

**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**

**February 21, 2023**


**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 Summer Alternative Work Schedule ("AWS") for the period of Sunday, June 4, 2023, through Saturday, July 29, 2023.


1. All bargaining unit members will participate in the 4/10 Summer AWS except for those employed in the following departments:
  - Child Development Center (SBVC)
  - Aquatic Center (CHC)
  - Police Department (DIST)
  - KVCR (DIST)
2. The 4/10 workweek will be Monday through Thursday, except for those departments with alternative workweek MOUs on file.
3. Permanent unit members participating in an AWS can be exempt from working the 4/10 Summer AWS and may continue working their existing AWS through the expiration date of June 30, 2023 unless extended by mutual agreement. Additionally, permanent unit members may request to opt out of the 4/10 Summer AWS and instead request to participate in an AWS. Unit members requesting an AWS shall submit an Alternative Work Request Form/Agreement to their immediate supervisor for consideration.
4. During the week of July 3, 2023, full-time unit members on the 4/10 Summer AWS will receive ten (10) hours of holiday pay for Independence Day, which will be observed on Tuesday, July 4, 2023, and will be required to work ten (10) hour days on Monday, Wednesday, and Thursday of the workweek.
5. Individual unit members may opt to work four (4) eight (8) hour workdays and use two (2) hours of vacation per workday, consistent with Article 19.11.
6. The 4/10 Summer AWS start and end times shall be based on the existing work schedule by adding two (2) hours; the existing work schedule can be adjusted by no more than two (2) hours before or after start and end times.
7. Unit members will not acquire or lose shift differential during the 4/10 Summer AWS.

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

For the District

  
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Kristina Hannon, SBCCD  
Vice-Chancellor, Human Resources and  
Police Services

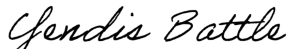
For CSEA

  
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Cassandra Thomas, President CSEA #291



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Ernest Guillen, Team Member



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Yendis Battle, Team Member



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David Stevenson, Team Member



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Noah Snyder, CSEA LRR