

**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**

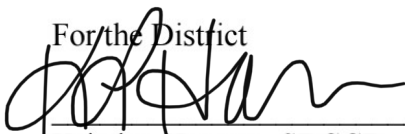
**March 2, 2021**


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

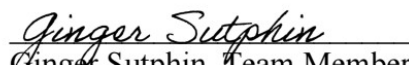
The Parties agree to the following regarding the 3/12 Alternate Work Schedule ("AWS").

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

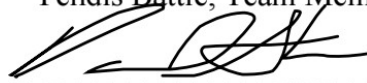
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

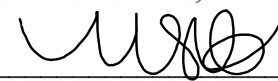
For the District  
  
\_\_\_\_\_  
Kristina Hannon, SBCCD  
Vice Chancellor, Human Resources &  
Police Services

For CSEA  
  
\_\_\_\_\_  
Cassandra Thomas, President CSEA #291

  
\_\_\_\_\_  
Ginger Sutphin, Team Member

*Yendis Battle*  
Yendis Battle, Team Member

  
David Stevenson, Team Member

  
Myesha Kennedy, CSEA LRR

*Abe Fulgham*  
Abe Fulgham, Team Member