

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 SECURITY OFFICER SHIFT ROTATION
May 14, 2019

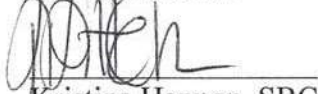
Terms and Conditions: This Memorandum of Understanding is entered into by and between the San Bernardino Community College District (hereinafter, "District") and the California School Employees Association, and its Chapter #291, (hereinafter "Association"), collectively referred to as "the Parties".

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

- The College Security Officers will have a permanent rotating shift schedule commencing on September 3rd 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.
- 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 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).

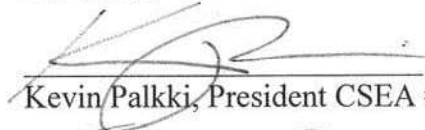
This agreement is subject to all approvals required by the CSEA 610 policy and the District.

For the District

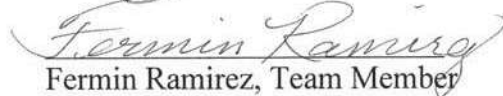


Kristina Hannon, SBCCD
 Executive Director, Human Resources

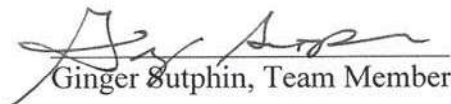
For CSEA



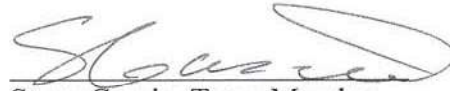
Kevin Palkki, President CSEA #291



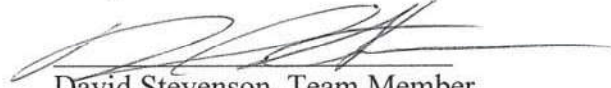
Fermin Ramirez, Team Member



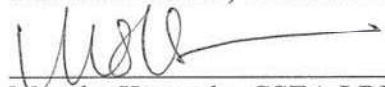
Ginger Sutphin, Team Member



Stacy Garcia, Team Member



David Stevenson, Team Member



Myesha Kennedy, CSEA LRR