

MEMORANDUM OF UNDERSTANDING

**California Military Institute and the
California School Employee Association and Its CMI Chapter # 778**

PERMANENT CHANGE IN HOURS – CUSTODIAL CLASSIFICATIONS

August 5, 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”).

The Parties agree as follows: In the Charter’s best interest for the custodial staff to provide optimal support to the site, the following permanent changes of work hours will be implemented effective Friday, August 09, 2024.

1. Ray Ahumada, Custodian, current work hours Monday through Friday 6:00 am – 2:30 pm. The new hours will be Monday through Friday 2:00 pm – 10:30 pm.
2. Jorge Gil, Custodian, current work hours Monday through Friday 11:30 am – 8:00 pm. The new hours will be Monday through Friday 2:00 pm – 10:30 pm.
3. Eric Anthony, Lead Custodian, current work hours Monday through Friday 2:30 pm – 11:00 pm. The new hours will be Monday through Friday 6:00 am – 2:30 pm.
4. 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.
5. 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.
6. This MOU is effective August 5, 2024.

Dated this 5th day of August 2024

Association:

Rosa Galvan

Rosa Galvan
CSEA President

Kevin Reyes

Kevin Reyes
CSEA Labor Relations Representative

District:

Maribel Escobar

Maribel Escobar
Director, Human Resources

Miles Henderson

Miles Henderson
Assistant Principal