

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

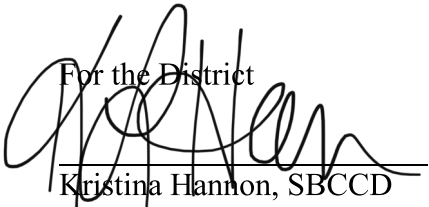
May 24, 2021

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

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

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

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

For the District


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

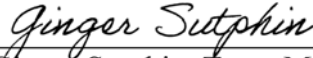
For CSEA



Cassandra Thomas, President CSEA #291



Abe Fulgham, Team Member



Ginger Sutphin, Team Member



Yendis Battle, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR