

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 13, 2022

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 College Security Officers ("CSOs") for the period of Sunday, January 1, 2023, through Friday, June 30, 2023.

1. Unit members will participate in a 4/10 AWS. The workweek shall be forty (40) hours on four (4) consecutive days Monday through Friday and the workday shall consist of ten (10) hours per day.
2. The 4/10 AWS will be offered based on a rotational basis, determined by the permanent hire date among those in the same classification and department who normally perform the work involved. Unit members may request a meeting with their immediate supervisor and a union representative to discuss any hardships with the 4/10 AWS.
3. Holidays will be offered and compensated in accordance with Article 12. Holiday work will be offered by seniority per classification. If a holiday falls on a day for which the unit member is not scheduled to work as a result of the AWS, the unit member shall be required to observe the holiday during the week the holiday falls and shall be required to observe it on the first day or last day of their scheduled AWS workweek. If the unit member is on an AWS, the number of hours scheduled to work per day equals the number of hours granted for the holiday.
4. Unit members shall be notified of their 4/10 AWS start and end times.
5. The District will provide the Association with the 4/10 AWS including names, locations, and shift times worked at the beginning of the 4/10 AWS.
6. All shifts will be paid at the appropriate differential in accordance with Article 7.2.
7. The Parties understand that unforeseen circumstances may arise that require the termination of the 4/10 AWS prior to June 30, 2023. The District shall provide written notification to the Association prior to the termination of the 4/10 AWS and shall provide unit members with a 21-day schedule change notice in accordance with Article 6.

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 Service

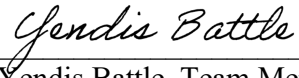
For CSEA



Cassandra Thomas, President CSEA #291



Ernest Guillen, Team Member



Yendis Battle, Team Member



David Stevenson, Team Member



Noah Snyder, CSEA LRR



Brandice Mello, Team Member