

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

April 14, 2020

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" concerning the District's response to the coronavirus ("COVID-19") pandemic.

The Parties recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its faculty and staff. We recognize the importance of prudent measures to prevent district employees, students, their families, or other people using district facilities from being exposed to or infected with COVID-19. We agree that care should be taken to identify potential exposure and prevent the spread of the disease. We agree that continuity of district operations should be maintained, and provisions should be made for district employees who are impacted by the pandemic.

Due to recent changes the Parties agree to adhere to the March 16 COVID-19 MOU with the following additions:

1. The District will provide an updated list of onsite essential workers on a weekly basis.
2. CSEA will be notified of all onsite schedule changes prior to implementations and notification to the individual unit member.
 - CSEA maintains the right to negotiate all working conditions for the classified unit members.
 - Classified unit members will be given the opportunity to work from home if the schedule change creates a hardship that would not be incurred during regular work circumstances.
 - The District will provide a 24 hour notice (via email and phone call) to classified unit members prior to schedule changes that require workers to come onsite.
 - If a limited crew during the COVID-19 precautions is needed onsite CSEA will be notified of the request prior to implementation and notification to the individual unit member.
 - The District will notify CSEA of the positions deemed as essential to work on site

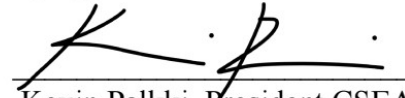
3. In addition to #7 of the March 16 COVID-19 MOU The District will include CSEA in all discussions related to the COVID-19 issues that may affect classified workers.
4. In the event that conditions change the Parties will reevaluate this MOU and adjust to accommodate unforeseen circumstances.

For the District

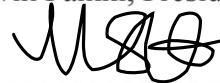


Kristina Hannon, SBCCD
Vice Chancellor, Human Resources

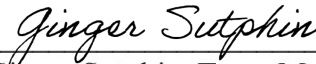
For CSEA



Kevin Palkki, President CSEA #291



Myesha Kennedy, CSEA LRR



Ginger Sutphin, Team Member



Stacy Garcia, Team Member



David Stevenson, Team Member



Abe Fulgham, Team Member