

**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**

**COLLEGE POLICE OFFICER SHIFT ROTATION**

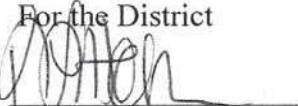
**May 14, 2019**

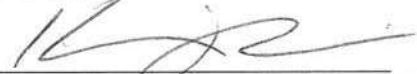
**Terms and Conditions:** This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

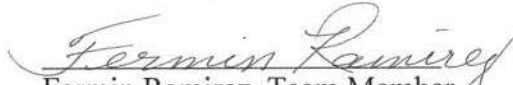
In Accordance with Article 6.2 the District and the Association have agreed to the following:

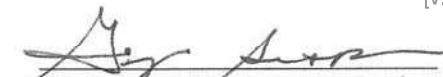
- The College Police Officers will have a permanent rotating shift schedule commencing on September 3<sup>rd</sup> 2018. The shifts shall rotate every four (4) months and begin on the first workday of January, May, and September.
- The scheduled shift shall be in accordance with Article 6.2 and shall not encompass workdays or site location.
- The District will provide the Association with an updated shift schedule including names, location, and shift times worked at the beginning of each rotation.
- All shift will be paid at the appropriate differential in accordance with Article 7.2.
- The schedules will be offered on a rotational basis, based on seniority, determined by permanent hire date among those in the same classification and department who normally perform the work involved.
- All new hire shifts will be assigned by the Police Chief, during their probationary period. At the end of the probationary period, the officer will remain on that shift until the next rotation cycle. Thereafter, the police officer will enter the rotation stated above.
- The unit member can only choose the same scheduled shift for two (2) consecutive rotations and must pick a different scheduled shift during the third rotation before picking the previous two (2) scheduled shifts.
- In the event that, two (2) or more unit members have equal seniority in the same classification, priority shall be given to the unit member with the greater overall District seniority; if that be equal, determination seniority shall be made by lot (ex. Draw Straws, Coin Flip).


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

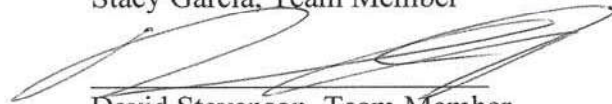
For the District  
  
 Kristina Hannon, SBCCD  
 Executive Director, Human Resources

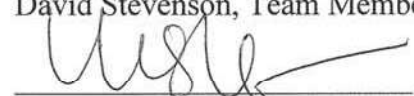
For CSEA  
  
 Kevin Palkki, President CSEA #291

  
 Fermin Ramirez, Team Member

  
Ginger Sutphin, Team Member

  
Stacy Garcia, Team Member

  
David Stevenson, Team Member

  
Myesha Kennedy, CSEA LRR