

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 9, 2024

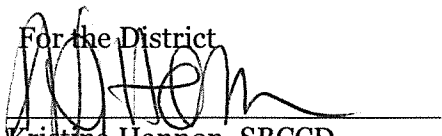
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class assignment for Arliss Malone, Senior Payroll Technician, to the Human Resources and Payroll Analyst, District, under the following stipulations:

1. The length of the assignment will be July 10, 2024, through December 31, 2024, or until the Employee or management makes a decision to end the assignment.
2. The Employee will be compensated from the Confidential Salary Schedule at Range 19, Step C. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Human Resources and Payroll Analyst or be evaluated during this Out-of-Class service.
5. The District and the Association agree that during the Out-of-Class assignment, the Employee's seniority as Senior Payroll Technician will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
6. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class assignment of Arliss Malone.


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,
Payroll & Police Services

For CSEA

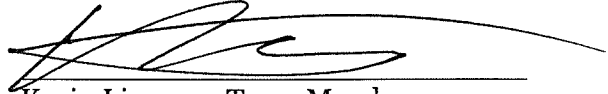


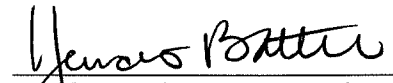
Ernest Guillen, President CSEA #291


 7/17/24
Navi Juana Durén, CSEA LRR
NAVJANA DUREN, CSEA LRR

Diana Vaichis

Diana Vaichis, Team Member

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Kevin Limoges, Team Member

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Yendis Battle, Team Member

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Cedrick Wrenn, Team Member

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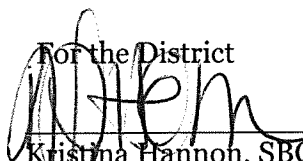
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class assignment for Erika Menge, Administrative Coordinator, to the Campus Project Manager, District, under the following stipulations:

1. The length of the assignment will be July 10, 2024, through December 31, 2024, or until the Employee or management makes a decision to end the assignment.
2. The Employee will be compensated from the Management Salary Schedule at Range 17, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Campus Project Manager or be evaluated during this Out-of-Class service.
5. The District and the Association agree that during the Out-of-Class assignment, the Employee's seniority as Administrative Coordinator will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
6. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class assignment of Erika Menge.

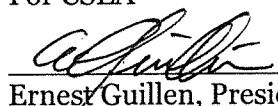
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For the District

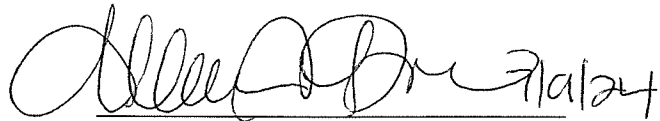


Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll & Police Services

For CSEA



Ernest Guillen, President CSEA #291



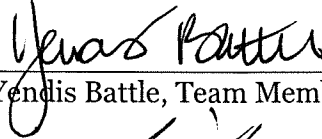
~~Navi Juana Duren, CSEA LRR~~
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Diana Vaichis

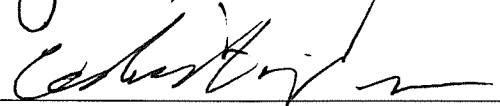
Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

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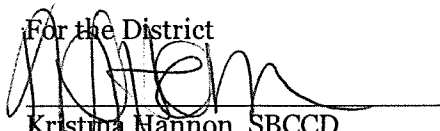
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class assignment for Richard Lopez, Lead Custodian to the Custodial Supervisor, Crafton Hills College, under the following stipulations:

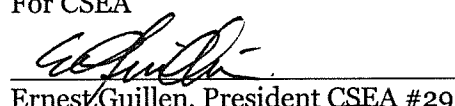
1. The length of the assignment will be June 13, 2024, through August 31, 2024, or until a decision is made by the Employee or management to end the assignment.
2. The Employee will be compensated from the Management Salary Schedule at Range 8, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Custodial Supervisor or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the Lead Custodian.
6. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the Lead Custodian will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Richard Lopez.

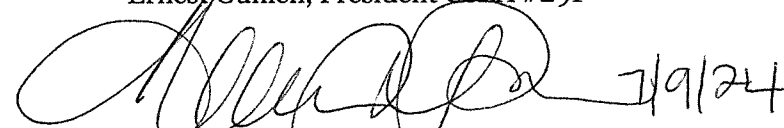
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For the District


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

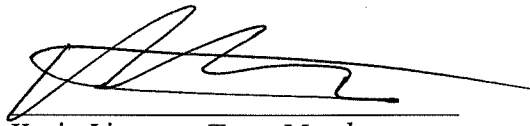
For CSEA


Ernest Guillen, President CSEA #291

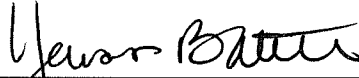

Navi Juana Duren, CSEA LRR

7/9/24
NAVIJUANA DUREN, LRR


Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

July 16, 2024

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."

It is Hereby Agreed:

The College Security Officer classification will be abolished from the classified bargaining unit, effective September 13, 2024. Therefore, the College Security Officer will be removed from the 2023-2026 CSEA Collective Bargaining Agreement Article 1: Recognition, section 1.1 and Appendix "A".

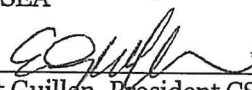
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

For CSEA



Ernest Guillen, President CSEA #291




Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member



College Security Officer

Classified Range: 33

Pending Board Approval: 04/13/23 P. 1|5

19

****Abolished; classified duties are found in the Campus Safety Specialist job description****

~~Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job; however, any additional duties will be reasonably related to this class.~~

SUMMARY DESCRIPTION

~~Performs a wide variety of District security services to ensure the safety of persons and property. Campus Security Officer is a non-sworn position and is not authorized to carry a firearm.~~

SUPERVISION RECEIVED AND EXERCISED

~~Receives general direction from appropriate supervisor; checks with supervisor regarding non-routine assignments.~~

REPRESENTATIVE DUTIES

~~The following duties are typical for this classification.~~

- ~~1. Serves as visible security presence on District and Campus sites; observes and reports suspected violations of the rules and regulations governing students, faculty, staff, and the general public to dispatch or appropriate authority.~~
- ~~2. Patrols in and around campus and District properties, including parking lots before, during and after business and school hours on foot, bicycle, golf cart, or vehicle.~~
- ~~3. Enforces parking regulations on campus and issues parking citations as necessary; issues and inputs citations into hand-held computer/tablet.~~
- ~~4. Contacts dispatch to create calls for service; responds as needed to campus safety, security, and other calls for service assigned by dispatch.~~
- ~~5. Carries and uses assigned equipment as necessary and appropriate, such as two-way radios, handcuffs, and pepper spray.~~
- ~~6. May assist sworn officers in detaining and arresting suspects utilizing department issued equipment such as handcuffs and pepper spray.~~
- ~~7. Notifies dispatch, sworn officers, or supervisor of suspected illegal activity on District properties reports hazardous and unusual conditions or malfunctions observed.~~
- ~~8. Inspects for, prevents, and reports vandalism, illegal entry, theft, and fire.~~
- ~~9. Identifies, observes, and reports to dispatch, sworn officers, or supervisor regarding persons on District properties when the reasons for their presence or intentions are questionable.~~
- ~~10. Conducts routine inquiries and completes documentation regarding minor campus incidents.~~
- ~~11. Prepares clear and concise reports using appropriate software such as the Records Information Management System (RIMS), routine correspondence; enters acquired property and evidence into appropriate logs; updates patrol logs as necessary.~~
- ~~12. Assists sworn officers in collecting and transporting money from parking meters, permit dispensers, and change machines throughout the campuses.~~



College Security Officer

Classified Range: 33

Pending Board Approval: 04/13/23 P. 2|5

- ~~13. Receives and responds to requests for help and assistance for ill, injured, or disabled persons; administers basic first aid and CPR according to established guidelines.~~
- ~~14. Respond to calls for services for opening and closing classrooms or to provide access to campus buildings or workspace; may provide crowd control and/or security services for special events; controls traffic and places traffic barricades as appropriate.~~
- ~~15. Answers questions and provides information to students, faculty, staff, and visitors.~~
- ~~16. Provides routine assistance to the college population in situations such as a flat tire, keys locked in a car, or dead car battery.~~
- ~~17. Performs other duties related to the primary job duties.~~

MINIMUM QUALIFICATIONS

~~The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.~~

CORE COMPETENCIES:

Environmental Exposure Tolerance

- ~~• Performing under physically demanding conditions~~
- ~~• Accepts and endures the necessity of working in unpleasant or physically demanding conditions~~
- ~~• Shows established adaptation and performance under unpleasant or physically demanding conditions~~

Safety Focus

- ~~• Showing vigilance and care in identifying and addressing health risks and safety hazards~~
- ~~• Maintains high level of conscientious safety practice~~

General Physical Ability

- ~~• Using strength, endurance, flexibility, balance and coordination~~
- ~~• Applying motor and perceptual abilities requiring no specific technique, training or conditioning~~

Professional and Technical Expertise

- ~~• Applying technical subject matter to the job **~~
- ~~• Knows the rudimentary concepts of performing the essential technical operations~~

Adaptability

- ~~• Responding positively to change and modifying behavior as the situation requires **~~
- ~~• Accept and adjust to changes and the unfamiliar~~



College Security Officer

Classified Range: 33

Pending Board Approval: 04/13/23 P. 3|5

Innovation

- ~~Imagining and devising new and better ways of doing things**~~
- ~~Fix what is broken; find solutions and fixes with resources at hand~~
- ~~Finds new approaches to performing familiar tasks~~
- ~~Create and invent new ideas; envision the unexpected, unexplored, untried**~~

Critical Thinking

- ~~Analytically and logically evaluates information to resolve problems~~
- ~~Follow guide, SOP or other step by step procedures for locating the source of a problem and fixing it~~
- ~~May detect ambiguous, incomplete, or conflicting information or instructions**~~

Informing

- ~~Proactively obtaining and sharing information~~

Mechanical Insight

- ~~Chooses the right tool for the job~~
- ~~Applies principles of mechanical advantage to get the work done~~
- ~~Follows step-by-step assembly procedures, troubleshooting guides, and simple diagrams~~

Customer Focus

- ~~Attending to the needs and expectations of customer~~
- ~~Seeks information about the immediate and longer term needs of the customer~~
- ~~Anticipates what the customer may want or expect in a product or service~~
- ~~Works across organizational boundaries to meet customer needs**~~

Attention to Detail

- ~~Focusing on the details of work content~~
- ~~Shows care and thoroughness in adhering to process and procedures that assure quality~~
- ~~Applies knowledge and skill in recognizing and evaluating details of work**~~
- ~~Applies skilled final touches on products~~

Using Technology

- ~~Working with electronic hardware and software applications~~
- ~~Using basic features and functions of software and hardware~~

Valuing Diversity

- ~~Shows acceptance of individual differences~~
- ~~Welcomes input and inclusion of others who may be different from oneself~~



College Security Officer

Classified Range: 33

Pending Board Approval: 04/13/23 P. 4|5

- ~~• Shows understanding and empathy for the challenges of groups seeking inclusion or dealing with perceived discrimination~~

~~**Lead, Advanced or Senior Level Positions~~

Education and Experience Guidelines:

Education/Training:

- ~~• Equivalent to the completion of the high school.~~

Experience:

- ~~• None required~~

Desired Education/Experience

- ~~• Experience as a security guard or crowd control officer~~

License or Certificate:

- ~~• Proof of completion of Security Officers' Training as required by Ed Code 72330, within six (6) months of employment.~~
- ~~• Possession of a valid driver's license.~~
- ~~• Possession of or ability to obtain CPR and First Aid certificates.~~
- ~~• Possession of or ability to obtain appropriate certificates for use of handcuffs and chemical agents.~~

Other

- ~~• Candidates under consideration for employment will be subject to a thorough background investigation.~~

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

~~The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.~~

~~**Environment:** Reactive emergency, natural or man-made disaster, and routine peace keeping environments with travel from site to site; regular exposure to outside weather conditions; occasionally exposed to fumes or airborne particles, toxic or caustic chemicals, blood-borne pathogens and bodily fluids, extreme cold, extreme heat, risk of electrical shock, risk of radiation, and vibration; exposed to potentially hostile environments; extensive public contact; the noise level in the work environment is usually moderate; however, the noise level is occasionally very loud due to sirens; incumbents required to work various shifts, including evenings and weekends.~~

~~**Physical:** Primary functions require sufficient physical ability and mobility to work in a law enforcement setting and an office setting; restrain or subdue individuals; walk, stand, sit, or run for prolonged periods of time; occasionally stoop, bend, kneel, crouch, reach, and twist; occasionally climb and balance; regularly push, pull, lift, and/or carry light to moderate weight up to 25 pounds; frequently lift and/or move moderate to heavy weights up to 50 pounds; occasionally lift and/or move~~



College Security Officer

Classified Range: 33

Pending Board Approval: 04/13/23 P. 5|5

~~heavier weights with or without assistance; operate office equipment including use of computer keyboard; operate assigned patrol and security equipment including patrol car, patrol bicycle and two-way radio; ability to speak and hear to exchange information; ability to operate a vehicle to travel to various locations; and to verbally communicate to exchange information.~~

~~**Vision:** See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents; and to operate assigned equipment.~~

~~**Hearing:** Hear in the normal audio range with or without correction.~~

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July 16, 2024

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".

For the year 2024-2025, the health and welfare benefits for eligible unit members shall be as follows:

- a. **Medical Plans Offered to Include a Choice of Six (6) Medical Plans:**
 - Anthem Blue Cross Full Network Classic (No Additional Cost Option)
 - Anthem Blue Cross Full Network CA Care (*+99.60)
 - Anthem Blue PPO Low (*+314.40)
 - Anthem Blue PPO (*+\$559.20)
 - Kaiser Low HMO \$30 Co-Pay (*+210.00)
 - Kaiser High HMO \$10 Co-Pay (*+285.60)
- b. **Dental Plans Offered to Include a Choice of Two (2) Dental Plans:**
 - DeltaCare USA (No Additional Cost Option)
 - Delta Dental PPO (*+\$60.73)
- c. **Vision Plan Offered:**
 - EyeMed (No Additional Cost)
- d. **Chiropractic:**
 - Anthem Blue Cross (Cost Dependent on Chosen Plan)
 - Kaiser (Cost Dependent on Chosen Plan)
- e. **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)
- f. **Employee Assistance Program (EAP):**
 - Anthem Blue Cross through SISC (No Additional Cost)

*All unit members' contributions are deducted on a 10thly basis.

For the 2024/2025 plan year only, The District will provide a reimbursement program for unit members enrolled in the new Anthem Blue Cross Full Network Classic (No Additional Cost Option) HMO plan to assist in the transition to the increased cost in copay. Unit members may be reimbursed \$10 for primary care visits or \$30 for specialty visits and is limited to a maximum reimbursement of \$400 per unit member. Reimbursement may be used for the unit member or their enrolled dependent(s) and will be reimbursed upon verification of copayment (i.e., receipt). This is a one-time reimbursement for the 2024/2025 plan only and shall not set a precedent for future years.

In the event of any unforeseen changes to Article 10: Health and Welfare Benefits or Appendix H (Health and Welfare Benefits Plan) of the CSEA Collective Bargaining Agreement, the Association and/or the District reserve the right to reopen this MOU. This MOU is effective October 1, 2024 – September 30, 2025 (Benefit Plan 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,
Payroll & Police Services


For CSEA




Ernest Guillen, President CSEA #291




Noah Snyder, CSEA LRR




Diana Vaichis, Team Member



Kevin Limoges, Team Member



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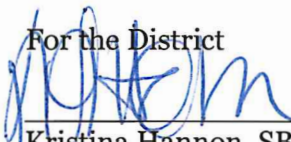
It is Hereby Agreed:

The Campus Safety Specialist classification will be added to the classified bargaining unit. This classification will be placed at Range 33 of the CSEA Salary Schedule.

The Campus Safety Specialist will be added to the 2023-2026 CSEA Collective Bargaining Agreement Article 1: Recognition, section 1.1 and Appendix "A."

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,
Payroll & Police Services

For CSEA



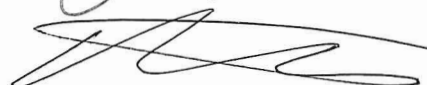
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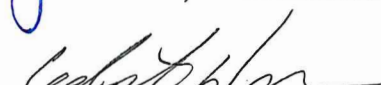
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Campus Safety Specialist

Classified Range: 33

Pending Board Approval: TBD P. 1|4

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job; however, any additional duties will be reasonably related to this class.*

SUMMARY DESCRIPTION

Under direction of the appropriate administrator, performs a wide variety of duties related to the environmental and occupational health, emergency planning, safety and risk management programs and activities of the San Bernardino Community College District.

SUPERVISION RECEIVED AND EXERCISED

Receives general direction from appropriate supervisor; checks with supervisor regarding non-routine assignments.

REPRESENTATIVE DUTIES

The following duties are typical for this classification.

1. Supports District Administration in the implementation of a safe and prepared campus culture by assisting with safety and risk management programs at the college level.
2. Conducts evaluations and inspections to ensure compliance and identify environmental, occupational health and safety hazards; provides recommendations for corrective action.
3. Maintains required safety program records for the college and site inspections; reviews and maintains related documents and forms, such as safety plans and safety data sheets to ensure accuracy.
4. Conducts regular hazard assessments to identify potential hazards or situations that may lead to injury or incidents as outlined in the District's safety plans/programs.
5. Reports fire, sanitary, safety or security hazards on any District property; reports needed maintenance or repairs to the appropriate authority or department.
6. Checks various safety devices monthly, as such fire extinguishers, Automatic External Defibrillator (AED), etc.; provides reports on monthly inspections, including reports on maintenance or replacement as needed.
7. Conducts routine inspections of eyewash stations and deluged showers across the campus to ensure compliance with safety regulations and standards.
8. Conducts routine inquiries and follow up meetings regarding environmental and occupational health campus incidents and injuries.
9. Answers questions and provides information to students, faculty, staff, and visitors regarding campus safety policies.
10. Enters, updates, corrects, and extracts information; maintains and generates reports as needed.
11. Keeps records of the distribution and assignment of equipment and supplies, maintains inventory of department equipment and supplies, and makes purchase recommendations.



Campus Safety Specialist

Classified Range: 33

Pending Board Approval: TBD P. 2|4

12. Assists in the development and implementation of safety policies, procedures, and guidelines based on regulatory requirements and best practices.
13. Serves as a liaison between the college campuses and Safety and Risk Management Department during inspections, audits, and compliance reviews.
14. Assists in the coordination of department events; participates and represents the department at functions, meetings, and events related to the area of assignment.
15. Participates in safety committees, task forces, and working groups to address specific safety concerns and initiatives on campus.
16. Performs other duties related to the primary job duties.

MINIMUM QUALIFICATIONS

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

CORE COMPETENCIES:

Environmental Exposure Tolerance

- Performing under physically demanding conditions
- Accepts and endures the necessity of working in unpleasant or physically demanding conditions
- Shows established adaptation and performance under unpleasant or physically demanding conditions

Safety Focus

- Showing vigilance and care in identifying and addressing health risks and safety hazards
- Maintains high level of conscientious safety practice

General Physical Ability

- Using strength, endurance, flexibility, balance and coordination
- Applying motor and perceptual abilities requiring no specific technique, training or conditioning

Professional and Technical Expertise

- Applying technical subject matter to the job **
- Knows the rudimentary concepts of performing the essential technical operations

Adaptability

- Responding positively to change and modifying behavior as the situation requires**
- Accept and adjust to changes and the unfamiliar



Campus Safety Specialist

Classified Range: 33

Pending Board Approval: TBD P. 3|4

Innovation

- Imagining and devising new and better ways of doing things**
- Fix what is broken; find solutions and fixes with resources at hand
- Finds new approaches to performing familiar tasks
- Create and invent new ideas; envision the unexpected, unexplored, untried**

Critical Thinking

- Analytically and logically evaluates information to resolve problems
- Follow guide, SOP or other step by step procedures for locating the source of a problem and fixing it
- May detect ambiguous, incomplete, or conflicting information or instructions**

Informing

- Proactively obtaining and sharing information

Mechanical Insight

- Chooses the right tool for the job
- Applies principles of mechanical advantage to get the work done
- Follows step-by-step assembly procedures, troubleshooting guides, and simple diagrams

Customer Focus

- Attending to the needs and expectations of customer
- Seeks information about the immediate and longer term needs of the customer
- Anticipates what the customer may want or expect in a product or service
- Works across organizational boundaries to meet customer needs **

Attention to Detail

- Focusing on the details of work content
- Shows care and thoroughness in adhering to process and procedures that assure quality
- Applies knowledge and skill in recognizing and evaluating details of work**
- Applies skilled final touches on products

Using Technology

- Working with electronic hardware and software applications
- Using basic features and functions of software and hardware

Valuing Diversity

- Shows acceptance of individual differences



Campus Safety Specialist

Classified Range: 33

Pending Board Approval: TBD P. 4|4

- Welcomes input and inclusion of others who may be different from oneself
- Shows understanding and empathy for the challenges of groups seeking inclusion or dealing with perceived discrimination

***Lead, Advanced or Senior Level Positions*

Education and Experience Guidelines:

Education/Training:

- Equivalent to the completion of the high school.

Experience:

- One (1) year of experience working in either Industrial Hygiene, Occupational Safety, Risk Management, Emergency Management, Public Safety

Desired Education/Experience

- Possession of or ability to obtain CPR and First Aid certificates.
- OSHA 10 or 30-hour training for construction or general industry.

License or Certificate:

- Possession of a valid driver's license.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Environment: Work is performed primarily in a standard office setting and travel from site to site; exposure to fumes and hazardous/toxic materials.

Physical: Primary functions require sufficient physical ability and mobility to work in an office setting; to stand or sit for prolonged periods of time; to occasionally stoop, bend, kneel, crouch, reach, and twist; to frequently lift, carry, push, and/or pull light to moderate amounts of weight up to 25 pounds; to occasionally lift, carry, push, and/or pull heavier amounts of weight with or without assistance; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard; and to verbally communicate to exchange information.

Vision: See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents; and to operate assigned equipment.

Hearing: Hear in the normal audio range with or without correction.

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 16, 2024

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".

Schedule Change: Raina Okray, Administrative Assistant II-SBVC


In accordance with **Article 6.4 -Permanent Changes to Work Schedule**, the Parties agreed that Raina Okray's permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Monday, July 29, 2024.

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

TO: Monday - Friday 7:00 a.m. to 4:00 p.m.


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,
Payroll & Police Services


For CSEA




Ernest Guillen, President CSEA #291



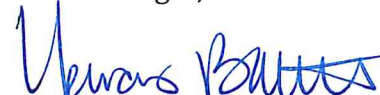
NaviJana Duren, CSEA LRR



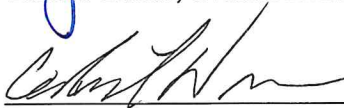
Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

MEMORANDUM OF UNDERSTANDING
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
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July 16, 2024

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 have met in reference to the reduction in full-time equivalent ("FTE") hours for (1) one vacant Administrative Assistant II position at Crafton Hills College and agreed to the following.

1. It is agreed and understood that the District would reduce the FTE hours for (1) one vacant Administrative Assistant II position (**PCN: C213302**).
2. The reduction in the FTE hours is based on the department's operational needs.
3. The (1) one vacant Administrative Assistant II position will be reduced from 1.0 FTE to .475 FTE and from 40 hours per workweek to 19 hours per workweek, working 260 days per year.
4. The Parties agree that the abovementioned changes will be effective Thursday, August 1, 2024.

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,
Payroll & Police Services

For CSEA



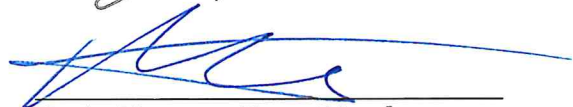
Ernest Guillen, President CSEA #291



NaviJana Duren, CSEA LRR



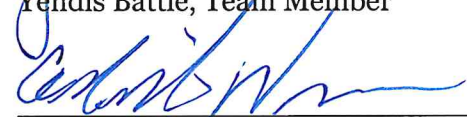
Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

MEMORANDUM OF UNDERSTANDING
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
And
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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

July 16, 2024

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 District is conducting a reorganization of the Police Department at DSO. Accordingly, both Parties agree to, as part of the reorganization, to the following effects:

- a. **Bryan Joaquin**, College Security Officer, Range 33 Step A, 8 hours/260-day work year, will be reorganized into the classification of Campus Safety Specialist, Range 33 Step A, 8 hours/260-day work year, and administratively transferred to the Safety & Risk Management Department at DSO, effective July 29, 2024. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. Effective July 29, 2024, the now vacant College Security position in the Police Department shall be eliminated.
- b. **Thomas Cole**, College Security Officer, Range 33 Step F, 8 hours/260-day work year, will be reorganized into the classification of Campus Safety Specialist, Range 33 Step F, 8 hours/260-day work year, and administratively transferred to the Safety & Risk Management Department at DSO, effective July 29, 2024. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. Effective July 29, 2024, the now vacant College Security position in the Police Department shall be eliminated.
- c. **Dione Nevins**, College Security Officer, Range 33 Step F, 8 hours/260-day work year, will be reorganized into the classification of Campus Safety Specialist, Range 33 Step F, 8 hours/260-day work year, and administratively transferred to the Safety & Risk Management Department at DSO, effective July 29, 2024. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. Effective July 29, 2024, the now vacant College Security position in the Police Department shall be eliminated.
- d. **Devyree Sellars**, College Security Officer, Range 33 Step F, 8 hours/260-day work year, will be reorganized into the classification of Campus Safety Specialist, Range 33 Step F, 8 hours/260-day work year, and administratively transferred to the Safety & Risk Management Department at DSO, effective July 29, 2024. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. Effective July 29, 2024, the now vacant College Security position in the Police Department shall be eliminated.
- e. **Daniel Baeza**, College Security Officer, Range 33 Step F, 8 hours/260-day work year, will be reorganized into the classification of Campus Safety Specialist, Range 33 Step F, 8 hours/260-day work year, and administratively transferred to the Safety & Risk Management Department at DSO, effective July 29, 2024. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. Effective July 29, 2024, the now vacant College Security position in the Police Department shall be eliminated.

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 constructed as a waiver, expressed or implied, of the Association's rights to negotiate on any and all matters within the scope of representation set forth in the Educational Employment Relations Act.

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,
Payroll & Police Services

For CSEA



Ernest Guillen, President CSEA #291



NaviJana Duren, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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 23, 2024

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 approve the interim Out-of-Class assignment for Daniel Johnson IV, Custodian to the Custodial Supervisor, Crafton Hills College, under the following stipulations:

1. The length of the assignment will be July 29, 2024, through August 2, 2024, or until a decision is made by the Employee or management to end the assignment.
2. The Employee will be compensated from the Management Salary Schedule at Range 8, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Custodial Supervisor or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the Custodian.
6. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the Custodian will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Daniel Johnson IV.

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,
Payroll & Police Services

For CSEA



Ernest Guillen, President CSEA #291



NaviJana Duren, CSEA LRR



Diana Vaichis, Team Member

Kevin Limoges

Kevin Limoges, Team Member

Yendis Battle

Yendis Battle, Team Member

Cedrick Wrenn

Cedrick Wrenn, 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

August 13, 2024

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 approve the interim Out-of-Class assignment for Maria Romo, Admissions and Records Specialist, to the Admissions and Records Evaluator, San Bernardino Valley College, under the following stipulations:

1. The length of the assignment will be July 1, 2024, through June 30, 2025, or until the Employee or management makes a decision to end the assignment. The Employee began working out of class on October 1, 2023, as an Admissions and Records Evaluator.
2. The Employee will be compensated at Range 42, Step E. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. The Employee will be afforded all the rights, privileges, powers, and leave accruals appropriate for the position, except for those expressly stated herein.
3. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as an Admissions and Records Specialist.
4. The District and the Association agree that during the Out-of-Class assignment, the Employee's seniority as Admissions and Records Specialist will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.

This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class assignment of Maria Romo.


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,
Payroll & Police Services


For CSEA



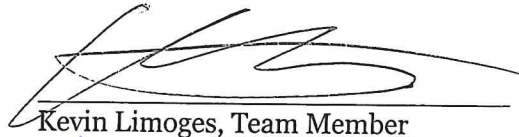
Ernest Guillen, President CSEA #291



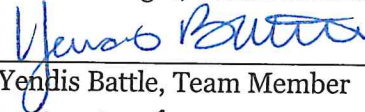
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

MEMORANDUM OF UNDERSTANDING
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

August 13, 2024

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 approve the interim Out-of-Class assignment for Raquel Villa, Admissions and Records Technician, to the Admissions and Records Specialist, San Bernardino Valley College, under the following stipulations:

1. The length of the assignment will be July 1, 2024, through June 30, 2025, or until the Employee or management makes a decision to end the assignment. The Employee began working out of class on October 2, 2023, as an Admissions and Records Specialist.
2. The Employee will be compensated at Range 38, Step E. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. The Employee will be afforded all the rights, privileges, powers, and leave accruals appropriate for the position, except for those expressly stated herein.
3. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as an Admissions and Records Technician.
4. The District and the Association agree that during the Out-of-Class assignment, the Employee's seniority as Admissions and Records Technician will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.

This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class assignment of Raquel Villa.

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,
Payroll & Police Services

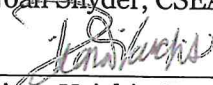
For CSEA



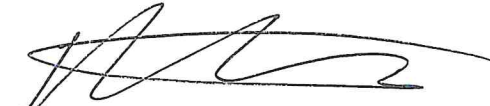
Ernest Guillen, President CSEA #291



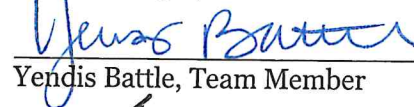
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

MEMORANDUM OF UNDERSTANDING
By and Between
SAN BERNARDINO COMMUNITY COLLEGE DISTRICT
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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

August 13, 2024

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".

Schedule Change: Anquanetta May, Administrative Assistant II-CHC


In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that Anquanetta May's permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024.

FROM: Monday - Friday 8:00 a.m. to 4:30 p.m.

TO: Monday - Friday 8:30 a.m. to 5:00 p.m.

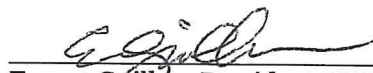
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District




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


For CSEA




Ernest Guillen, President CSEA #291




Noah Snyder, CSEA LRR




Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

MEMORANDUM OF UNDERSTANDING
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August 13, 2024

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".

Schedule Change: Brian Ramirez, Custodian-CHC

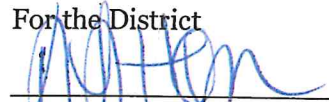
In accordance with **Article 6.4 -Permanent Changes to Work Schedule**, the Parties agreed that Brian Ramirez's permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024.

FROM: Monday - Friday 2:30 p.m. to 11:00 p.m.

TO: Monday - Friday 6:00 a.m. to 2:30 p.m.

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,
Payroll & Police Services

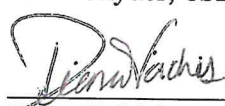
For CSEA



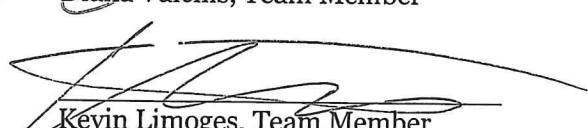
Ernest Guillen, President CSEA #291



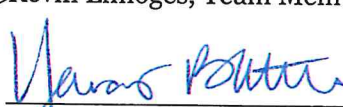
Noah Snyder, CSEA LRR



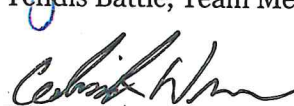
Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

MEMORANDUM OF UNDERSTANDING
By and Between
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August 13, 2024

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Schedule Change: Admissions & Records Department- CHC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that the Admissions & Records Department employees: **(1) Kristin Flores', (2) Luna Lagrima's, (3) Ali Ravento's, (4) Floyd Simpson's, and (5) Reyna Uribe's** permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024.

- a. Incumbent, Kristin Flores' work schedule will be changed as follows:
From: Monday – Thursday, 8:30 a.m. to 5:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Tuesday, Thursday, 8:30 a.m. to 5:00 p.m., Wednesday 10:30 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- b. Incumbent, Luna Lagrima's work schedule will be changed as follows:
From: Monday – Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Tuesday, Thursday, 8:30 a.m. to 5:00 p.m., Wednesday 10:30 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- c. Incumbent, Ali Ravento's work schedule will be changed as follows:
From: Monday – Thursday 9:00 a.m. to 6:00 p.m., Friday 7:30 a.m. to 4:30 p.m.
To: Monday, Wednesday, Thursday, 9:30 a.m. to 6:00 p.m., Tuesday 10:30 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- d. Incumbent, Floyd Simpson's work schedule will be changed as follows:
From: Monday – Thursday, 8:30 a.m. to 5:30 p.m., Friday 7:30 a.m. to 4:30 p.m.
To: Monday, Thursday, 8:30 a.m. to 5:30 p.m., Tuesday 9:00 a.m. to 6:00 p.m., Wednesday 10:00 a.m. to 7:00 p.m., and Friday 7:30 a.m. to 4:30 p.m.
- e. Incumbent, Reyna Uribe's work schedule will be changed as follows:
From: Monday – Thursday, 8:30 a.m. to 5:30 p.m., Friday 7:30 a.m. to 4:30 p.m.
To: Monday, Wednesday, Thursday, 8:30 a.m. to 5:30 p.m., Tuesday 10:00 a.m. to 7:00 p.m., and Friday 7:30 a.m. to 4:30 p.m.

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,
Payroll, and Police Services

For CSEA


Ernest Guillen, President CSEA #291



Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

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

August 13, 2024

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Schedule Change: Counseling Department- CHC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that the Counseling Department employees: **(1) Krista Ornelas-Mora's** and **(2) Rebecca Orta's** permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024.

- a. Incumbent, Krista Ornela Mora's work schedule will be changed as follows:
From: Monday, Wednesday, Friday 8:00 a.m. to 4:30 p.m., Tuesday, Thursday 9:00 a.m. to 6:00 p.m.
To: Monday, Wednesday 8:30 a.m. to 5:00 p.m., Tuesday 10:00 a.m. to 7:00 p.m., Thursday 9:00 a.m. to 6:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- b. Incumbent, Rebecca Orta's work schedule will be changed as follows:
From: Monday, Wednesday 8:00 a.m. to 5:00 p.m., Tuesday, Thursday 9:00 a.m. to 6:00 p.m., and Friday 8:00 a.m. to 5:00 p.m.
To: Monday, Thursday, 8:30 a.m. to 5:30 p.m., Tuesday, Wednesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 5:00 p.m.

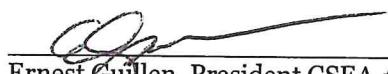
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For the District




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

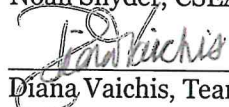
For CSEA




Ernest Guillen, President CSEA #291



Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

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August 13, 2024

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."

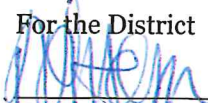
Schedule Change: EOP&S Department- CHC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that the EOP&S Department employees: **(1) Amity Lodevico's, (2) George Mora's, (3) Natividad Rodriguez's, and (4) Maita Jenieve Ready's** permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024, for Amity Lodevico and Natividad Rodriguez, and Tuesday, August 27, 2024, for George Mora and Maita Jenieve Ready.

- a. Incumbent, Amity Lodevico's work schedule will be changed as follows:
From: Monday – Thursday, 9:00 a.m. to 6:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Wednesday, Thursday, 9:00 a.m. to 6:00 p.m., Tuesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- b. Incumbent, George Mora's work schedule will be changed as follows:
From: Monday – Thursday, 9:00 a.m. to 6:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Wednesday, Thursday, 9:00 a.m. to 6:00 p.m., Tuesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- c. Incumbent, Natividad Rodriguez's work schedule will be changed as follows:
From: Monday – Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Tuesday, Thursday, 8:30 a.m. to 5:00 p.m., Wednesday 10:30 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- d. Incumbent, Maita Jenieve Ready's work schedule will be changed as follows:
From: Monday – Friday, 8:00 a.m. to 4:30 p.m.
To: Monday, Tuesday, Thursday, 8:30 a.m. to 5:00 p.m., Wednesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.

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,
Payroll, and Police Services

For CSEA



Ernest Guillen, President CSEA #291



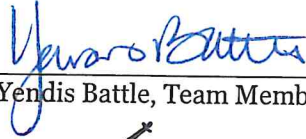
Noah Snyder, CSEA LRR

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Diana Vaichis, Team Member

A handwritten signature in black ink, appearing to read "Kevin Limoges", written over a horizontal line.

Kevin Limoges, Team Member

A handwritten signature in blue ink, appearing to read "Yendis Battle", written over a horizontal line.

Yendis Battle, Team Member

A handwritten signature in black ink, appearing to read "Cedrick Wrenn", written over a horizontal line.

Cedrick Wrenn, 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 13, 2024

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."

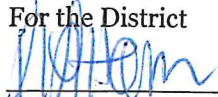
Schedule Change: Financial Aid Department- CHC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that the Financial Aid Department employees: **(1) Jeanette Frausto's, (2) Gabriela Garcia's, (3) Claudia Hayton's, (4) Christin Moore's, (5) J Manuel Villegas', and (6) Juanita Sousa's** permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024, for Jeanette Frausto, Gabriela Garcia, Claudia Hayton, Christin Moore, J Manuel Villegas, and Tuesday, August 27, 2024, for Juanita Sousa.

- a. Incumbent, Jeanette Frausto's work schedule will be changed as follows:
From: Monday – Thursday, 9:30 a.m. to 6:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Thursday, 9:30 a.m. to 6:00 p.m., Tuesday 8:30 a.m. to 5:00 p.m., Wednesday 10:30 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- b. Incumbent, Gabriela Garcia's work schedule will be changed as follows:
From: Monday – Thursday, 9:30 a.m. to 6:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Thursday, 9:30 a.m. to 6:00 p.m., Tuesday 10:30 a.m. to 7:00 p.m., Wednesday 8:30 a.m. to 5:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- c. Incumbent, Claudia Hayton's work schedule will be changed as follows:
From: Monday – Thursday, 8:30 a.m. to 5:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Tuesday, and Thursday, 8:30 a.m. to 5:30 p.m., Wednesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- d. Incumbent, Christin Moore's work schedule will be changed as follows:
From: Monday – Friday, 8:00 a.m. to 4:30 p.m.
To: Monday, Wednesday, Thursday 8:30 a.m. to 5:30 p.m., Tuesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- e. Incumbent, J Manuel Villegas' work schedule will be changed as follows:
From: Monday – Friday, 8:00 a.m. to 4:30 p.m.
To: Monday, Tuesday, Thursday 8:30 a.m. to 5:30 p.m., Wednesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- f. Incumbent, Juanita Sousa's work schedule will be changed as follows:
From: Monday – Thursday, 8:30 a.m. to 5:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Wednesday, Thursday 8:30 a.m. to 5:00 p.m., Tuesday 10:30 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.







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,
Payroll, and Police Services

For CSEA


Ernest Guillen, President CSEA #291
Noah Snyder, CSEA LRR
Diana Vaichis, Team Member
Kevin Limoges, Team Member
Yendis Battle, Team Member
Cedrick Wrenn, 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 13, 2024

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Schedule Change: SAS Department- CHC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that the SAS Department employees: **(1) Maria Davila's** and **(2) Frances Southerland's** permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024.

- a. Incumbent, Maria Davila's work schedule will be changed as follows:
From: Monday – Thursday, 9:00 a.m. to 6:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Tuesday, Thursday, 9:00 a.m. to 6:00 p.m., Wednesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- b. Incumbent, Frances Southerland's work schedule will be changed as follows:
From: Monday – Friday, 8:00 a.m. to 4:30 p.m.
To: Monday, Wednesday, Thursday, 8:00 a.m. to 4:30 p.m., Tuesday 10:30 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.


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

For the District

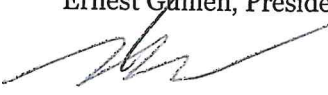


Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll, and Police Services

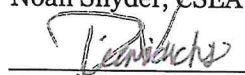
For CSEA



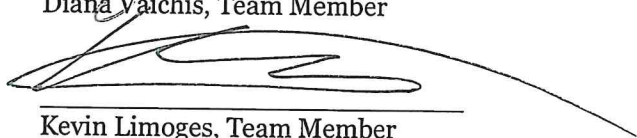
Ernest Guillen, President CSEA #291




Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member

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Cedrick Wrenn, Team Member

MEMORANDUM OF UNDERSTANDING
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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

August 13, 2024

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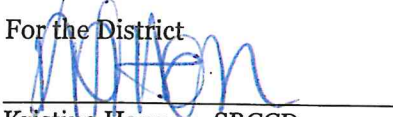
Schedule Change: Student Center- CHC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that the Student Center Department employees: **(1) Suzanne Delahanty's** and **(2) Pedro Chabolla's** permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024.

- a. Incumbent, Suzanne Delahanty's work schedule will be changed as follows:
From: Monday –Friday 9:00 a.m. to 5:30 p.m.
To: Monday, Thursday, 9:00 a.m. to 5:30 p.m., Tuesday, Wednesday 10:30 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- b. Incumbent, Pedro Chabolla's work schedule will be changed as follows:
From: Monday – Thursday, 9:00 a.m. to 6:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Tuesday, Thursday 9:00 a.m. to 6:00 p.m., Wednesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.

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,
Payroll, and Police Services

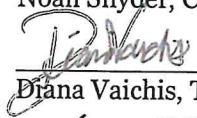
For CSEA



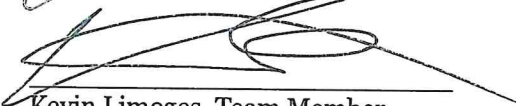
Ernest Guillen, President CSEA #291



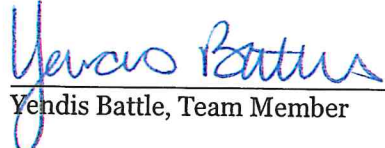
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member

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Cedrick Wrenn, 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 13, 2024

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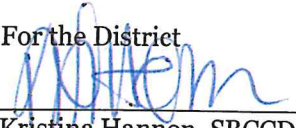
Schedule Change: Student Services- CHC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that the Student Services Department employees: **(1) Erika Sherman's** and **(2) Zachary Cortz's** permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024.

- a. Incumbent, Erika Sherman's work schedule will be changed as follows:
From: Monday – Friday 8:00 a.m. to 5:00 p.m., Friday 8:00 a.m. to 4:30 p.m.
To: Monday, Wednesday, Thursday 9:00 a.m. to 6:00 p.m., Tuesday 10:00 a.m. to 7:00 p.m., and Friday 8:00 a.m. to 4:30 p.m.
- b. Incumbent, Zachary Cortz's work schedule will be changed as follows:
From: Monday – Thursday, 9:00 a.m. to 6:00 p.m., Friday 8:30 a.m. to 5:00 p.m.
To: Monday, Tuesday, Thursday 9:00 a.m. to 6:00 p.m., Wednesday 10:00 a.m. to 7:00 p.m., and Friday 8:30 a.m. to 5:00 p.m.


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For the District



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

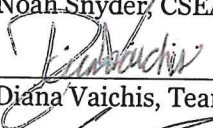
For CSEA



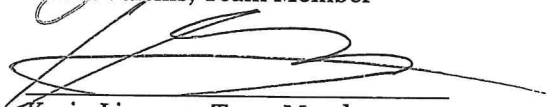
Ernest Guillen, President CSEA #291



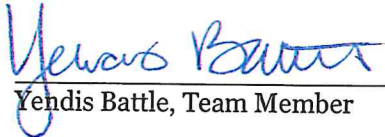
Noah Snyder, CSEA LRR



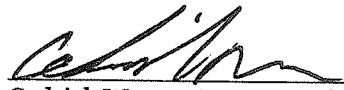
Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member

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Cedrick Wrenn, 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 13, 2024

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Schedule Change: Ellen Benefiel, Development Assistant-CHC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that Ellen Benefiel's permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, August 14, 2024.

FROM:	Monday - Thursday Friday	9:00 a.m. to 1:00 p.m. 9:00 a.m. to 12:00 p.m.
TO:	Monday - Wednesday Thursday	8:30 a.m. to 1:30 p.m. 8:30 a.m. to 12:30 p.m.

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,
Payroll & Police Services

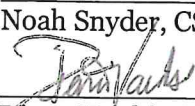
For CSEA



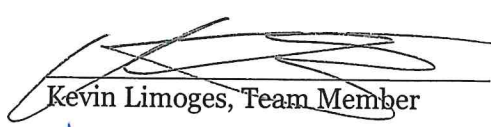
Ernest Guillen, President CSEA #291



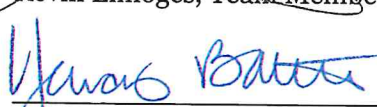
Noah Snyder, CSEA LRR



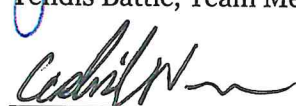
Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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 20, 2024

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 District is conducting a classification study in the Administrative Services Department at Crafton Hills College. Accordingly, both Parties agree to, as result of the findings from the classification study to the following effects:

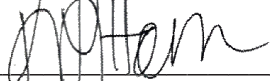
Effective September 1, 2023, bargaining unit member Rebecca Pompa, Administrative Assistant I, Range 33 Step F, 8 hours/260-day work year in the Administrative Services Department at Crafton Hills College will be reclassified to the classification of Administrative Assistant III, Range 41 Step C, 8 hours/260-day work year.

The Parties further agree that this Memorandum of Understanding shall resolve any disputes about bargaining unit member Rebecca Pompa working outside their classification.

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

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,
Payroll & Police Services

For CSEA



Ernest Guillen, President CSEA #291



Noah Snyder, CSEA LRR



Diana Vaichis

Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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

September 10, 2024

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 District is conducting a classification study in the Counseling Department at Crafton Hills College. Accordingly, both Parties agree to, as a result of the findings from the classification study, the following effects:


Effective November 1, 2023, bargaining unit member Rebecca Abeyta, Administrative Assistant I, Range 33 Step F, 8 hours/260-day work year in the Counseling Department at Crafton Hills College, will be reclassified to the classification of Administrative Assistant III, Range 41 Step C, 8 hours/260-day work year.

The Parties further agree that this Memorandum of Understanding shall resolve any disputes about bargaining unit member Rebecca Abeyta working outside their classification.

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


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,
Payroll & Police Services

For CSEA



Ernest Guillen, President CSEA #291



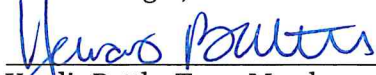
Noah Snyder, CSEA LRR




Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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

September 10, 2024

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 San Bernardino Community College District ("District") and the California School Employees Association agrees that the following articles were negotiated during the 2023-2026 Successor Negotiations:

- Preamble
- Article 6: Hours of Work and Overtime
- Article 7: Pay and Allowances
- Article 9: Layoff and Reemployment
- Article 12: Holidays
- Article 13: Evaluation Procedure
- Article 14: Leaves
- Article 15: Vacancies, Transfers, Voluntary Demotions, In-House or Promotional Only Recruitments
- Article 16: Personnel
- Article 17: Progressive Discipline
- Article 19: Vacations
- Article 25: Completion of Meet and Negotiation
- CSEA Contract Bargaining Agreement Appendices

The San Bernardino Community College District ("District") and the California School Employees Association agree that the following articles were not negotiated during the 2023-2026 Successor Negotiations and shall remain "status quo":

- Article 1: Recognition
- Article 2: Management Rights
- Article 3: No Discrimination
- Article 4: Dues and Organizational Security
- Article 5: Rights of Association and Members
- Article 8: Unit Member Expenses and Materials
- Article 10: Health and Welfare Benefits
- Article 11: Long Service Recognition
- Article 18: Grievance Procedure
- Article 20: Health Service, Continuation After Retirement
- Article 21: Severability
- Article 22: Effect of Agreement
- Article 23: Safety
- Article 24: Classified Staff Teaching Part-Time

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

For the District



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

For CSEA



Ernest Gullen, President CSEA #291



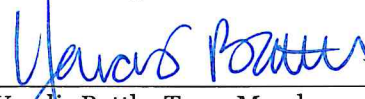
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member

Kevin Limoges

Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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

September 17, 2024

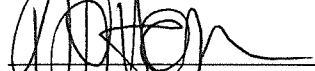
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class assignment for Dawn Garcia, Administrative Assistant II to the Human Resources Generalist, District, under the following stipulations:

1. The length of the assignment will be September 23, 2024, through December 31, 2024, or until a decision is made by the Employee or management to end the assignment.
2. The Employee will be compensated from the Confidential Salary Schedule at Range 15, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Human Resources Generalist or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the Administrative Assistant II.
6. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the Administrative Assistant II will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Confidential assignment of Dawn Garcia.

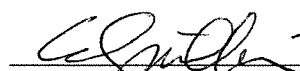
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

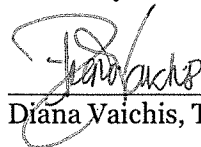
For CSEA



Ernest Guillen, President CSEA #291



Noah Snyder, CSEA LRR



Diana Vaichis, Team Member

Kevin Limoges

Kevin Limoges, Team Member

Yendis Battle

Yendis Battle, Team Member

Cedrick Wrenn

Cedrick Wrenn, 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

September 17, 2024

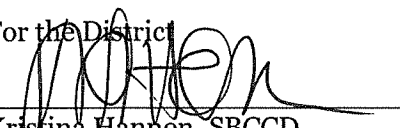
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class assignment for Richard Lopez, Lead Custodian to the Custodial Supervisor, Crafton Hills College, under the following stipulations:


1. The length of the assignment will be September 17, 2024, through December 31, 2024, or until a decision is made by the Employee or management to end the assignment. The Employee began working Out-of-Class on June 13, 2024, as the Custodial Supervisor.
2. The Employee will be compensated from the Management Salary Schedule at Range 8, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Custodial Supervisor or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the Lead Custodian.
6. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the Lead Custodian will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Richard Lopez.

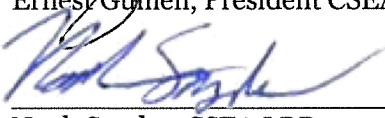
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

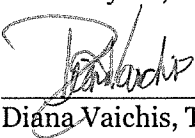
For the District


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

For CSEA


Ernest Guillen, President CSEA #291


Noah Snyder, CSEA LRR


Diana Vaichis, Team Member

Kevin Limoges

Kevin Limoges, Team Member

Yendis Battle

Yendis Battle, Team Member

Cedrick Wrenn

Cedrick Wrenn, 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

October 8, 2024

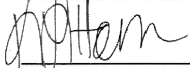
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class Managerial assignment for Johnny Kates Jr., Custodian to the Custodial Supervisor, San Bernardino Valley College, under the following stipulations:

1. The length of the assignment will be October 7, 2024, through April 7, 2025, or until a decision is made by the Employee or management to end the assignment.
2. The Employee will be compensated from the Management Salary Schedule at Range 8, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class Managerial assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA; however, the Employee will be ineligible to receive the following special compensation: shift differential or bilingual/bi-literate during the length of Out-of-Class service.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Custodial Supervisor or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class Managerial assignment, the Employee shall return to their regular classified position as a Custodian.
6. The Parties agree that during the Out-of-Class Managerial assignment, the Employee's seniority as a Custodian will continue to accrue, and the Out-of-Class Managerial assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class Managerial assignment of Johnny Kates Jr.

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,
Payroll & Police Services

For CSEA



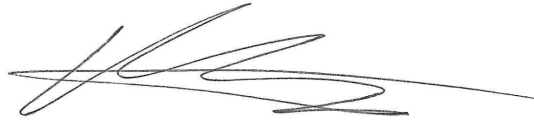
Ernest Guillen, President CSEA #291



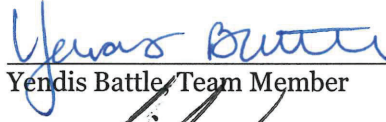
Noah Snyder, CSEA LRR

Diana Vaichis

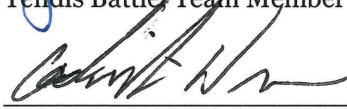
Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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

October 8, 2024

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."

Schedule Change: Maintenance & Operations, SBVC

In accordance with **Article 6.4 - Permanent Changes to Work Schedule**, the Parties agreed that Kristian Suarez's permanent work schedule would change as described below. Accordingly, the first day of the permanent schedule will be Wednesday, October 9, 2024.

From: Monday –Friday 9:00 a.m. to 5:30 p.m.

To: Monday- Friday 7:00 a.m. to 3:30 p.m.

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,
Payroll, and Police Services

For CSEA



Ernest Guillen, President CSEA #291



Noah Snyder, CSEA LRR

Diana Vaichis

Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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

October 15, 2024

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 do hereby agree:

1. **Reorganization:** The District is reorganizing the Facilities Planning Department. Accordingly, both Parties agree to, as part of the reorganization, to the following effects:

Erika Menge, Administrative Coordinator, Range 45 Step F, 8 hours/260-day work year, will be reorganized into the classification of Campus Project Manager, Range 17 Step A, 8 hours/260-day work year, effective January 1, 2025. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.

2. **Out of Class:** The Parties agree that in accordance with **Article 7: PAY and ALLOWANCE**, specifically subsection **7.11: Working Out of Class**, Erika Menge performed work out of her classification for five (5) or more working days within fifteen (15) calendar day period; therefore, Erika Menge shall be compensated at Range 17, Step A effective April 1, 2024, through July 9, 2024, as a Campus Project Manager.

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

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,
Payroll & Police Services

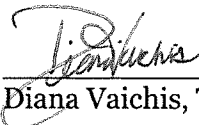
For CSEA



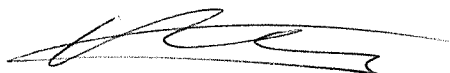
Ernest Guillen, President CSEA #291



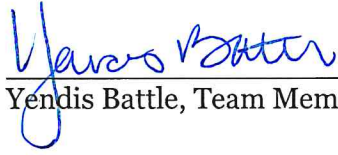
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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

October 15, 2024

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".

1. The District is reorganizing the Fiscal Services Department at the District. Accordingly, both Parties agree to, as part of the reorganization, to the following effects:

Effective January 1, 2025, Noemi Elizalde, Senior Accountant, Range 46 Step F, 8 hours/260-day work year in the Fiscal Services Department at the District, will be reorganized to the classification of Budget Analyst Range 54 Step C, 8 hours/260-day work year.


2. The District is reorganizing the Payroll Department at the District. Accordingly, both Parties agree to, as part of the reorganization, to the following effects:

Effective January 1, 2025, Arliss Malone, Senior Payroll Technician, Range 46 Step E, 8 hours/260-day work year in the Payroll Department at the District, will be reorganized to the classification of Human Resources & Payroll Analyst Range 19 Step C, 8 hours/260-day work year.

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

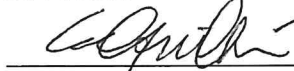
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District




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

For CSEA




Ernest Guillen, President CSEA #291



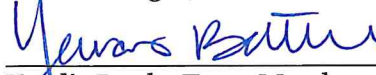
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member

Cedrick Wrenn

Cedrick Wrenn, 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

October 15, 2024

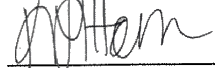
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class Confidential assignment for Sharon Zerbel, Administrative Coordinator to the Executive Administrative Assistant, Crafton Hills College, under the following stipulations:

1. The length of the assignment will be October 9, 2024, through November 1, 2024, or until a decision is made by the Employee or management to end the assignment.
2. The Employee will be compensated from the Confidential Salary Schedule at Range 22, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class Confidential assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA; however, the Employee will be ineligible to receive the following special compensation: shift differential or bilingual/bi-literate during the length of Out-of-Class service.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Executive Administrative Assistant or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class Confidential assignment, the Employee shall return to their regular classified position as an Administrative Coordinator.
6. The Parties agree that during the Out-of-Class Confidential assignment, the Employee's seniority as an Administrative Coordinator will continue to accrue, and the Out-of-Class Confidential assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class Confidential assignment of Sharon Zerbel.

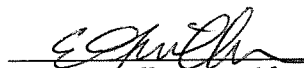
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

For CSEA



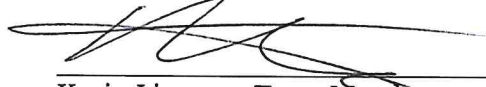
Ernest Guillen, President CSEA #291



Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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

November 12, 2024

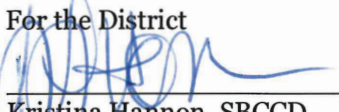
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class Managerial Assignment for Cedrick Wrenn, Senior Technology Support Specialist to the College Director, Technology Services, San Bernardino Valley College, under the following stipulations:

1. The length of the assignment will be November 18, 2024, through December 20, 2024, or until a decision is made by the Employee or management to end the assignment.
2. The Employee will be compensated from the Management Salary Schedule at Range 18, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class Managerial Assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA; however, the Employee will be ineligible to receive the following special compensation: shift differential or bilingual/bi-literate during the length of Out-of-Class service.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the College Director, Technology Services or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class Managerial Assignment, the Employee shall return to their regular classified position as a Senior Technology Support Specialist.
6. The Parties agree that during the Out-of-Class Managerial Assignment, the Employee's seniority as a Senior Technology Support Specialist will continue to accrue, and the Out-of-Class Managerial Assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class Managerial Assignment of Cedrick Wrenn.

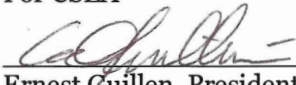
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

For CSEA



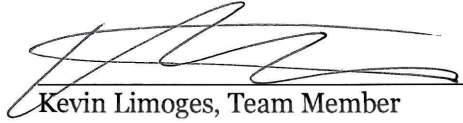
Ernest Guillen, President CSEA #291



Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis 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

November 19, 2024

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 approve the interim Out-of-Class assignment for Richard Lopez, Lead Custodian to the Custodial Supervisor, Crafton Hills College, under the following stipulations:

1. The length of the assignment will be January 1, 2025, through June 30, 2025, or until a decision is made by the Employee or management to end the assignment. The Employee began working Out-of-Class intermittently starting June 13, 2024, as the Custodial Supervisor.
2. The Employee will be compensated from the Management Salary Schedule at Range 8, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Custodial Supervisor or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the Lead Custodian.
6. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the Lead Custodian will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Richard Lopez.

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,
Payroll & Police Services

For CSEA



Ernest Guillen, President CSEA #291




Noah Snyder, CSEA LRR



Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis 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

December 17, 2024

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 District is reorganizing the Institutional Advancement Department at Crafton Hills College. Accordingly, both Parties agree to, as part of the reorganization, to the following effects:

1. Effective January 1, 2025, Carrie Audet, Development Coordinator, Range 45 Step F, 8 hours/260-day work year in the Institutional Department at CHC, will be reorganized into the classification of Assistant Director of Development, Range 12 Step A, 8 hours/260-day work year. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.

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

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

For the District

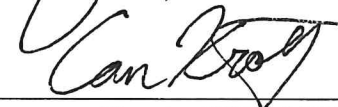


Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll & Police Services


For CSEA



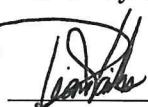
Ernest Guillen, President CSEA #291



Cameron Kroetz, CSEA LRR



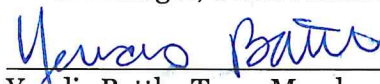
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis 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

December 17, 2024

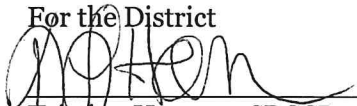
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties."

The District is reorganizing the Institutional Advancement Department at Crafton Hills College. Accordingly, both Parties agree to, as part of the reorganization, to the following effects:

1. It is agreed and understood that the District would increase the FTE hours for (1) one occupied Account Technician position (**PCN: C237805**).
2. The increase in FTE hours is based on the department's operational needs and workload.
3. The (1) one occupied Account Technician position will be increased to 1.0 FTE from .475 FTE to 40 hours per workweek from 19 hours per workweek, working 260 days per year.
 - a. Incumbent, Cinthia Calderon Cruz's work schedule will be changed as follows:
From: Monday-Thursday, 11:45 a.m. to 4:30 p.m.
To: Monday – Friday, 8:30 a.m. to 5:00 p.m.
4. The Parties agree that the note above will be effective Wednesday, January 1, 2025.

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,
Payroll & Police Services

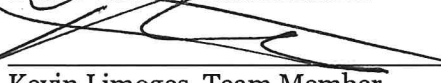
For CSEA


Ernest Guillen, President CSEA #291


Cameron Kroetz, CSEA LRR


Noah Snyder, CSEA LRR


Diana Vaichis, Team Member


Kevin Limoges, Team Member


Yendis 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

January 14, 2025

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").

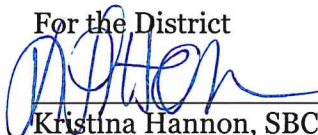
2024-2025 Salary

Effective July 1, 2024, the CSEA salary schedule will be amended to reflect the following:

- a. The six (6) step (A through F) salary schedule will be increased by four (4) additional steps to a ten (10) step (A through J) salary schedule as follows:
 - i. Five (5) percent between A through F; three (3) percent between steps F through J; and two and a half (2.5) percent between ranges; and
 - ii. Unit members shall advance to the next step on the salary schedule based on their current anniversary step/ increment date.
- b. The salary schedule will be increased by one percent (1) percent.

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,
Payroll & Police Services


For CSEA



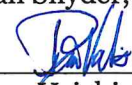
Ernest Guillen, President CSEA #291



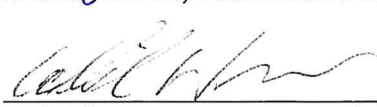
Cameron Kroetz, CSEA LRR



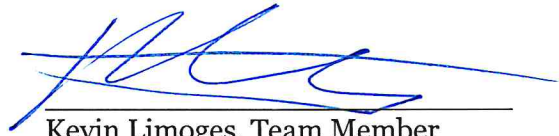
Noah Snyder, CSEA LRR



Diana Vaichis, Team Member



Cedrick Wrenn, Team Member

A stylized, handwritten signature in blue ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Kevin Limoges, Team Member

A handwritten signature in blue ink, featuring a large, stylized 'Y' and 'B' with a small flourish at the end.

Yendis 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

February 18, 2025

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 met in reference to unit members who were Y-Rated as a result of the 2021 Classification Study and agree to the following:

Background:

The Parties conducted a Classification and Compensation Study in 2021 to review existing job descriptions, and where applicable, update all existing job descriptions by bringing the scope, duties, and range to current standards while achieving median compensation ranges. As a result of this analysis, it was discovered that there were unit members who exceeded the prescribed placement on the newly adjusted salary schedule and who needed to be adjusted in alignment with this study's agreed upon findings'; therefore, a Memorandum of Understanding ("MOU") was entered into by both Parties which:

- Placed a Y-rating on unit members who exceeded the compensation levels prescribed by the study, freezing them at their current compensation rates.
- Made Y-rated unit members ineligible for any salary adjustments (e.g., pay increases, cost of living adjustments, or any other increases) until a time that all unit members in their respective classifications had been brought into alignment with prescribed compensation levels.
- Prevented Y-rated unit members from experiencing any loss of pay due to being adjusted to a lower range, and
- Provided specific conditions for Y-rated unit members to have this rating lifted, thus making them re-eligible for salary increases and scheduled step advancements.

Developments:

With the negotiation and ratification of the 2025 Wages Agreement, which effectively adjusts compensation levels for CSEA unit members across the District, Y-rated unit members have met the criteria described in the January 1, 2022, Y-Rating MOU for removal of this rating freeze:

At such time that the unit member's frozen salary will be surpassed by the lower classification maximum salary, the unit member will be placed on the closest step of the new/lower applicable range that does not result in a loss of pay.

It is acknowledged by both Parties that the following unit members have met this condition and will have this Y-rating lifted. Effected unit members will again be eligible for all wage and salary adjustments (e.g., step increases, cost of living adjustments, or any other increase) upon the ratification and adoption of the 2025 Wages MOU.

- Shari Blackwell
- Laura Gowen
- Michele Jeannotte
- Erika Menge
- Laura Van Genderen

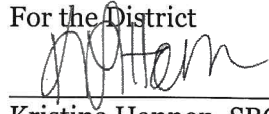
Resolution:

All unit members who were Y-rated as of July 1st, 2024, shall be placed on the appropriate step that does not result in a loss of pay, including Y-Rated difference, effective July 1, 2024.

Any unit member who has had an anniversary on or after July 1st, 2024, will be moved to the next applicable step as of the anniversary date.


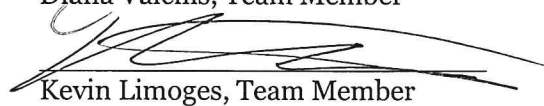
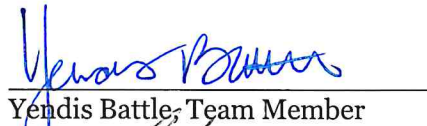
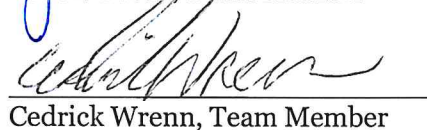
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

For CSEA


Ernest Guillen, President CSEA #291
Cameron Kroetz, CSEA LRR
Diana Vaichis, Team Member
Kevin Limoges, Team Member
Yendis Battle, Team Member
Cedrick Wrenn, 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

February 11, 2025

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 a Remote Work Schedule ("RWS") for the period of July 1, 2025, through June 30, 2026.

For purposes of this Memorandum of Understanding, "permanent unit member" shall mean completion of their probationary period in their current classification and/or in the classification for which they were selected for an out-of-class assignment.

1. Permanent unit members requesting an RWS, where the employee works from an off-site location, shall submit a request form to their immediate supervisor. The immediate supervisor may accept, reject, or modify the request to work remotely. A modification can include approval of a hybrid schedule, where the unit member may work from a private off-site location within two (2) hours of the worksite for some of their schedule, but report to their work location at other times. The immediate supervisor shall notify the permanent unit member of their decision to the request within ten (10) days of receipt. Denial of a request for an RWS must include reasons in writing. A denial of a request for an RWS shall be submitted to the Office of Human Resources, which will ensure the decision is not arbitrary and capricious. The decision to grant or deny an RWS is not subject to the grievance process.
2. A permanent unit member with an approved RWS must sign an individual RWS agreement.
3. The ultimate decision as to whether to approve or deny an RWS rests solely with the immediate supervisor. An RWS schedule shall be considered on an individual basis.
 - a. In general, positions that may be considered for RWS arrangements meet the following criteria:
 - i. Job functions can be performed at a remote site without diminishing the quality of the work or disrupting the productivity or security standards of a department
 - ii. Does not create an undue burden on efficient daily operations or office staffing needs
 - iii. It is incumbent on the immediate supervisor to ensure fairness in the rotation of the RWS and fairness in the workload
 - b. These types of positions are not eligible for 100% remote work:

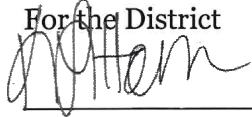
- i. Involving any face-to-face customer service as part of their primary duties;
 - ii. Involving any interaction with, and improvement to, campus/site facilities;
 - iii. Involving any-face-to-face interaction with or direction of student workers, vendors, professional experts, or any other consultants as part of their primary duties; and
 - iv. Require specialized equipment, supplies, or materials available only at the worksite.
4. Permanent unit members may not request an RWS in lieu of taking personal leave, sick leave, or annual leave.
5. RWS is not a substitute for dependent care. While performing work duties remotely, permanent unit members are expected to have dependent care arrangements in place.
6. If a permanent unit member is to work remotely as an accommodation for medical or disability reasons, the immediate supervisor will consult with the Office of Human Resources prior to initiating the request and before terminating the remote work agreement.
7. Permanent unit members must have a work history that demonstrates efficient work without close supervision, maintain regular communication, and collaborate effectively in a remote work environment; in addition, the unit member must have received, at minimum, a satisfactory in all evaluation measures on the unit member's last performance evaluation.
8. Permanent unit members shall be available for communication and contact during remote work as they normally would be if working at their regularly assigned place of employment. Permanent unit members and their immediate supervisors shall agree on how their communications shall be handled. During the agreed upon work schedule, it is expected that the participating permanent unit member shall be available for contact by phone and/or e-mail, and may be asked to report to their regularly assigned place of employment on an arranged schedule.
9. After an RWS agreement is approved, the immediate supervisor shall use their best efforts to provide the appropriate technology, equipment, office supplies, and other assistance for the employee to perform their job successfully through remote work. Permanent unit members who take District equipment to their remote location will be required to sign a form acknowledging receipt of the equipment and agreeing to maintain the equipment in working condition.
10. Permanent unit members can discontinue RWS at any time and return on-site.
11. The immediate supervisor may permanently rescind RWS for an on-site work schedule, upon three (3) calendar days' notice to account for a change in staffing levels, for failure to abide by any of the terms of the individual RWS agreement, or based on the operational needs of the department. On any given day, a permanent unit member may be temporarily called into the physical work location if operational needs require their presence and if provided reasonable advance notice as described in the department's written communication plan (unit members will be provided with no less than three (3) hours notice).

12. The District will provide the Association with the current RWS list including names, worksite location, and shift times worked at the beginning of the approved RWS.

This MOU will sunset on 30 June 2026 and shall be reevaluated and subject to negotiations at any time.

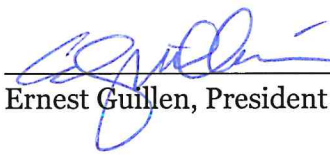
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

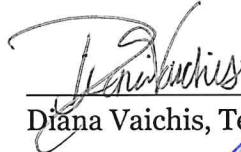
For CSEA



Ernest Guillen, President CSEA #291



Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Cedrick Wrenn, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



EPB

Remote Work Schedule Request Form/Agreement

Employee Name:			
Site/Department:			
Primary Phone:			
Remote Work Address:			
Remote Work Schedule Start Date:		Remote Work Schedule End Date*:	
Requested Remote Work Hours per Day/Week:			
M-F Remote Hours:			
	Start Time	End Time	Total Hours
Monday	:	:	
Tuesday	:	:	
Wednesday	:	:	
Thursday	:	:	
Friday	:	:	
M-F Location Hours:			
	Start Time	End Time	Location
Monday	:	:	Choose an item.
Tuesday	:	:	Choose an item.
Wednesday	:	:	Choose an item.
Thursday	:	:	Choose an item.
Friday	:	:	Choose an item.

Remote Work Schedule ("RWS") arrangements are appropriate for positions with job-specific duties that allow for remote work, and when certain factors coexist to create a reasonable certainty that the RWS work arrangement will be successful. Management will not deny a request for an RWS arrangement for arbitrary or capricious reasons.

If my request is accepted, I agree to the following concerning my remote work location:

- I will provide the address of my remote work location from which I will be conducting the remote work to my immediate supervisor. Remote work from any other location than that provided to the immediate supervisor is strictly prohibited.
- The remote work location must be located within a two (2) hour drive of my physical work location.
- I will ensure that my remote work location is private (non-public) and free from distraction.
- If safety or ergonomic issues arise, I agree to provide access to my remote work location to Risk Management, upon forty-eight (48) hours of notice.
- I will maintain a safe and hazard-free workspace in my remote work location.

- I agree to maintain a homeowner or renter insurance policy prior to commencing remote work and will continue to maintain the policy in good standing in an amount equal to or greater than \$100,000.
- I will not leave District work, materials, information, etc., in a format that would be available or visible to others.

If my request is accepted, I further agree to the following conditions:

- On any given day, I may be temporarily called into the physical work location if provided reasonable advance notice as described in the department's written communication plan (notice shall be no less than three (3) hours).
- Any equipment such as ergonomic equipment, laptops, etc., that is provided to me to perform my normal work duties, remains the property of the District and is to be returned upon request. Additionally, I agree to properly secure the equipment and maintain the equipment in working order. The District is not responsible for reimbursing me for any costs associated with working from home if the resource is available at the physical work location (e.g., telephone, internet service.)
- All work done during a remote work period remains the property, both intellectual and otherwise, of the District.
- I will submit requests for leave in accordance with the Collective Bargaining Agreement, board policies, and administrative regulations in the same manner as if I were absent from the District's physical work location. In the event that I will not be available during normal work hours on a normal workday, I must notify District, in accordance with the Collective Bargaining Agreement.
- I am expected to abide by all District policies and Work Rules while working remotely.
- While working remotely, I am expected to maintain the volume and quality of work expected of my classification working at a District physical site.
- I will adhere to work hours and lunch and break times in accordance with the Collective Bargaining Agreement. Any changes to break and lunch times require prior supervisor approval.
- Overtime is subject to prior supervisor approval. Any employee who works overtime without prior supervisor approval may be subject to discipline.
- I will provide a copy of my driver's license and car insurance information to the District as I may need to transport equipment between the remote work location and the District's physical work location.
- I understand that I may not request an RWS in lieu of taking personal leave, sick leave, or annual leave.
- I will be available for communication and contact during remote work as if I normally would be if working at my regularly assigned place of employment. Additionally, I understand that it is expected that I will be available for contact by phone and/or e-mail, and may be asked to report to my regularly assigned place of employment on an arranged schedule.
- I understand that RWS is not a substitute for dependent care; therefore, while performing work duties remotely, I am expected to have dependent care arrangements in place.

Remote work agreement:

I have read, understand, and agree to abide by this Remote Work Agreement.

I further understand and agree that this Agreement may be terminated by the District upon three (3) calendar days' notice to account for a change in staffing levels, for failure to abide by any of the terms of this agreement, or based on the operational needs of the department.

I agree that this Agreement will expire no later than June 30, 2026.

By signing below, I further acknowledge and certify that I have an ergonomically safe and efficient work environment in the approved remote work location.

Employee Name (Print)

Employee Signature

Date

[This section is to be completed by the immediate supervisor]

Approved: ☐ Denied: ☐ Modified: ☐

Reason for denial/modification:

Modified Remote Work Hours per Day/Week:

M-F Remote Hours:

	Start Time	End Time	Total Hours
Monday	:	:	
Tuesday	:	:	
Wednesday	:	:	
Thursday	:	:	
Friday	:	:	

M-F Location Hours:

	Start Time	End Time	Location
Monday	:	:	Choose an item.
Tuesday	:	:	Choose an item.
Wednesday	:	:	Choose an item.
Thursday	:	:	Choose an item.
Friday	:	:	Choose an item.

Site/Department Supervisor Signature

Date

Human Resources

Date

District Equipment to be Used at the Remote Worksite:

Description	Asset Number

Cc: Personnel File

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 11, 2025

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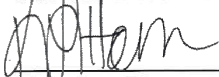
The District is reorganizing the Institutional Advancement Department at Crafton Hills College. Accordingly, both Parties agree to, as part of the reorganization, to the following effects:

1. Effective January 1, 2025, Carrie Audet, Development Coordinator, Range 45 Step F, 8 hours/260-day work year in the Institutional Department at CHC, will be reorganized into the classification of Assistant Director of Development, Range 12 Step A, 8 hours/260-day work year. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
2. The work performed by the Development Coordinator classification will stay within the unit. Additionally, the District will recruit for the vacant Development Coordinator position by following the process outlined in Article 15: Vacancies, Transfers, Voluntary Demotions, In-house or Promotional Only Recruitments of the CSEA Collective Bargaining Agreement.

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

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

For the District

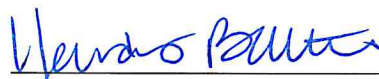



Kristina Hannon, SBCCD
Vice-Chancellor, Human Resources,
Payroll, Police Services and Health and
Safety Administration

For CSEA


Ernest Guillen, President CSEA #291
Cameron Kroetz, CSEA LRR
Diana Vaichis, Team Member

Kevin Limoges, Team Member


Yendis Battle, Team Member


Cedrick Wrenn, Team Member

MEMORANDUM OF UNDERSTANDING
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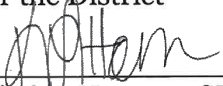
Schedule Change: Administrative Services - SBVC

In accordance with **Article 6.4 regarding Permanent Changes to Work Schedules**, the Parties have reached an agreement concerning the following employees within the Administrative Services Department: (1) Daniel Baeza, (2) Devyree Sellar, and (3) Dione Nevin. Their permanent work schedules will be adjusted as outlined below. The effective date for the new permanent schedule will be **Monday, February 24, 2025**.

- a. Incumbent, Daniel Baeza's work schedule will be changed as follows:
From: Monday – Friday 7:30 a.m. to 4:00 p.m.
To: Monday – Friday 7:00 a.m. to 3:30 p.m.
- b. Incumbent, Devyree Sellars' work schedule will be changed as follows:
From: Monday – Friday 7:30 a.m. to 4:00 p.m.
To: Monday – Friday 7:00 a.m. to 3:30 p.m.
- c. Incumbent, Dione Nevins' work schedule will be changed as follows:
From: Monday – Friday 7:30 a.m. to 4:00 p.m.
To: Monday – Friday 7:00 a.m. to 3:30 p.m.

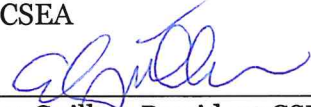
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For the District



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


For CSEA



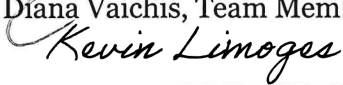
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Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

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March 18, 2025

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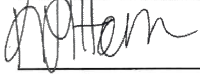
The District and CSEA have been reviewing and implementing the 2024 Classification Study recommendations. The Study recommended that the Administrative Coordinator assigned to the Police Department be reclassified into a management position due to the duties performed being found outside the bargaining unit. Accordingly, both Parties agree to, as part of the 2024 Study, to the following effects:

1. Effective April 11, 2025, Michele Jeannotte, Administrative Coordinator, Range 45 Step F, 8 hours/260-day work year in the Police Department at District, will be reclassification into the classification of Police Compliance Manager.

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

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,
Payroll, Police Services and Health and
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For CSEA



Ernest Guillen, President CSEA #291



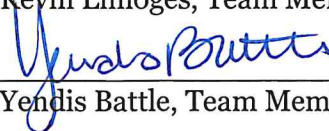
Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

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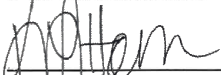
The District and CSEA have been reviewing and implementing the 2024 Classification Study recommendations. The Study recommended that the Administrative Assistant II assigned to the Career Center/Cooperative ED at San Bernardino Valley College ("SBVC") be reclassified. Accordingly, both Parties agree as part of the 2024 Study, to the following effects:

1. Effective March 1, 2024, Bonnie Rodriguez Cruz, Range 37 Step F 8 hours/260-day work year in the Career Center/Cooperative ED at SBVC will be reclassified into the classification of Administrative Assistant III, Range 41, Step D 8 hours/260-day work year. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.

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

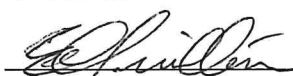

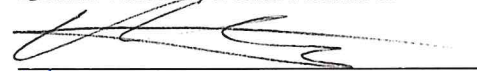
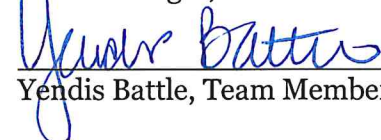
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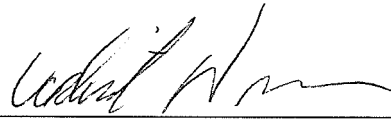
For the District



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

For CSEA


Ernest Guillen, President CSEA #291
Cameron Kroetz, CSEA LRR
Diana Vaichis, Team Member
Kevin Limoges, Team Member
Yendis Battle, Team Member

A handwritten signature in black ink, appearing to read "Cedrick Wrenn". The signature is fluid and cursive, with the first name "Cedrick" and last name "Wrenn" clearly distinguishable.

Cedrick Wrenn, Team Member

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SAN BERNARDINO COMMUNITY COLLEGE DISTRICT CHAPTER #291

March 11, 2025

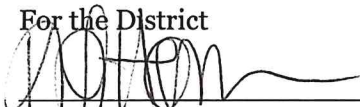
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

The Parties agree to approve the interim Out-of-Class assignment for Veada Benjamin, Admissions & Records Coordinator to the Interim Director of Admissions & Records, San Bernardino Valley College, under the following stipulations:

1. The length of the assignment will be February 18, 2025, through June 30, 2025, or until a decision is made by the Employee or management to end the assignment.
2. The Employee will be compensated from the Management Salary Schedule at Range 18, Step A. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement.
3. The Parties agree that the Employee, while performing the Out-of-Class assignment, remains a unit member and may benefit from any and all rights and representation afforded them through affiliation with CSEA; ; however, the Employee will be ineligible to receive the following special compensation: shift differential or bilingual/bi-literate during the length of Out-of-Class service.
4. The Parties agree that the Employee will not take part in any classified employee evaluations or employee discipline proceedings during the assignment as the Interim Director of Admissions & Records or be evaluated during this Out-of-Class service.
5. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as the Admissions & Records Coordinator.
6. The Parties agree that during the Out-of-Class assignment, the Employee's seniority as the Admissions & Records Coordinator will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
7. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Management assignment of Veada Benjamin.

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,
Payroll, Police Services and Health and
Safety Administration

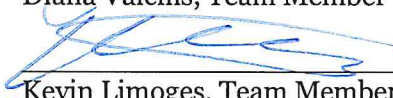
For CSEA


Ernest Guillen, President CSEA #291


Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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 11, 2025

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."

Schedule Change: Art - CHC

In accordance with **Article 6.4 regarding Permanent Changes to Work Schedules**, the Parties have reached an agreement regarding Michael Bedoya's permanent work schedule, which will change as described below. Accordingly, the first day of the permanent schedule will be **Tuesday, April 1, 2025**.

- a. Incumbent, Michael Bedoya's work schedule will be changed as follows:

From: Monday – Friday 8:00 a.m. to 4:30 p.m.

To: Monday – Friday 7:00 a.m. to 3:30 p.m.

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,
Payroll, Police Services and Health and
Safety Administration

For CSEA



Ernest Guillen, President CSEA #291



Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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 8, 2025

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 7.3.3.1

The Parties mutually agree that effective May 1, 2025, 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.

- | | | |
|------------------------|--------------------|--------------------------|
| • Evelyn Ruiz Trujillo | • Irene Menchaca | • Maria Esparza Gastelum |
| • Wendy Nahuat | • Rocio Cortez | • Ariadna De Niz Pelayo |
| • Nolby Cayetano | • Alfredo Martinez | |
| • Laura Gowen | | |

The Parties mutually agree that effective May 1, 2025, 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.

- | | | |
|-------------------|------------------|-------------------------|
| • Oscar Rodriguez | • Irene Menchaca | • Maria Esparza |
| • Wendy Nahuat | • Rocio Cortez | Gastelum |
| • Nolby Cayetano | • Yadira Quintal | • Ariadna De Niz Pelayo |

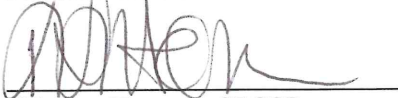
In accordance with Article 7.3.2.1, the Parties mutually agreed that sixty (60) eligible unit members will receive the bilingual stipend. In the event that the eligibility pool exceeds this number, the Parties will use the criteria outlined in Article 7.3.2.2 to review eligibility; therefore, the Parties mutually agree that the following unit members will be removed and no longer receive a stipend for their **Bilingual** services, effective May 1, 2025.

- | | | |
|------------------|-------------------|-------------------------|
| • Cesar M. Rojas | • Yesica Alatorre | • Luisa Martinez-Guzman |
| • Fermin Ramirez | • Raquel Rivera | |

Attached is a list of the unit members who are approved to receive the Bilingual/Bi-literate stipend in accordance with Article 7.3.

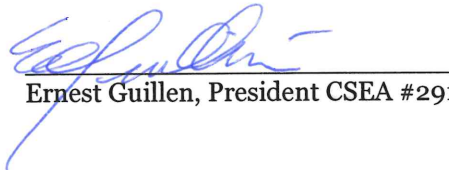
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District




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


For CSEA




Ernest Guillen, President CSEA #291




Natalie Dorado, CSEAS LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

Bilingual Eligibility Pool *Spanish			
#	Name	Department	Site
1	Bojorquez, Ana	DSP&S	SBVC
2	Davila, Maria	Bookstore	CHC
3	Rodriguez, Natividad	EOPS/CARE	CHC
4	Romo, Maria Silvia	Admissions/Records	SBVC
5	Frausto, Jeanette	Financial Aid	SBVC
6	Garcia, Gabriela	Financial Aid	SBVC
7	Peraza, Zayne	Library	CHC
8	Campos, Norma	Vocational Education	SBVC
9	Martinez, Anabel	CBO	SBVC
10	Moreno, Juana	CDC	SBVC
11	Perez-Ponce, Blanca	CDC	SBVC
12	Rojas, George	CDC	SBVC
13	Williams, Sophia	CDC	SBVC
14	Portillo, Maritza	Student Activities	SBVC
15	Rosales Jr., Manuel	Technology Services	SBVC
16	Morales, Martha	CDC	SBVC
17	Lagrima, Luna	Student Services	SBVC
18	Arteaga, Lorena	Food Services	SBVC
19	Gomez, Tanya	Food Services	SBVC
20	Hayton, Claudia	Financial Aid	CHC
21	Gil, Aida	STAR Program	SBVC
22	Vasquez, Nancy	CDC	SBVC
23	Castaneda, Lupita	Office of Instruction	SBVC
24	Ramirez Jazmin, Lucia	CDC	SBVC
25	Acosta, Priscilla	CDC	SBVC
26	Abeyta, Rebecca	Counseling	CHC
27	Lopez, Angelica	CDC	SBVC
28	De Loera, Priscilla	Financial Aid	SBVC
29	Bulgarelli, Nancy	Counseling	SBVC
30	Garcia, Raquel	Social Science/CDC	SBVC
31	Molina, Lilibian	Business Office	SBVC
32	Green, Nancy A	Payroll	DIST
33	Elizalde, Noemi	Fiscal Services	DIST
34	Salas, Nancy	Social Science/CDC	SBVC
35	Delgado, Rocio	Financial Aid	SBVC
36	Blanquet, Frank	KVCR	DIST
37	Rodriguez, Oscar	Counseling	SBVC
38	Sanchez, Alvaro	Facilities	CHC
39	Perez, Jeanette	Payroll	DIST
40	Bernal, Cynthia	Student Services	SBVC
41	Soto, Jacqueline	CDC	SBVC
42	Serrano, Patricia	CDC	SBVC
43	Villegas, J Manuel	Financial Aid	CHC
44	Nevares, Juan	TESS	DIST
45	Molina, Allison	Admissions & Records	SBVC
46	Mora, George	EOPS	CHC
47	Arellano, Yesenia	CDC	SBVC
48	Cortez-Roman, Blanca	CDC	SBVC
49	Treto, Fabiola	Counseling	SBVC
50	Treto, Pablo	EDCT	DIST
51	Ruiz Trujillo, Evelyn	Dreamers Resource Center	SBVC

52	Nahuat, Wendy	CalWorks	SBVC
53	Cayetano, Nobly	KVCR	DIST
54	Martinez, Alfredo	Grounds Caretaker	SBVC
55	Menchaca, Irene	Child Development	SBVC
56	De Niz Pelayo, Ariadna	Child Development	SBVC
57	Esparza Gastelum, Maria	Food Services	SBVC
58	Cortez, Rocio	Financial Aid	SBVC

Bilingual Eligibility Pool *ASL			
#	Name	Department	Site
1	Sullivan, Laurie	DSP&S	SBVC
2	Gowen, Laura	Instruction	SBVC

Bi-Literate Eligibility Pool *Spanish			
#	Name	Department	Site
1	Bojorquez, Ana	DSP&S	SBVC
2	Delgado, Rocio	Financial Aid	SBVC
3	Elizalde, Noemi	Fiscal Services	DIST
4	Frausto, Jeanette	Financial Aid	SBVC
5	Green, Nancy A	Payroll	DIST
6	Lopez, Elizabeth	Instruction	CHC
7	Molina, Liliana	Business Office	SBVC
8	Garcia, Gabriela	Financial Aid	SBVC
9	Peraza, Zayne	Library	CHC
10	Ramirez, Fermin	Financial Aid	SBVC
11	Rodriguez, Natividad	EOPS/CARE	CHC
12	Salas, Nancy	Social Science/CDC	SBVC
13	Campos, Norma	Vocational Education	SBVC
14	Davila, Maria	Bookstore	CHC
15	Parada, Osman	Computing Services	DIST
16	Rojas, Cesar M	Maintenance Operations	SBVC
17	Martinez, Anabel	CBO	SBVC
18	Moreno, Juana	CDC	SBVC
19	Perez-Ponce, Blanca	CDC	SBVC
20	Rojas, George	CDC	SBVC
21	Romo, Maria Silvia	Admissions/Records	SBVC
22	Portillo, Maritza	Student Activities	SBVC
23	Alvarez, Jose	Grounds	SBVC
24	Lagrima, Luna	Culinary Arts	SBVC
25	Alatorre, Yesica	KVCR	DIST
26	Sanchez, Carmen	Print Shop	CHC
27	Arteaga, Lorena	Food Services	SBVC
28	Gomez, Tanya	Food Services	SBVC
29	Navarrete, Belinda	Admissions & Records	CHC
30	Hayton, Claudia	Financial Aid	CHC
31	Morales, Martha Celia	CDC	SBVC
32	Vasquez, Nancy	CDC	SBVC
33	Rosales, Manuel	Campus Technology Services	SBVC
34	Acosta, Priscilla	CDC	SBVC
35	De Loera, Priscilla	Financial Aid	SBVC
36	Bulgarelli, Nancy	Counseling	SBVC
37	Ramirez Jazmin, Lucia	CDC	SBVC
38	Rose Powers, Yvonne	KVCR	DIST

39	Blanquet, Frank	KVCR	DIST
40	Sanchez, Alvaro	Facilities	CHC
41	Perez, Jeanette	Payroll	DIST
42	Rivera, Raquel	Facilities	CHC
43	Soto, Jacqueline	CDC	SBVC
44	Arellano, Yesenia	CDC	SBVC
45	Cortez-Roman, Blanca	CDC	SBVC
46	Lopez, Angelica	CDC	SBVC
47	Mora, George	EOPS	CHC
48	Navarro, Jazmin	CDC	CHC
49	Treto, Fabiola	Counseling	SBVC
50	Treto, Pablo	EDCT	SBVC
51	Villegas, J Manuel	Financial Aid	CHC
52	Cayetano, Nolby	KVCR	DIST
53	Cortez, Rocio	Financial Aid	SBVC
54	De Niz, Aiadna	Child Development	SBVC
55	Esparza-Gastelum, Maria	Food Services	SBVC
56	Menchaca, Irene	Child Development	SBVC
57	Nahuat, Wendy	CalWorks	SBVC
58	Quintal, Yadira	Child Development	CHC
59	Rodriguez, Oscar	Counseling	SBVC

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

May 13, 2025

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 approve the interim Out-of-Class assignment for Daniel Johnson IV, Custodian, to the Lead Custodian, Crafton Hills College, under the following stipulations:

1. The length of the assignment will be May 13, 2025, through June 30, 2025, or until the Employee or management makes a decision to end the assignment. The Employee began working out of class on November 12, 2024, as Lead Custodian.
2. The Employee will be compensated at Range 35, Step E. The salary range and step referenced in this MOU have been predetermined by the CSEA Collective Bargaining Agreement. The Employee will be afforded all the rights, privileges, powers, and leave accruals appropriate for the position, except for those expressly stated herein.
3. Upon completion of the Out-of-Class assignment, the Employee shall return to their regular classified position as Custodian.
4. The District and the Association agree that during the Out-of-Class assignment, the Employee's seniority as Custodian will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.

This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class assignment of Daniel Johnson IV.

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,
Payroll, Police Services and Health and
Safety Administration

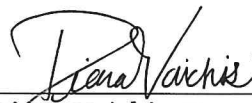
For CSEA



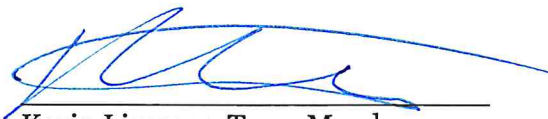
Ernest Guillen, President CSEA #291



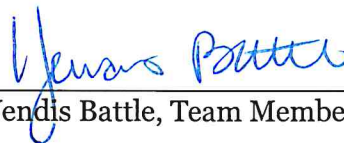
Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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

May 13, 2025

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."

Schedule Change: Financial Aid - SBVC

In accordance with **Article 6.3: Permanent Changes to Work Schedule**, the Parties have reached an agreement regarding Fermin Ramirez's permanent work schedule, which will change as described below. Accordingly, the first day of the permanent schedule will be **Monday, July 28, 2025**.

a. Incumbent, Fermin Ramirez's work schedule will be changed as follows:

From: Monday, 8:00 a.m. to 5:00 p.m., Tuesday – Thursday, 10:00 a.m. to 7:00 p.m., Friday, 8:00 a.m. to 4:30 p.m.

To: Monday, Tuesday, Thursday, 8:00 a.m. to 5:00 p.m., Wednesday, 10:00 a.m. to 7:00 p.m., Friday 8:00 a.m. to 4:30 p.m.


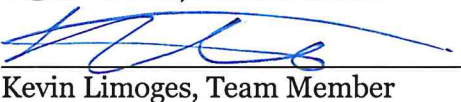
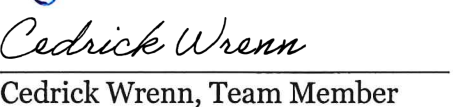
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District



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

For CSEA


Ernest Guillen, President CSEA #291
Cameron Kroetz, CSEA LRR
Diana Vaichis, Team Member
Kevin Limoges, Team Member
Yendis Battle, Team Member
Cedrick Wrenn, 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

May 13, 2025

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."

Schedule Change: Child Development Center - SBVC

In accordance with **Article 6.3: Permanent Changes to Work Schedule**, the Parties have reached an agreement regarding Leslie Diaz's permanent work schedule, which will change as described below. Accordingly, the first day of the permanent schedule will be **Tuesday, July 1, 2025**.

- a. Incumbent, Leslie Diaz's work schedule will be changed as follows:

From: Monday – Friday, 8:00 a.m. to 4:30 p.m.
To: Monday – Friday 7:00 a.m. to 4:00 p.m.



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,
Payroll, Police Services and Health and
Safety Administration

For CSEA


Ernest Guillen, President CSEA #291
Cameron Kroetz, CSEA LRR
Diana Vaichis, Team Member
Kevin Limoges, Team Member
Yendis Battle, Team Member
Cedrick Wrenn, 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 17, 2025

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".

For the year 2025-2026, the health and welfare benefits for eligible unit members shall be as follows:

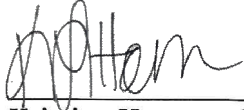
- a. **Medical Plans Offered to Include a Choice of Seven (7) Medical Plans:**
 - Anthem Blue Cross Full Network Classic HMO (No Additional Cost Option)
 - Anthem Blue PPO Gold (No Additional Cost Option)
 - Anthem Blue Cross Full Network CA Care HMO (*+106.80)
 - Anthem Blue PPO Low (*+\$336.00)
 - Anthem Blue PPO (*+\$600.00)
 - Kaiser Low HMO \$30 Co-Pay (*+\$232.80)
 - Kaiser High HMO \$15 Co-Pay (*+\$265.20)
- b. **Dental Plans Offered to Include a Choice of Two (2) Dental Plans:**
 - DeltaCare USA HMO (No Additional Cost Option)
 - Delta Dental PPO (*+\$61.99)
- c. **Vision Plan Offered:**
 - EyeMed (No Additional Cost)
- d. **Chiropractic:**
 - Anthem Blue Cross (Cost Dependent on Chosen Plan)
 - Kaiser (Cost Dependent on Chosen Plan)
- e. **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)
- f. **Employee Assistance Program (EAP):**
 - Anthem Blue Cross through SISC (No Additional Cost)

*All unit members' contributions are deducted on a 10thly basis.

In the event of any unforeseen changes to Article 10: Health and Welfare Benefits or Appendix E (Health and Welfare Benefits Plan) of the CSEA Collective Bargaining Agreement, the Association and/or the District reserve the right to reopen this MOU. This MOU is effective October 1, 2025 – September 30, 2026 (Benefit Plan 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,
Payroll, Police Services and Health and
Safety Administration

For CSEA



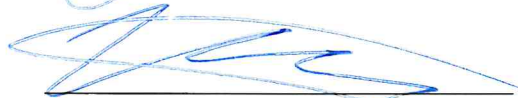
Ernest Guillen, President CSEA #291



Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, 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 17, 2025

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."

RECITALS

In or about April 2018, the Parties made and entered into a Memorandum of Understanding (attached herein), which the Parties considered a "contract" per Article 8.1.1 of the agreement between the Contractor (Follett) and the District, in addition to the Parties' collective bargaining agreement and any other applicable agreements or MOUs between the Parties. Therefore, the Parties agreed to the following in part:

EXISTING BOOKSTORE EMPLOYEES

1. The Parties, effective April 2018 and thereafter, have agreed that each existing bookstore unit member retains the right to remain indefinitely in his/her existing classified position at the bookstore, whether under the District or Contractor (Follett).
2. In addition, effective April 2018 and thereafter, each existing bookstore unit member may explore alternative placement within the District, which would be facilitated by the Office of Human Resources. In return, any existing bookstore unit members who accept a transition plan and change classification shall not be subject to any additional probationary period as a result of the transition.
3. In the event, that an existing bookstore unit member accepts an alternative placement with the District, a training plan shall be developed to provide the existing bookstore unit member the understanding of the responsibilities and the knowledge and skills to do the new classification.

TERMS

In alignment with the terms and conditions outlined in the Memorandum of Understanding, the Parties hereby acknowledge that bookstore unit member, **Kaila Wheeler**, has opted to explore an alternative placement within the District, and the detailed terms and conditions associated with this are as follows:

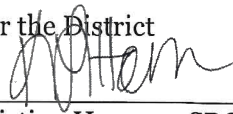
1. The Employee has mutually agreed to work an Out-of-Class assignment as an Administrative Assistant III classified position (PCN: C213302) in the Student Life/Student Health Center at Crafton Hills College. The length of the assignment will be July 1, 2025, through December 31, 2025, or until the Employee or management decides to end the assignment.
2. The Employee will be compensated at Range 41, Step A. The CSEA Collective Bargaining Agreement has predetermined the salary range and step referenced in this Memorandum of Understanding. The Employee will be afforded all the rights, privileges, powers, and leave accruals appropriate for the classified position, except those expressly stated herein.
3. Parties agree that during the Out-of-Class assignment, the Employee's seniority as a Bookstore Assistant will continue to accrue, and the Out-of-Class assignment will not be construed in any manner as a break in service.
4. The Employee may return to their classified position as the Bookstore Assistant at Crafton Hills College at any time and/or upon completing the Out-of-Class Assignment.

5. The District will assess the specific roles and responsibilities associated with the classified position of Administrative Assistant III and will provide training to the Employee. Regular check-ins will be conducted to support the Employee's development and address any questions or challenges that may arise.
6. This Memorandum of Understanding constitutes the full and complete Agreement regarding the Out-of-Class Assignment for Kaila Wheeler.

This Memorandum of Understanding constitutes the full and express agreement between the Parties with respect to the subject matter hereof and is the final, complete, and exclusive of the terms and conditions of this Memorandum of Understanding. There exists no other agreements, promises, inducements, or understandings other than those provided herein.

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,
Payroll, Police Services and Health and
Safety Administration

For CSEA



Ernest Guillen, President CSEA #291



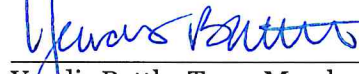
Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member

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

REGARDING BOOKSTORE EMPLOYEES

April 12, 2018

This Memorandum of Understanding (MOU) is made and entered into June 1, 2017, between California School Employees Association and its San Bernardino CCD Chapter 291 (hereinafter referred to as "Association") and San Bernardino Community College District (hereinafter referred to as "District"), collectively ("the parties"). This MOU shall be considered a "contract" per 8.1.1 of the agreement between the Contractor (Follett) and the District, in addition to the parties' collective bargaining agreement and any other applicable agreements or MOUs between the parties.

1. Existing Employees

- a) For existing Bookstore employees in the CSEA bargaining unit, the District will offer employees over the age of 55, regardless of service years, an early retirement incentive of one (1) year of salary plus retiree health benefits per Article 20.1 of the collective bargaining agreement in exchange for the employee agreeing to retire from District employment; however, they are not prohibited from becoming an employee of the Contractor.
- b) Disbursement of the one (1) year salary shall occur in two separate payments as follows: July 15, 2018 and January 31, 2019.
- c) Any Unit members wishing to retire shall receive the Long Service Recognition stipend according to Article 11.2 at a prorated rate to the date of retirement.
- d) For those employees that do not take the early retirement incentive, the District will require that the selected Bookstore Contractor keep existing employees on at the Bookstore as employees of the District as follows:
 - i. All CSEA unit members may elect to remain on indefinitely as District Bookstore employees until he/she leaves his/her current position with the Bookstore. For existing employees in the CSEA bargaining unit, the terms and conditions of the current collective bargaining agreement between the District and CSEA will remain in effect and the employee will be subject to the same personnel policies and procedures as any other District employee in the CSEA bargaining unit.
 - ii. CSEA unit members that remain on as District Bookstore employees shall be evaluated by their designated District supervisor under the same evaluation policies and procedures as any other District employee within the CSEA bargaining unit. For purposes of employee evaluations the evaluating manager shall be the designated District supervisor. The designated District supervisor shall perform employee evaluations. The same designated District supervisor shall be responsible for any discipline matters in accordance with Article 17 of the collective bargaining agreement. The designated District supervisor shall be a management level employee of the District.

- iii. The District shall require that any management/supervisory employee(s) employed/hired by the Contractor abide by all of the terms and conditions of the current collective bargaining agreement between the District and CSEA.
- iv. For the duration that the Bookstore is contracted by the District, the below Classification titles and their respective job descriptions shall remain within the CSEA bargaining unit and shall be maintained.
 - i. Bookstore Customer Service Assistant
 - ii. Bookstore Assistant I
 - iii. Bookstore Assistant II
 - iv. Assistant Bookstore Manager
 - v. Book Buyer
- v. Each CSEA Bookstore unit member retains the right to remain indefinitely in his or her existing position at the Bookstore whether under District or Contractor operation. Should any Bookstore employee choose to explore alternative placement within the District, the District's Human Resources Department will work with each District Bookstore employee to create a mutually agreed upon transition plan for the employee to transfer to a different position within the District; this shall not be misconstrued to circumvent the provisions provided within Article 1.2.3 of the CSEA collective bargaining agreement. The plan will include identifying potential positions the employee is qualified for, identifying training and/or education that may be needed in order to qualify for positions when the employee would be a good match for a position but does not meet all minimum qualifications, and develop a training and/or education plan and provide training and/or education if feasible in order for the employee to meet minimum qualifications in accordance with Article 9.4 of the CSEA collective bargaining agreement. All costs related to the provisions of this agreement relating to CSEA bargaining unit members shall be borne on to the District. Any permanent part time District Bookstore employees shall have the option of accepting a full time position that is part of the voluntary transition planning made available. If any member chooses to participate in the above process the effects shall be negotiated with CSEA in a separate MOU. The District agrees it shall not involuntarily transfer CSEA Bookstore unit members.
- vi. Any District Bookstore employee that accepts a mutually agreed upon transition plan and changes classification shall not be subjected to any additional probationary period as a result of the transition. In the event that there is not a successor outsourcing contract of the District Bookstores or there is an unfulfilled RFP all employees shall have the right of return if the operations of the Bookstores are returned to the District.

2. Vacancies

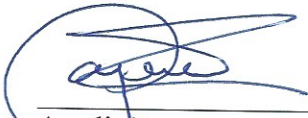
- a) If a unit member employed in the District Bookstore leaves his or her employment with the Bookstore after commencement of the agreement with the Contractor (whether by promotion, transfer to a different District position, or retirement, or resignation), the vacated bargaining unit position in the District Bookstore may be placed on administrative hold by the District and shall not abolish any existing classification title.
 - i. Any vacancies due to promotions are subject to the promotional language in Article 15 of the Classified CBA.
- b) During the term of the agreement to outsource the Bookstore, the Contractor may hire individuals to perform the duties and functions of any such vacant District Bookstore positions (resulting from

unit members leaving their positions) and such New Employees shall be employees of the Contractor, not of the District.

- c) All New Employees of the Contractor shall be approved by the District, shall be subject to the District's standards of conduct for District employees, and shall be subject to the same background, security and Live Scan requirements as District employees. The District will reserve the right to reject any New Employee who, in the judgment of the District, is not qualified to perform the work or is otherwise unsuitable to work on the District's premises. The District will also require Contractor to comply with all state and federal employment requirements.
- d) If the District decides to terminate the contract with the Contractor, the District agrees to negotiate any proposed changes to bargaining unit positions in the Bookstore upon termination of the contract to outsource the Bookstore and reversion of Bookstore operations to the District. The District shall notify the Association of termination of contract with the Contractor within five (5) business days of termination.


This Agreement is subject to CSEA and the District approval and ratification processes.

For the District:




Amalia Perez
Director Human Resources

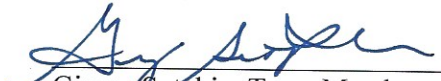
For CSEA Chapter 291:



Kevin Palkki, Chief Negotiator




Myesha Kennedy, CSEA LRR




Ginger Sutphin, Team Member



Fermin Ramirez, 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

June 17, 2025

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: Custodial Department - SBVC

In accordance with **Article 6.4 regarding Permanent Changes to Work Schedule**, the Parties have reached an agreement regarding the permanent change to the work schedules for the employees referenced in this document. The change in work schedule will take effect on Monday, July 28, 2025.

****Current Permanent Work Schedule:****

Monday – Thursday, 5:00 p.m. to 1:30 a.m., Friday, 2:00 p.m. - 10:30 p.m.

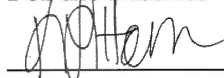
****New Permanent Work Schedule:****

Monday – Thursday, 3:30 p.m. – 12:00 a.m., Friday, 2:00 p.m. – 10:30 p.m.

- | | |
|-------------------------|----------------------------|
| (1) Amber Hernandez; | (11) Jimmy Chavarria; |
| (2) Benny Gonzalez; | (12) Johnny Kates; |
| (3) Brandon Vargas; | (13) Jorge Gomez; |
| (4) Cindi Rocha-Garcia; | (14) Jose Galindo; |
| (5) Darrell Fisher; | (15) Kyle Phares; |
| (6) David Brown; | (16) Leticia Vargas; |
| (7) Dinora Menendez; | (17) Maria Huerta; |
| (8) Garrett Hernandez; | (18) Robert Hernandez; and |
| (9) Gloria Hernandez; | (19) Trayvion Robinson |
| (10) Jerry Ohigashi; | |

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,
Payroll, Police Services and Health and
Safety Administration

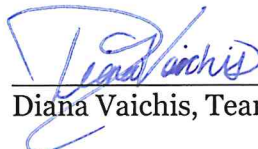
For CSEA



Ernest Guillen, President CSEA #291



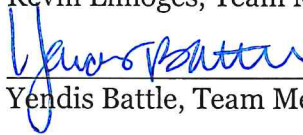
Cameron Kroetz, CSEA LRR



Diana Vaichis, Team Member



Kevin Limoges, Team Member



Yendis Battle, Team Member



Cedrick Wrenn, Team Member