MEMORANDUM OF UNDERSTANDING

California Military Institute and the California School Employee Association and Its CMI Chapter # 778 (CSEA)

CHANGE IN SHIFTS – CUSTODIAL AND CAMPUS SAFETY OFFICERS (CSO) CLASSIFICATIONS

December 11, 2024

This Memorandum of Understanding is agreed between the California Military Institute (Charter) and the California School Employees Association and its CMI Chapter 778 ("CSEA"), collectively, ("the Parties").

RECITALS

In the Charter's best interest for the custodial and CSO staff to provide optimal support to the site during times in which substitutes are required, the following changes for shift assignments will be implemented.

The Parties agree as follows:

1. This MOU is a one-time agreement and shall not be precedent setting nor shall it be used by either party to claim an established practice.
2. In instances when the Lead Campus Safety Officer is absent and a substitute is required, Campus Safety Officers (CSOs) may fill the shift of the Lead Campus Safety Officer on a seniority rotation basis, with the most senior CSO having priority to begin the rotation.
3. In instances when the Lead Custodian is absent and a substitute is required, Custodians may fill the shift of the Lead Custodian's shift on a seniority rotation basis, with the most senior custodian having priority to begin the rotation.
4. CSEA has advised the Charter that this MOU is subject to all approvals required under CSEA Policy 610, as well as the CSEA ratification process. The Charter has advised CSEA that this Memorandum of Understanding is subject to approval by the CMI Governing Board.

Dated this 11th day of December 2024

Association:

Rosa Galvan
CSEA President, CMI

Kevin Reyes
CSEA Labor Relations Representative

District:

Alfredo Andrade
Chief Human Resources Officer

Maribel Escobar
Director, Human Resources

Dr. Michael O. Dodson
Principal, CMI