


Kristina Hammon, SBCCD
Vice Chancellor, Human Resources &
Police Services

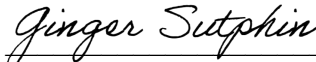
For CSEA



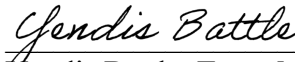
Cassandra Thomas, President CSEA #291



Abe Fulgham III, Team Member



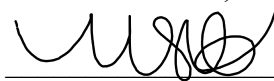
Ginger Sutphin, Team Member



Yendis Battle, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR

MEMORANDUM OF UNDERSTANDING

By and Between

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

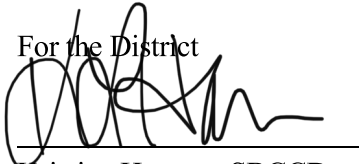
May 24, 2021

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".

The attached MOU signed on March 31, 2020 will be extended to cover the period of July 1, 2021 through September 30, 2021.

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

For the District



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

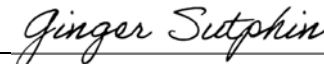
For CSEA



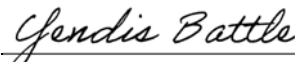
Cassandra Thomas, President CSEA #291



Abe Fulgham III, Team Member



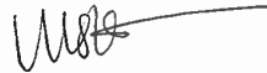
Ginger Sutphin, Team Member



Yendis Battle, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR

MEMORANDUM OF UNDERSTANDING
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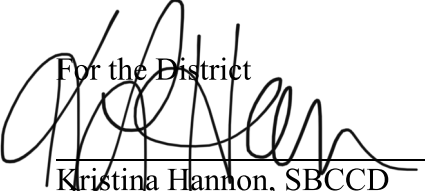
May 24, 2021

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".

The Parties agree to the following regarding the 4/10 Alternate Work Schedule ("AWS") for the period of Sunday, June 6, 2021 through Saturday, July 31, 2021.


1. All bargaining unit members will participate in the 4/10 AWS except for those employed in the following departments:
 - Child Development Centers (CHC & SBVC)
 - Aquatic Center (CHC)
 - Police Department (DIST)
 - KVCR (DIST)
2. The 4/10 workweek will be Monday through Thursday except for those departments with alternate workweek MOU's on file.
3. Unit members who are currently participating in an AWS have the option to be exempt from working the Summer AWS and may continue working their current AWS. Additionally, unit members may request to opt out of the Summer AWS and may request to participate in an AWS. Unit members will be required to discuss their request to work an AWS with their immediate supervisor. The adjustment to an AWS will be mutually agreed by the unit member and immediate supervisor.
4. During the week of July 4, 2021, full-time unit members on the Summer AWS will receive ten (10) hours of holiday pay for the holiday on Sunday, July 4, 2021 (observed Monday, July 5, 2021), and work three (3) ten (10) hour days for that workweek.
 - a. Unit members on an AWS shall receive holiday pay based upon actual hours scheduled for that day. Unit members who are not scheduled to work on the holiday will observe it on the first day of their scheduled AWS workweek.
5. Individual unit members may opt to work four (4) eight (8) hour days and use two (2) hours of vacation per day, consistent with Article 19.9.
6. The summer work 4/10 AWS start time and end times shall be based on the existing work schedules by adding two (2) hours. The existing work schedules can be adjusted by no more than two (2) hours before or after start/end times.
7. Unit members will not acquire or lose shift differential during the Summer AWS.

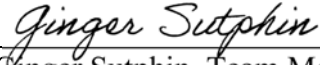
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

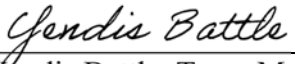
For the District

Kristina Hamon, SBCCD
Vice Chancellor, Human Resources and
Police Services


For CSEA

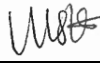

Cassandra Thomas, President CSEA #291


Abe Fulgham, Team Member


Ginger Sutphin, Team Member


Yendis Battle, Team Member


David Stevenson, Team Member


Myesha Kennedy, CSEA LRR

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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
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CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

May 4, 2021

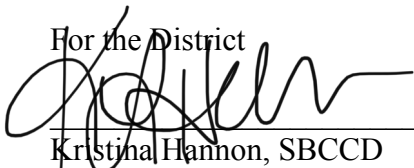
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

COVID-19 has created a significant impact on the District, which has created the need for significant flexibility and adaptability from both parties given the ever-changing environment. The District recognizes and values the collaboration demonstrated by the Association in its efforts to maintain the many supports, services, and resources in order to continue to provide productive educational programs for the students we serve. Both parties are continuing to work together in preparation for the gradual reopening of the college campuses for the Summer/Fall 2021.

Effective July 1, the District will provide all unit members a one (1) time, off-salary schedule stipend in the amount of four-hundred dollars (\$400) to assist with the preparation for reopening the college campuses and the transition from the current modified work assignment(s) to safe in-person work environment(s) that follow appropriate COVID-19 protocols and procedures. This stipend is non-precedent setting and is not a part of current negotiations for the subsequent open contract.

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

For the District

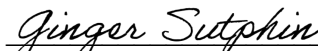


Kristina Hannon, SBCCD
Vice Chancellor, Human Resources &
Police Services

For CSEA




Cassandra Thomas, President CSEA #291



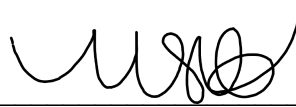
Ginger Sutphin, Team Member



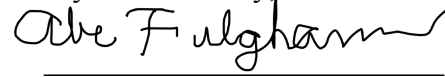
Yendis Battle, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR



Abe Fulgham, Team Member

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

April 20, 2021

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".

The Parties agree to the following regarding the Alternate Work Schedule ("AWS") for the period of Thursday, December 31, 2020 through Friday, December 31, 2021.

1. The AWS will be offered due to the unforeseen effects of the California State of emergency (e.g., dependent care, undue hardships). Unit members may initiate a meeting with their immediate supervisor to discuss the option of working an AWS. The adjustment to an AWS will be mutually agreed by the unit member and immediate supervisor. In the case the immediate supervisor and unit members are unable to mutually agree resulting in a denial to an AWS the request shall be brought to the District and Association to discuss the reason for the denied AWS change. All efforts will be made to approve an AWS. If there is an AWS conflict, changes will be done based on permanent hire date among those in the same classification and department who normally perform the work involved.
2. Unit members may participate in the AWS. The AWS workweek will be Monday through Friday unless otherwise agreed by the Parties in an MOU. Unit members will continue to work a forty (40) hour workweek and may utilize the following AWS examples, but not an all-inclusive list;
 - a. Unit member will work a ten-hour, four-day workweek (4/10)
 - b. Unit member will work a nine-hour, eighty hour per 2-workweek (9/80)
 - c. Adjustments to beginning and ending times of the workday
 - d. Split Shift
3. Graveyard shifts will be excluded from any proposals.
4. Holidays will be offered and compensated in accordance with Article 12. Holiday work will be offered by seniority per classification.
5. Unit members shall be notified of their AWS start and end times via electronic notification.
6. The District will provide the Association with the AWS including names, location, and shift times worked at the beginning of the AWS.
7. AWS are excluded from receiving a shift differential in accordance with Article 7.2
8. This MOU will be reevaluated and subject to negotiations at any time.

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

For the District

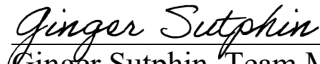


Kristina Hannon, SBCCD
Vice Chancellor, Human Resources &
Police Services

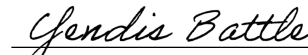
For CSEA



Cassandra Thomas, President CSEA #291



Ginger Sutphin, Team Member



Yendis Battle, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR



Abe Fulgham, Team Member

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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

April 20, 2021

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".

Bilingual and Bi-Literate Stipend Article 7.3.2.1 and Article 7.3.3

The Parties mutually agree that effective May 1, 2021, that all unit members listed shall be compensated at the rate of \$50.00 per month for their ***Bilingual*** services and will be added to the eligibility pool list.

- Aida Gil
- Nancy Vasquez
- Lucia Ramirez Jazmin
- Ariel Davis
- Lupita Aguilar
- Priscilla Acosta

The Parties mutually agree that effective May 1, 2021, that all unit members listed shall be compensated at the rate of \$50.00 per month for their ***Bi-Literate*** services and will be added to the eligibility pool list.

- Nancy Vasquez
- Martha Cecilia Morales
- Manuel Rosales

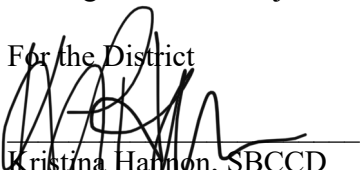
In accordance with Article 7.3.2., the Parties mutually agree that forty-eight (48) eligible unit members will receive the bilingual stipend (attached herein). In the event that the eligibility pool exceeds the cap, the Parties will use the criteria outlined in the Article 7.3.2.2 to review eligibility. The Parties mutually agree that the following unit members will be removed and no longer receive a stipend for their ***Bilingual*** services effective May 1, 2021:

- Nancy Green
- Elizabeth Lopez
- Cindy Huerta
- Gina Guerrero
- Jorge Vivar

Attached is the list of the forty-eight (48) unit members that are approved to receive the Bilingual / Bi-literate stipend in accordance with Article 7.3.2.1.

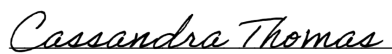
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District

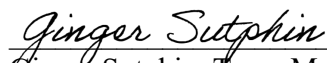


Kristina Hampton, SBCCD
Vice Chancellor, Human Resources &
Police Services

For CSEA



Cassandra Thomas, President CSEA #291



Ginger Sutphin, Team Member

Yendis Battle

Yendis Battle, Team Member

David Stevenson

David Stevenson, Team Member

Myesha Kennedy

Myesha Kennedy, CSEA LRR

Abe Fulgham

Abe Fulgham, Team Member

#	Bilingual Stipend List		
	Name	Department	Site
1	Beck, Rosa Maria	Social Science/CDC	SBVC
2	Bojorquez, Ana	DSP&S	SBVC
3	Davila, Maria	Bookstore	CHC
4	Delgado, Rocio	Financial Aid	SBVC
5	Elizalde, Noemi	Fiscal Services	DIST
6	Ramirez, Fermin	Financial Aid	SBVC
7	Rivera-Reza, Rosemary	CalWorks/Career Center	SBVC
8	Rodriguez, Natividad	EOPS/CARE	CHC
9	Romo, Maria Silvia	Admissions/Records	SBVC
10	Salas, Nancy	Social Science/CDC	SBVC
11	Lehman, Veronica	Financial Aid	CHC
12	Frausto, Jeanette	Financial Aid	SBVC
13	Molina, Liliana	Business Office	SBVC
14	Garcia, Gabriela	Financial Aid	SBVC
15	Peraza, Zayne	Library	CHC
16	Alvarez, Jose Luis	Grounds	SBVC
17	Campos, Norma	Student Services	SBVC
18	Vargas, Geno	Maintenance Operations	SBVC
19	Fonseca, Katherine	EOPS/Student Services	SBVC
20	Jaco, Herberth	Students Services	CHC
21	Martinez, Anabel	CBO	SBVC
22	Moncada, Rosita	Tess	DIST
23	Moreno, Juana	CDC	SBVC
24	Perez-Ponce, Blanca	CDC	SBVC
25	Rojas, George	CDC	SBVC
26	Serna, Marina	Student Services	SBVC
27	Williams, Sophia	CDC	SBVC
28	Portillo, Maritza	Student Activities	SBVC
29	Rosales, Manuel	Technology Services	SBVC
30	Treacy-Abarca, Blanca	CDC	SBVC
31	Morales, Martha	CDC	SBVC
32	Dominguez, Andres	Culinary Arts	SBVC
33	Alatorre, Yesica	KVCR	DIST
34	Chavez, Rosemary	EOPS/CARE	SBVC
35	Sanchez, Carmen	Print Shop	CHC
36	Arteaga, Lorenza	Food Services	SBVC
37	Gomez, Tanya	Food Services	SBVC
38	Diaz, Jacqueline	Applied Tech	SBVC
39	Campero, Lilieth	EDCT	DIST
40	Haro, Jessica	EDCT	DIST
41	Navarrete, Belinda	Admissions & Records	CHC
42	Hayton, Claudia	Financial Aid	CHC
43	Gil, Aida	STAR Program	SBVC
44	Davis, Ariel	Research	SBVC

45	Vasquez, Nancy	CDC	SBVC
46	Aguilar, Lupita	Office of Instruction	SBVC
47	Ramirez Jazmin, Lucia	CDC	SBVC
48	Acosta, Priscilla	CDC	SBVC

#	Bi-literate Stipend List		
	Name	Department	Site
1	Beck, Rosa Maria	Social Science/CDC	SBVC
2	Bojorquez, Ana	DSP&S	SBVC
3	Delgado, Rocio	Financial Aid	SBVC
4	Elizalde, Noemi	Fiscal Services	DIST
5	Frausto, Jeanette	Financial Aid	SBVC
6	Green, Nancy A	Payroll	DIST
7	Lehman, Veronica	Financial Aid	CHC
8	Lopez, Elizabeth	Instruction	CHC
9	Molina, Liliana	Business Office	SBVC
10	Garcia, Gabriela	Financial Aid	SBVC
11	Peraza, Zayne	Library	CHC
12	Ramirez, Fermin	Financial Aid	SBVC
13	Rivera-Reza, Rosemary	CalWorks/Career Center	SBVC
14	Rodriguez, Natividad	EOPS/CARE	CHC
15	Salas, Nancy	Social Science/CDC	SBVC
16	Campos, Norma	Student Services	SBVC
17	Davila, Maria	Bookstore	CHC
18	Gonzalez, Maria C	Transfer/Career Services	SBVC
19	Huerta, Cindy	Student Services	SBVC
20	Parada, Osman	Computing Services	DIST
21	Rojas, Cesar M	Maintenance Operations	SBVC
22	Vivar, Jorge	Maintenance Operations	SBVC
23	Fonseca, Katherine	EOPS/Student Services	SBVC
24	Jaco, Herberth	Senior Students Services Technician	CHC
25	Martinez, Anabel	CBO	SBVC
26	Moreno, Juana	CDC	SBVC
27	Perez-Ponce, Blanca	CDC	SBVC
28	Rojas, George	CDC	SBVC
29	Romo, Maria Silvia	Admissions/Records	SBVC
31	Serna, Marina	Student Services	SBVC
32	Portillo, Maritza	Student Activities	SBVC
33	Alvarez, Jose	Grounds	SBVC
34	Dominguez, Andres	Culinary Arts	SBVC
35	Alatorre, Yesica	KVCR	DIST
36	Sanchez, Carmen	Print Shop	CHC
37	Arteaga, Lorenza	Food Services	SBVC
38	Gomez, Tanya	Food Services	SBVC
39	Diaz, Jacqueline	Applied Tech	SBVC

40	Campero, Lilieth	EDCT	DIST
41	Navarrete, Belinda	Admissions & Records	CHC
42	Morales, Martha Celia	CDC	SBVC
43	Vasquez, Nancy	CDC	SBVC
44	Rosales, Manuel	Campus Technology Services	SBVC

#	ASL Stipend List		
	Name	Department	Site
1	Sullivan, Laurie	DSP&S	SBVC

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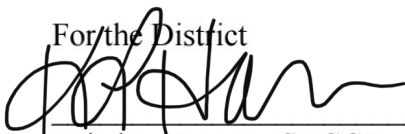
March 2, 2021

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".


The Parties agree to the following regarding the 3/12 Alternate Work Schedule ("AWS").

1. The College Security Officers will participate in the 3/12 AWS. The 3/12 workweek will be Monday through Friday. The College Security Officers will continue to work a forty (40) hour workweek.
 - a. Employees will work twelve (12) hours per day on three (3) consecutive days.
 - b. Employees will work four (4) hours per week on one (1) day preceding or following their three (3) twelve (12) hour workdays.
2. The 3/12 AWS will be offered based on a rotational basis, determined by permanent hire date among those in the same classification and department who normally perform the work involved. The adjustment to the 3/12 AWS will be mutually agreed by the unit member. Unit members may request a meeting with their immediate supervisor and a union representative to discuss any hardships with the four (4) hour adjustment.
3. Holidays will be offered and compensated in accordance with Article 12. Holiday work will be offered by seniority per classification.
4. Unit members shall be notified of their 3/12 AWS start and end times upon the ratification of this MOU.
5. The District will provide the Association with the 3/12 AWS including names, location, and shift times worked at the beginning of the 3/12 AWS.
6. All shift will be paid at the appropriate differential in accordance with Article 7.2.
7. This MOU will expire December 31, 2021.

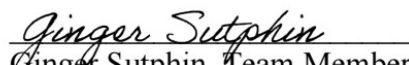
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District


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

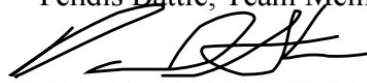
For CSEA


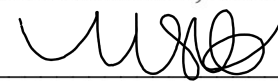
Cassandra Thomas, President CSEA #291



Ginger Sutphin, Team Member

Yendis Battle
Yendis Battle, Team Member


David Stevenson, Team Member


Myesha Kennedy, CSEA LRR

Abe Fulgham
Abe Fulgham, Team Member

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

December 15, 2020

Terms and Conditions: This Memorandum of Understanding (“MOU”) 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”.

The Association brought forward a complaint regarding the District’s intent to enter into a contract with EMCOR Services Mesa Energy, Inc. of Irvin.

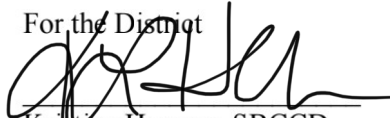
The Parties came to an agreement to recruit for the HVAC/R Technician vacancy at San Bernardino Valley College.

The Parties agree to the following regarding bringing forward the HVAC/R Technician job description for approval.

1. The District will recruit for the vacant HVAC/R at Valley College with the district approved job description as of December 11, 2020.
2. Current HVAC/R incumbents will be adjusted upon completion of the classification study implementation.
3. The parties agree that the HVAC/R Technician position will be placed at Range 42 on the current CSEA salary schedule.
4. The parties agree that the HVAC/R Technician position be added to the 2017-2020 CSEA Collective Bargaining Agreement.

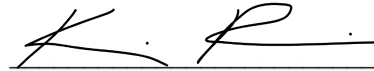
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

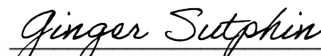
For CSEA



Kevin Palkki, President CSEA #291



Abe Fulgham, Team Member



Ginger Sutphin, Team Member



Stacy Garcia, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR

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

October 20, 2020

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".

The Parties agree to the following regarding the Alternate Work Schedule ("AWS") for the period of Thursday, December 31, 2020 through Saturday, July 31, 2021.

1. The AWS will be offered due to the unforeseen effects of the California State of emergency (e.g. dependent care, undue hardships). Unit members may initiate a meeting with their immediate supervisor to discuss the option of working an AWS. The adjustment to an AWS will be mutually agreed by the unit member and immediate supervisor. In the case the immediate supervisor and unit members are unable to mutually agree resulting in a denial to an AWS the request shall be brought to the District and Association to discuss the reason for the denied AWS change. All efforts will be made to approve an AWS. If there is an AWS conflict, changes will be done based on permanent hire date among those in the same classification and department who normally perform the work involved.
2. Unit members may participate in the AWS. The AWS workweek will be Monday through Friday unless otherwise agreed by the Parties in an MOU. Unit members will continue to work a forty (40) hour workweek and may utilize the following AWS examples, but not an all-inclusive list;
 - a. Unit member will work a ten-hour, four-day workweek (4/10)
 - b. Unit member will work a nine-hour, eighty hour per 2-workweek (9/80)
 - c. Adjustments to beginning and ending times of the workday
 - d. Split Shift
3. Graveyard shifts will be excluded from any proposals.
4. Holidays will be offered and compensated in accordance with Article 12. Holiday work will be offered by seniority per classification.
5. Unit members shall be notified of their AWS start and end times via electronic notification.
6. The District will provide the Association with the AWS including names, location, and shift times worked at the beginning of the AWS.

7. AWS are excluded from receiving a shift differential in accordance with Article 7.2

8. This MOU will be reevaluated and subject to negotiations at any time.

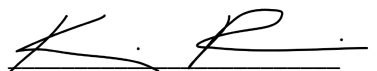
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District




Kristina Harmon, SBCCD
Vice Chancellor, Human Resources
and Police Services

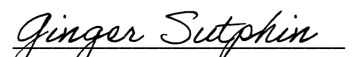
For CSEA



Kevin Palkki, President CSEA #291



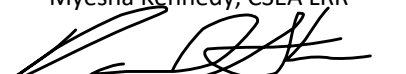
Abe Fulgham, Team Member



Ginger Sutphin, Team Member



Myesha Kennedy, CSEA LRR



David Stevenson, Team Member



Stacy Garcia, Team Member

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

August 25, 2020

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".

The Parties agree to the following regarding the Alternate Work Schedule ("AWS") for the period of Monday, August 31, 2020 through Thursday, December 31, 2020.

1. The AWS will be offered due to the unforeseen effects of the California State of emergency (e.g. dependent care, undue hardships). Unit members may initiate a meeting with their immediate supervisor to discuss the option of working an AWS. The adjustment to an AWS will be mutually agreed by the unit member and immediate supervisor. In the case the immediate supervisor and unit members are unable to mutually agree resulting in a denial to an AWS the request shall be brought to the District and Association to discuss the reason for the denied AWS change. All efforts will be made to approve an AWS. If there is an AWS conflict, changes will be done based on permanent hire date among those in the same classification and department who normally perform the work involved.
2. Unit members may participate in the AWS. The AWS workweek will be Monday through Friday unless otherwise agreed by the Parties in an MOU. Unit members will continue to work a forty (40) hour workweek and may utilize the following AWS examples, but not an all-inclusive list;
 - a. Unit member will work a ten-hour, four-day workweek (4/10)
 - b. Unit member will work a nine-hour, eighty hour per 2-workweek (9/80)
 - c. Adjustments to beginning and ending times of the workday
 - d. Split Shift
3. Graveyard shifts will be excluded from any proposals
4. Holidays will be offered and compensated in accordance with Article 12. Holiday work will be offered by seniority per classification.
5. Unit members shall be notified of their AWS start and end times via electronic notification.
6. The District will provide the Association with the AWS including names, location, and shift times worked at the beginning of the AWS.
7. AWS are excluded from receiving a shift differential in accordance with Article 7.2

8. This MOU will be reevaluated and subject to negotiations at any time.

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

For the District



Kristina Hannon, SBCCD
Vice Chancellor, Human Resources
and Police Services

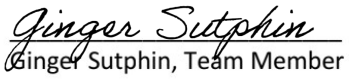
For CSEA



Kevin Palkki, President CSEA #291



Abe Fulgham, Team Member



Ginger Sutphin, Team Member



Myesha Kennedy, CSEA LRR



David Stevenson, Team Member



Stacy Garcia, Team Member

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

August 18, 2020

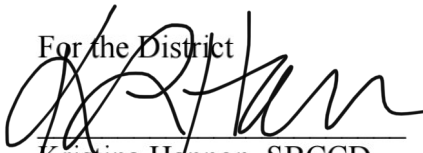
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

In accordance with the reclassification process MOU signed on March 13, 2019 the following Job Description of Veterans Services Coordinator is being presented.

1. The purpose of this MOU is to address the nature of the Job Description for the Veterans Services Coordinator into the District's classified bargaining unit represented by CSEA.
2. The parties agree that the Veterans Services Coordinator position will be placed at Range 42 on the current CSEA salary schedule.
3. The parties agree that the Veterans Services Coordinator position be added to the 2017-2020 CSEA Collective Bargaining Agreement.

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

For the District



Kristina Hannon, SBCCD
Vice Chancellor, Human Resources

For CSEA



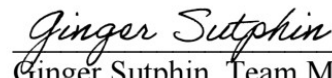
Kevin Palkki, President CSEA #291



Myesha Kennedy, CSEA LRR



Abe Fulgham, Team Member



Ginger Sutphin, Team Member



David Stevenson, Team Member



Stacy Garcia, Team Member

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

July 22, 2020

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".




The Parties agree to the following regarding the 3/12 Alternate Work Schedule ("AWS").

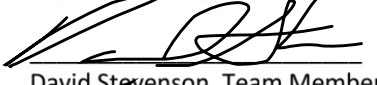

1. The College Police Officers and College Security Officers will participate in the 3/12 AWS. The 3/12 workweek will be Monday through Friday. The College Police Officers and College Security Officers will continue to work a forty (40) hour workweek.
 - a. Employees will work twelve (12) hours per day on three (3) consecutive days.
 - b. Employees will work four (4) hours per week on one (1) day preceding or following their three (3) twelve (12) hour workdays.
2. The 3/12 AWS will be offered based on a rotational basis, determined by permanent hire date among those in the same classification and department who normally perform the work involved. The adjustment to the 3/12 AWS will be mutually agreed by the unit member. Unit members may request a meeting with their immediate supervisor and a union representative to discuss any hardships with the four (4) hour adjustment.
3. Holidays will be offered and compensated in accordance with Article 12. Holiday work will be offered by seniority per classification.
4. Unit members shall be notified of their 3/12 AWS start and end times upon the ratification of this MOU.
5. The District will provide the Association with the 3/12 AWS including names, location, and shift times worked at the beginning of the 3/12 AWS.
6. All shift will be paid at the appropriate differential in accordance with Article 7.2.
7. This MOU will expire December 31, 2020.

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

For the District

Kristina Hannon, SBCCD
Vice Chancellor, Human Resources
and Police Services

For CSEA

Kevin Palkki, President CSEA #291

Abe Fulgham, Team Member

Ginger Sutphin, Team Member


Myesha Kennedy, CSEA LRR

David Stevenson, Team Member

Stacy Garcia, Team Member

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

June 2, 2020

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" concerning the District's response to the coronavirus ("COVID-19") pandemic.

The Parties recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its faculty and staff. We recognize the importance of prudent measures to prevent District employees, students, their families, or other people using district facilities from being exposed to or infected with COVID-19. We agree that care should be taken to identify potential exposure and prevent the spread of the disease. We agree that all unit members are essential employees; continuity of district operations should be maintained, and provisions should be made for District employees who are impacted by the pandemic.

To these ends, the Parties agree as follows:

- 1) The District will inform Association as soon as possible should it learn of a confirmed or likely COVID-19 infection of District employees or students.
- 2) The District will continue provide information to its employees outlining guidelines related to public health measures, hygiene, and sanitation to help prevent the spread of the virus and will ensure that its facilities have the necessary supplies for preventive sanitation measures (such as soap and water, disposable towels or tissues, and hand sanitizer).

The Association will cooperate with the District in any necessary public health actions. Unit members are reminded of their duty to do assigned work absent reasonable fears for their health or safety (that is, to grieve assignments rather than refuse them absent evidence that the assigned task puts their own health or another's health at risk). The District will continue to follow the suggested guidelines of the CDC and any required guidelines from State and Federal officials.

- a. The District will continue to provide face coverings and hand sanitizer.
- b. The District will ensure that workspaces support social distancing.
- c. The District and external experts will do an assessment of the areas that will need barriers and floor markings.
- d. The District will meet with CSEA to review locations for all barriers and floor markings prior to implementation. CSEA maintains the right to negotiate the effects of the implementation.

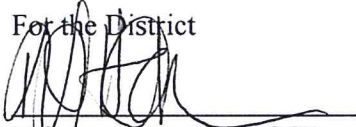
- 3) Based on recent guidance, all unit members that are sixty-five (65) or older may work remotely. Unit members will be required to coordinate with their immediate supervisor to verify if working remotely is operationally feasible.
 - a. Unit members that are the primary caregiver for an immediate family member that is sixty-five (65) or older may work remotely.
- 4) Unit members that unable to come to work due to a COVID-19 daycare or school closure that requires them to be home with their child may work remotely. Unit members will be required to coordinate with their immediate supervisor to verify if working remotely is operationally feasible. The supervisor will make every effort to make working remotely feasible. If working remotely is not feasible, unit members are authorized to use their accrued vacation or sick leave to cover the absence (Labor Code section 230.8).
- 5) In the event a unit member is exposed to COVID-19 or is taken ill with COVID-19, the District's sick leave policies will be liberally construed to encourage such unit member not to infect others by coming to work. Similarly, those unit members with medical proof of susceptibility to the virus should it be detected among students or staff at a District site will be granted leave as liberally as possible when consistent with the District's operational needs. The Association will notify its members of the District's commitments but shall not encourage its members to take leave unless there is reason to do so.
- 6) In the event any district facility must be closed, or any District operations are curtailed due to the COVID-19 pandemic, CSEA bargaining unit members will not suffer any loss of pay or benefits relative to their regular schedules for the period of closure or curtailment. Thus, for example the District will continue to pay bargaining unit members even if they are unable to work due to COVID-19-related reduction in use of district facilities. Unit members who are not ill will not be required to use paid sick leave or any other form of paid time off during such an eventuality. This paragraph will apply to up to one month of any such closure or curtailment; in the event the closure or curtailment seems likely to last more than one month, the District and CSEA will meet to negotiate the effects of all working conditions.
- 7) In the event the District moves to distance education due to the pandemic, the District will ensure that CSEA bargaining unit members suffer no loss of pay or benefits as a result. The District will keep the Association informed of any changes to its operations due to the emergency adoption of distance education, including of any increased need for Information Technology/Information Systems services or for other any other operations that could potentially be performed by bargaining unit members, and will promptly respond to further requests to bargain over such issues.
- 8) The Association will support efforts to maintain funding pursuant to Education Code §§ 41422 and 46392 (or California Code of Regulations § 58146 for community colleges) in the event of a closure of any district facilities due to pandemic.
- 9) All unit members are required to continue working remotely unless otherwise directed to come on site. Unit members will be provided hotspots and District computers for those who need it to work remotely

10) This MOU will take effect upon July 1, 2020.

11) The agreement is subject to approval as per CSEA Policy 610 and ratification by the District's Board.

12) In the event that conditions change the Parties will reevaluate this MOU and adjust to accommodate unforeseen circumstances.

For the District



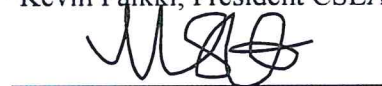
Kristina Hannon, SBCCD

Vice Chancellor, Human Resources

For CSEA



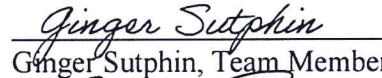
Kevin Palkki, President CSEA #291



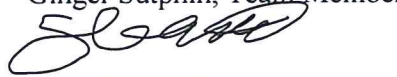
Myesha Kennedy, CSEA LRR



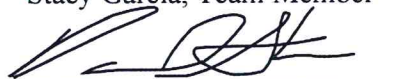
Abe Fulgham, Team Member



Ginger Sutphin, Team Member



Stacy Garcia, Team Member



David Stevenson, Team Member

ARTICLE 10: HEALTH & WELFARE BENEFITS

- 10.1 **HEALTH & WELFARE BENEFITS.** The DISTRICT shall provide to each unit member and their eligible family members, health and welfare benefits. Health and welfare benefits are defined as medical, dental, vision, chiropractic, life insurance, and employee assistance program (EAP).

Individual unit members may select among plans as outlined in Appendix J (**Health and Welfare Benefits package**).

During the life of the agreement the DISTRICT shall fully fund the least expensive medical/dental/vision/chiropractic/life insurance/EAP package for each unit member who works twenty (20) or more hours per week on a regular basis. Individual unit members who elect to enroll in more expensive health and welfare packages shall be responsible for the difference in cost between the least expensive medical package and the package selected by the individual through payroll deductions.

The DISTRICT and the ASSOCIATION must agree to any proposed changes in benefits and/or plans. In addition, the ASSOCIATION retains the right to negotiate the out of pocket cost to unit members.

- 10.2 **HEALTH & WELFARE COMMITTEE.** The DISTRICT will establish a standing health and welfare committee. The ASSOCIATION will designate three (3) unit members to the committee. The purpose of the committee is to monitor costs and recommend changes. The committee's recommendations are non-binding on the bargaining unit.

- 10.3 **"OPT OUT" OPTION (MEDICAL ONLY).** Individual unit members who provide proof of other medical coverage may decline enrollment in a medical plan with the DISTRICT based on the following:

- a. This option is available on a first-come, first-serve basis.
- b. No more than 10% of members of any plan may elect this option.
- c. An annual amount of \$3,000 shall be paid to members who opt out of medical coverage. This will be paid in twelve (12) equal payments.
- d. Any member who elects this option shall not be eligible for medical coverage until the next open enrollment period unless a qualifying event occurs.
- e. Any savings generated under this section shall be used to help offset current/future insurance costs for the DISTRICT and employees.

10.4 **FINANCIAL HARDSHIP CLAUSE.** Notwithstanding other provisions of the collective bargaining agreement regarding re-opener language, the DISTRICT and the ASSOCIATION agree to re-open this Article during the term of this agreement in the event of a financial hardship as declared by the DISTRICT or the ASSOCIATION. The DISTRICT and/or the ASSOCIATION will notify the other in writing and provide the supporting documentation to show impending hardship. Upon receipt of this information, the DISTRICT and the ASSOCIATION agree to schedule negotiations within ten (10) working days. The DISTRICT and the ASSOCIATION agree that the District's contribution per employee per medical/dental/vision/chiropractic/life insurance/ employee assistant program (EAP) package will at no time decrease below the amount equivalent to the least expensive medical/dental/vision/chiropractic/life insurance/employee assistant program (EAP) package at the time the District claims financial hardship.

BOARD OF TRUSTEES APPROVAL:
CSEA RATIFICATION:

25

For the District

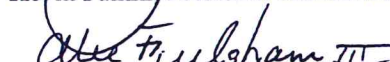




Kristina Hannon, SBCCD
Vice Chancellor, Human Resources &
Police Services

For CSEA



Kevin Palkki, President CSEA #291


Abe Fulgham III, Team Member
Ginger Sutphin, Team Member
Stacy Garcia, Team Member
David Stevenson, Team Member
Myesha Kennedy, CSEA LRR

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

April 14, 2020

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" concerning the District's response to the coronavirus ("COVID-19") pandemic.

The Parties recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its faculty and staff. We recognize the importance of prudent measures to prevent district employees, students, their families, or other people using district facilities from being exposed to or infected with COVID-19. We agree that care should be taken to identify potential exposure and prevent the spread of the disease. We agree that continuity of district operations should be maintained, and provisions should be made for district employees who are impacted by the pandemic.

Due to recent changes the Parties agree to adhere to the March 16 COVID-19 MOU with the following additions:

1. The District will provide an updated list of onsite essential workers on a weekly basis.
2. CSEA will be notified of all onsite schedule changes prior to implementations and notification to the individual unit member.
 - CSEA maintains the right to negotiate all working conditions for the classified unit members.
 - Classified unit members will be given the opportunity to work from home if the schedule change creates a hardship that would not be incurred during regular work circumstances.
 - The District will provide a 24 hour notice (via email and phone call) to classified unit members prior to schedule changes that require workers to come onsite.
 - If a limited crew during the COVID-19 precautions is needed onsite CSEA will be notified of the request prior to implementation and notification to the individual unit member.
 - The District will notify CSEA of the positions deemed as essential to work on site

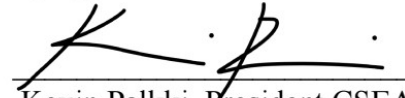
3. In addition to #7 of the March 16 COVID-19 MOU The District will include CSEA in all discussions related to the COVID-19 issues that may affect classified workers.
4. In the event that conditions change the Parties will reevaluate this MOU and adjust to accommodate unforeseen circumstances.

For the District

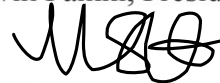


Kristina Hannon, SBCCD
Vice Chancellor, Human Resources

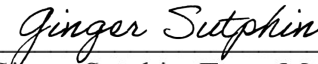
For CSEA



Kevin Palkki, President CSEA #291



Myesha Kennedy, CSEA LRR



Ginger Sutphin, Team Member



Stacy Garcia, Team Member



David Stevenson, Team Member



Abe Fulgham, Team Member

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

April 14, 2020

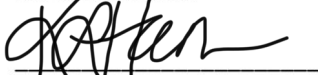
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to the following regarding the 3/12 Alternate Work Schedule ("AWS") for the period of Monday, April 20, 2020 through Saturday, August 1, 2020.

1. The College Police Officers and College Security Officers will participate in the 3/12 AWS. The 3/12 workweek will be Monday through Friday. The College Police Officers and College Security Officers will continue to work a forty (40) hour workweek.
 - a. Four (4) hours will be available to be worked remotely and will need to be worked within the workweek of Monday thru Friday.
2. The 3/12 AWS will be offered based on seniority for May selection order, determined by permanent hire date among those in the same classification and department who normally perform the work involved. The adjustment will be mutually agreed by the unit member. Unit members may request a meeting with their immediate supervisor and a union representative to discuss any hardships with the four (4) hour adjustment.
3. During the week of July 4, 2020, July 2, 2020 will be the observed holiday and District facilities will be closed. All classified unit members that work on any of the following days will receive holiday pay; Thursday July 2nd, Friday July 3rd, and Saturday July 4th.
4. Unit members shall be notified of their 3/12 AWS start and end times by April 17, 2020.
5. The District will provide the Association with the 3/12 AWS including names, location, and shift times worked at the beginning of the 3/12 AWS.
6. All shift will be paid at the appropriate differential in accordance with Article 7.2.
7. This MOU will be reevaluated and subject to negotiations at any time.

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

For the District



Kristina Hannon, SBCCD
Vice Chancellor, Human Resources
and Police Services

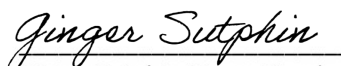
For CSEA



Kevin Palkki, President CSEA #291



Abe Fulgham, Team Member



Ginger Sutphin, Team Member



Myesha Kennedy, CSEA LBR



David Stevenson, Team Member



Stacy Garcia, Team Member

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 16, 2020

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" concerning the District's response to the coronavirus ("COVID-19") pandemic.

The Parties recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its faculty and staff. We recognize the importance of prudent measures to prevent district employees, students, their families, or other people using district facilities from being exposed to or infected with COVID-19. We agree that care should be taken to identify potential exposure and prevent the spread of the disease. We agree that continuity of district operations should be maintained, and provisions should be made for district employees who are impacted by the pandemic.

To these ends, the Parties agree as follows:

- 1) The District will inform the Association as soon as possible should it learn of a confirmed or likely COVID-19 infection of district employees or students.
- 2) The District will continue to provide information to its employees outlining guidelines related to public health measures, hygiene, and sanitation to help prevent the spread of the virus and will ensure that its facilities have the necessary supplies for preventive sanitation measures (such as soap and water, disposable towels or tissues, and hand sanitizer).

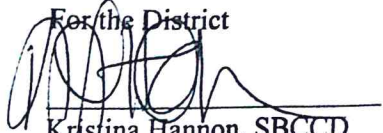
The Association will cooperate with the District in any necessary public health actions. Unit members are reminded of their duty to do assigned work absent reasonable fears for their health or safety (that is, to grieve assignments rather than refuse them absent evidence that the assigned task puts their own health or another's health at risk).

- 3) Based on recent guidance, all unit members that are sixty-five (65) or older may work remotely. Unit members will be required to coordinate with their immediate supervisor to verify if working remotely is operationally feasible.
 - a. Unit members that are the primary caregiver for an immediate family member that is sixty-five (65) or older may work remotely.

- 4) Unit members that are unable to come to work due to a COVID-19 daycare or school closure that requires them to be home with their child may work remotely. Unit members will be required to coordinate with their immediate supervisor to verify if working remotely is operationally feasible. If working remotely is not feasible, unit members are authorized to use their accrued vacation or sick leave to cover the absence (Labor Code section 230.8).
- 5) In the event a unit member is exposed to COVID-19 or is taken ill with COVID-19, the District's sick leave policies will be liberally construed to encourage such unit member not to infect others by coming to work. Similarly, those unit members with medical proof of susceptibility to the virus will be granted leave as liberally as possible when consistent with the districts operational needs. The Association will notify its members of the District's commitment but shall not encourage its members to take leave unless there is reason to do so.
- 6) In the event any district facility must be closed, or any district operations are curtailed due to the COVID-19 pandemic, CSEA bargaining unit members will not suffer any loss of pay or benefits relative to their regular schedules for the period of closure or curtailment. Thus, for example the District will continue to pay bargaining unit members even if they are unable to work due to COVID-19-related reduction in use of district facilities. Unit members who are not ill will not be required to use paid sick leave or any other form of paid time off during such an eventuality. This paragraph will apply to up to one month of any such closure or curtailment; in the event the closure or curtailment seems likely to last more than one month, the District and CSEA will meet to negotiate the effects of all working conditions.
- 7) In the event the District moves to distance education due to the pandemic, the District will ensure that CSEA bargaining unit members suffer no loss of pay or benefits as a result. The District will keep the Association informed of any changes to its operations due to the emergency adoption of distance education, including of any increased need for Information Technology/Information Systems services or for all other operations that could potentially be performed by bargaining unit members, and will promptly respond to further requests to bargain over such issues.
- 8) The Association will support efforts to maintain funding pursuant to Education Code §§ 41422 and 46392 (or California Code of Regulations § 58146 for community colleges) in the event of a closure of any district facilities due to pandemic.
- 9) Unit members that are identified and contacted by their immediate supervisor as essential personnel required to support critical campus functions may be required to work remotely or expected to work physically on site. Unit members will be provided hotspots and District computers for those that are required to work remotely.
 - a. In the event local state or federal government declares a closure, unit members directed to work physically on site will be paid a stipend of fifty (\$50.00) dollars for every day worked.

10) In the event that conditions change the Parties will reevaluate this MOU and adjust to accommodate unforeseen circumstances.

For the District



Kristina Hannon, SBCCD
Vice Chancellor, Human Resources

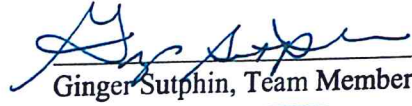
For CSEA



Kevin Palkki, President CSEA #291



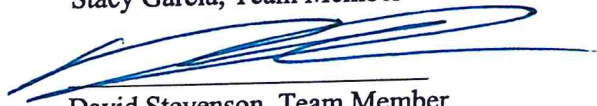
Myesha Kennedy, CSEA LRR



Ginger Sutphin, Team Member



Stacy Garcia, Team Member



David Stevenson, Team Member

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, 2020

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".

Bilingual and Bi-Literate Stipend Article 7.3.2.1 and Article 7.3.3

The Parties agree that effective May 1, 2020, the following listed unit members shall be compensated at the rate of \$50.00 per month for their *Bilingual* services. The following individuals will be added to the current eligibility pool list of approved Bilingual unit members:

- Martha Morales
- Andres Dominguez
- Yesica Alatorre
- Rosemary Chavez
- Carmen Sanchez
- Lorenza Arteaga
- Tanya Gomez
- Jacqueline Soto
- Lilieth Campero
- Jessica Haro
- Belinda Navarrete
- Claudia Hayton

All Bilingual unit members listed on the attached eligibility pool list will receive the stipend in accordance with Article 7.3.2.1. The District will provide the Association a list of all unit members that have successfully passed the Bilingual examination for which the eligibility pool list can be selected.

In accordance with Article 7.3.2., the Parties mutually agree that forty-eight (48) eligible unit members will receive the bilingual stipend. In the event that the eligibility pool exceeds the cap, the Parties will use the criteria outlined in Article 7.3.2.2 to review eligibility. It has been mutually agreed by the Parties that the following unit members be removed from the Bilingual eligibility pool list effective May 1, 2020:

- Osman Parada
- Cesar Rojas
- Raquel Garcia
- Maria Gonzalez


The Parties mutually agree that effective May 1, 2020, that all unit members listed shall be compensated at the rate of \$50.00 per month for their *Bi-Literate* services.

- Andres Dominguez
- Yesica Alatorre
- Lorenza Arteaga
- Tanya Gomez
- Jacqueline Soto
- Lilieth Campero
- Claudia Hayton
- Carmen Sanchez
- Jose Alvarez

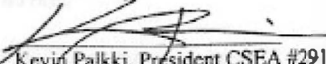
All Bi-Literate unit members listed on the attached list will receive the stipend in accordance with Article 7.3.3. The District will provide the Association a list of all unit members that have successfully passed the Bi-Literate examination.

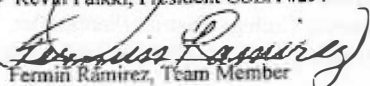
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District


Kristina Hannon, SBCCD
Interim Vice Chancellor, Human Resources

For CSEA

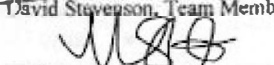

Kevin Paikki, President CSEA #291


Fermin Ramirez, Team Member


Ginger, Team Member


Stacy Garcia, Team Member


David Stevenson, Team Member


Myesha Kennedy, CSEA LRR

MS
 KP
 F.R.
 (circled initials)

CSEA MOU
 RE: Bilingual and Bi-
 literate Stipend

#	Bilingual Eligibility Pool List			
	Name	Department	Site	Year
1	Beck, Rosa Maria	CDC	SBVC	2010
2	Bojorquez, Ana	DSP&S	SBVC	2010
3	Davila, Maria	Bookstore	CHC	2010
4	Delgado, Rocio	Financial Aid	SBVC	2010
5	Elizalde, Noemi	Fiscal Services	DIST	2010
6	Green, Nancy A	Payroll	DIST	2010
7	Guererro, Gina	KVCR	DIST	2010
8	Ramirez, Fermin	Financial Aid	SBVC	2010
9	Rivera-Reza, Rosemary	CalWorks/Career Center	SBVC	2010
10	Rodriguez, Natividad	EOPS/CARE	CHC	2010
11	Romo, Maria Silvia	Admissions/Records	SBVC	2010
12	Salas, Nancy	CDC	SBVC	2010
13	Lehman, Veronica	Financial Aid	CHC	2011
14	Plasencia, Jose	Campus Police	DIST	2011
15	Frausto, Jeanette	Financial Aid	SBVC	2016
16	Lopez, Elizabeth	Instruction	CHC	2016
17	Molina, Liliana	Business Office	SBVC	2016
18	Padilla, Gabriela	Financial Aid	SBVC	2016
19	Peraza, Zayne	Library	CHC	2016
20	Alvarez, Jose Luis	Grounds	SBVC	2017
21	Campos, Norma	Student Services	SBVC	2017
22	Huerta, Cindy	Student Services	SBVC	2017
23	Vargas, Geno	Maintenance Operations	SBVC	2017
24	Vivar, Jorge	Maintenance Operations	SBVC	2017
25	Fonseca, Katherine	EOPS/Student Services	SBVC	2018
26	Jaco, Herberth	Senior Students Services Technician	CHC	2018
27	Martinez, Anabel	CBO	SBVC	2018
28	Moncada, Rosita	Tess	District	2018
29	Moreno, Juana	CDC	SBVC	2018
30	Perez, Blanca	CDC	SBVC	2018
31	Rojas, George	CDC	SBVC	2018
32	Serna, Marina	Student Services	SBVC	2018
33	Williams, Sophia	CDC	SBVC	2018
34	Portillo, Maritza	Student Activities	SBVC	2019
35	Rosales, Manuel	Technology Services	SBVC	2019
36	Treacy-Abarca, Blanca	CDC	SBVC	2018
37	Morales, Martha	CDC	SBVC	2020
38	Dominguez, Andres	Culinary Arts	SBVC	2020
39	Alatorre, Yesica	KVCR	District	2020
40	Chavez, Rosemary	EOPS/CARE	SBVC	2020
41	Sanchez, Carmen	Print Shop	CHC	2020
42	Arteaga, Lorenza	Food Services	SBVC	2020
43	Gomez, Tanya	Food Services	SBVC	2020
44	Soto, Jacqueline	Applied Tech	SBVC	2020
45	Campero, Lilieth	EDCT	District	2020
46	Haro, Jessica	EDCT	District	2020
47	Navarrete, Belinda	Admissions & Records	CHC	2020
48	Hayton, Claudia	Financial Aid	CHC	2020

CSEA MOU
 RE: Bilingual and
 Bi-literate Stipend

KP
 MS
 F.R.
 (Signature)
 (Signature)
 (Signature)

#	Bi-literate Eligibility Pool List			
	Name	Department	Site	Year
1	Beck, Rosa Maria	CDC	SBVC	2016
2	Bojorquez, Ana	DSP&S	SBVC	2016
3	Delgado, Rocio	Financial Aid	SBVC	2016
4	Elizalde, Noemi	Fiscal Services	DIST	2016
5	Frausto, Jeanette	Financial Aid	SBVC	2016
6	Green, Nancy A	Payroll	DIST	2016
7	Lehman, Veronica	Financial Aid	CHC	2016
8	Lopez, Elizabeth	Instruction	CHC	2016
9	Molina, Liliana	Business Office	SBVC	2016
10	Padilla, Gabriela	Financial Aid	SBVC	2016
11	Peraza, Zayne	Library	CHC	2016
12	Ramirez, Fermin	Financial Aid	SBVC	2016
13	Rivera-Reza, Rosemary	CalWorks/Career Center	SBVC	2016
14	Rodriguez, Natividad	EOPS/CARE	CHC	2016
15	Salas, Nancy	CDC	SBVC	2016
16	Torres, Maria E	Human Resources	DIST	2016
17	Campos, Norma	Student Services	SBVC	2017
18	Davila, Maria	Bookstore	CHC	2017
19	Gonzalez, Maria C	Transfer/Career Services	SBVC	2017
20	Huerta, Cindy	Student Services	SBVC	2017
21	Parada, Osman	Computing Services	ANNEX	2017
22	Rojas, Cesar M	Maintenance Operations	SBVC	2017
23	Vivar, Jorge	Maintenance Operations	SBVC	2017
24	Fonseca, Katherine	EOPS/Student Services	SBVC	2018
25	Jaco, Herberth	Senior Students Services Technician	CHC	2018
26	Martinez, Anabel	CBO	SBVC	2018
27	Moreno, Juana	CDC	SBVC	2018
28	Perez, Blanca	CDC	SBVC	2018
29	Plasencia, Jose	Campus Police	DIST	2018
30	Rojas, George	CDC	SBVC	2018
31	Romo, Maria Silvia	Admissions/Records	SBVC	2018
32	Serna, Marina	Student Services	SBVC	2018
33	Portillo, Maritza	Student Activities	SBVC	2019
35	Alvarez, Jose	Grounds	SBVC	2020

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

February 26, 2020


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".

The Parties agree to the following regarding the 4/10 Alternate Work Schedule ("AWS") for the period of Sunday, May 31, 2020 through Saturday, August 1, 2020.

1. All classified unit members will participate in the 4/10 AWS except for those employed in the following departments:
 - Child Development Centers (CHC & SBVC)
 - Aquatic Center (CHC)
2. The 4/10 workweek will be Monday through Thursday except for those departments with alternate workweek MOU's on file.
3. During the week of July 4, 2020, July 2, 2020 will be the observed holiday and District facilities will be closed. All unit members that work on any of the following days will receive holiday pay; Thursday July 2, Friday July 3, and Saturday July 4.
4. Individual unit members may opt to work four (4) eight (8) hour days and use two (2) hours of vacation per day, consistent with Article 19.9.
5. Unit members shall be notified of their Summer AWS start and end times by May 1, 2020.
6. The summer work 4/10 AWS start time and end times shall be based on the existing work schedules by adding two (2) hours. The existing work schedules can be adjusted by no more than two (2) hours before or after start/end times. The adjustment will be mutually agreed by the unit member. Members may request a meeting with their manager and a union rep to discuss any hardships with the two (2) hour adjustment.
7. The Summer AWS will not affect Article 7.2

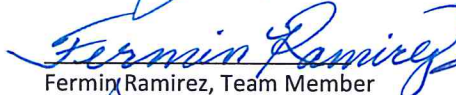
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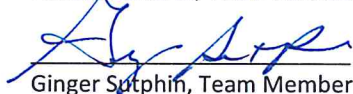
For the District



Kristina Haranon, SBCCD
Interim VC, Human Resources

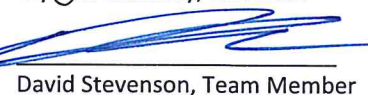
For CSEA

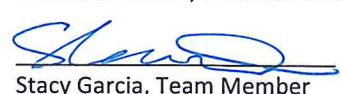

Kevin Pakki, President CSEA #291


Fermin Ramirez, Team Member


Ginger Sutphin, Team Member


Myesha Kennedy, CSEA LRR


David Stevenson, Team Member


Stacy Garcia, Team Member