

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

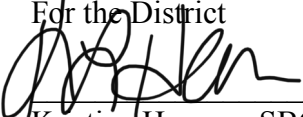
December 14, 2021

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") for the period of Saturday, January 1, 2022 through Thursday, June 30, 2022.

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) 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.
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. The Parties understand that unforeseen circumstances may arise that require the termination of the 3/12 AWS prior to June 30, 2022. The District shall provide written notification to the Association prior to the termination of the 3/12 AWS and shall provide unit members with a 21-day schedule change notice in accordance with Article 6.

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

For the District


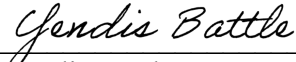
Kristina Hannon, SBCCD Vice Chancellor,
Human Resources & Police Services

For CSEA


Cassandra Thomas, President CSEA #291



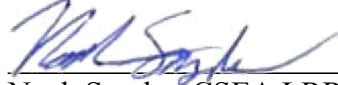
Ernest Guillen, Team Member



Yendis Battle, Team Member



David Stevenson, Team Member



Noah Snyder, CSEA LRR



Abe Fulgham, Team Member