

RIVERSIDE UNIFIED SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its CHAPTER 506  
TENTATIVE AGREEMENT  
January 27, 2016

Subject to the approval of the Riverside Unified School District Board of Education (the "District") and subject to ratification by the California School Employees Association, and its Chapter 506 ("CSEA") the parties agree to the following:

ARTICLE XXII (Miscellaneous Provisions) is amended in its entirety to read:

- 22.0 Term of Agreement: This Agreement shall remain in full force and effect from ~~March 20, 2013,~~ **January 27, 2016** up to and including June 30, ~~2015~~ **2018**, and thereafter shall continue in effect year by year unless one (1) of the parties notifies the other in writing no later than May 30, ~~nor earlier than March 1,~~ of its request to modify, amend, or terminate the Agreement. Furthermore, each party may reopen the salary, fringe benefit provisions, and one article of this agreement upon timely notification as set forth above.
- 22.1 Completion of Negotiations: During the term of this Agreement, the District and CSEA expressly waives and relinquishes the right to meet and negotiate and agrees that the District and CSEA shall not be obligated to meet and negotiate with respect to any subject or matter whether referred to or covered in this Agreement or not, even though each subject or matter may not have been within the knowledge or contemplation of either or both the District or the CSEA at the time they met and negotiated the Agreement, and even though such subjects or matters were proposed and later withdrawn.
- 22.2 Effect of this Agreement: It is understood and agreed that the specific provisions contained in this Agreement shall prevail over District practice and procedures and over laws to the extent permitted by law, and that in the absence of specific provisions in this Agreement, District practices and procedures are discretionary **to the extent permitted by law**. This written Agreement sets forth the full and complete agreement between the parties concerning the subject matter hereof, and supersedes all prior informal or formal agreements thereon. There

are no valid or binding representations, inducements, promises, or agreements, oral or otherwise, between the parties that are not embodied herein.

22.3 Severability: Each section, part, term, and provision of the Agreement shall be considered severable. If, for any reason, any section, part, term, or provision herein is determined to be invalid and contrary to or in conflict with, any existing or future law or regulation of the legislature, or a court or agency having valid jurisdiction, such determination shall not impair the operation or affect the remaining portions, sections, parts, terms, or provisions of this Agreement, and the latter will continue to be given full force and effect and bind the parties hereto. The invalid section, part, term, or provision shall be deemed not to be a part of this Agreement, and subject to immediate negotiation.

22.4 Ratification of Additions or Changes: Any additions or changes in this Agreement shall not be effective unless reduced to writing and properly ratified and signed by both parties.

AGREED:

For the District:

Susan J. Mills Date  
Assistant Superintendent, Human Resources  
Riverside Unified School District

*Robin Mesa*  
Robin Mesa (Interim)

*Shani Dahl*  
Shani Dahl

*Mays Kakish*  
Mays Kakish

*Jill Collier*  
Jill Collier

*Carrie Antrim*  
Carrie Antrim

For CSEA:

Daniel S. Rudd Date  
President, CSEA Chapter 506  
Riverside Unified School District

*Lynn Thompson* 1/27/16  
Lynn Thompson  
Labor Relations Representative  
CSEA

*Caralyn Alldis*  
Caralyn Alldis

*Laura Egan*  
Laura Egan

*Michael Green*  
Michael Green

*Joseph Baglio*  
Joseph Baglio

*Nyna Moore*  
Nyna Moore