

MEMORANDUM OF UNDERSTANDING
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS RIVERSIDE
CHAPTER #506
AND THE
RIVERSIDE UNIFIED SCHOOL DISTRICT

February 23, 2017


This Memorandum of Understanding (MOU) is entered into by the California School Employees Association and its Chapter #506 (CSEA) and the Riverside Unified School District (District).

On February 23, 2017 the District and CSEA met and agreed to the following:

1. In accordance with Article I – Recognition, of the collective bargaining agreement the attached reclassified job classification of Integrated Pest Management Specialist will be included in the classified bargaining unit.
2. Appendix A will be revised to include the reclassified job classification of Integrated Pest Management Specialist.
3. The reclassified job classification of Integrated Pest Management Specialist will be paid at Range 32 on the classified bargaining unit salary schedule.

This MOU is a tentative agreement and shall not be finalized until the completion of CSEA's policy 610 review process.

For the District:


 2/23/17

Robin Mesa Date
Director, Classified Personnel
Riverside Unified School District




Joe Nieto

For the CSEA:

 2/24/17

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

 2/23/17

Raquel Ruiz
Labor Relations Representative
CSEA

Shani Dahl

Shani Dahl

Kenneth Mueller

Kenneth Mueller

Mays Kakish

Mays Kakish

Caralyn Alldis

Caralyn Alldis

Ana Mendez

Ana Mendez

Mike Green

Mike Green

Bernie Holt

Bernie Holt

Peggy Ritch

Peggy Ritch

RIVERSIDE UNIFIED SCHOOL DISTRICT

CLASS TITLE: INTEGRATED PEST MANAGEMENT SPECIALIST ~~TECHNICIAN~~ (Range 32 ~~27~~)

BASIC FUNCTION:

Under the direction of an assigned ~~the Grounds Maintenance~~ Supervisor, administer the District's Integrated Pest Management (IPM) program, perform all levels of pest control, and insure compliance with all applicable laws as related to IPM and the California Safe Schools Act through the preparation and maintenance of all required reports, application documentation and certifications.

REPRESENTATIVE DUTIES:

Serve as primary contact for pest control matters for the District. Contact principals and other school site staff to provide information and resolve problems related to pest control. *E*

Properly prepare chemical products for application of insecticide and herbicide treatments to district grounds and buildings, operate and adjust calibration of power sprayers, and maintain records of use of pesticides and chemicals. *E*

Prepare reports to justify use of chemicals, schedule dates for application of chemicals and inspect property to determine effectiveness of treatment. *E*

Document and ensure that the use of pesticides or herbicides are used in strict accordance with the manufacturer's label instructions, MSDS, and is used in conformance with all applicable laws, codes, and regulations. *E*

Maintain public notification list and insure the appropriate postings of notifications and warnings as they apply to the Safe Schools Act of 2000, and assure proper safety and health regulations and practices are observed. *E*

Set pest management action levels as they relate to integrated pest management.

Order/purchase supplies and inspect tools and equipment to ensure that they are kept in proper working order. *E*

Perform general grounds maintenance such as tree trimming as it relates to pest management as well as building repairs related to pest management. Perform chemical weed abatement practices. *E*

Confer with supervisor regarding special projects; estimate materials and labor required for the projects. *E*

Repair and maintain pesticide and herbicide spraying equipment. *E*

Organize and instruct district personnel in state agency mandated training areas. E

Initiate, document and manage work orders through TMA for comprehensive pest documentation and history. E

Operate specific machinery and equipment related to pest management. E

Install, maintain and repair fly lights. E

Safely contain and quarantine bee swarms and hives for transportation. E

Perform Bee/Wasp treatments and removal, perform bird abatement, and perform subterranean termite treatments. E

Coordinate dry-wood termite treatments. E

Perform gopher abatement through the use of chemicals and traps; operate mechanical traps including live traps for rodents and other wildlife. E

Remove dead animals and insure sanitary cleanup of affected areas due to pest issues. E

Drive a district truck, tractor and other district vehicles as assigned. E

Participate in district in-service trainings including mandatory respiratory protection training. E

Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Basic Principles, rules and regulations of pesticide use.

Current pesticide practices including identification and management of pests.

Proper and legal management and disposal of off-spec and waste pesticides and herbicides.

State Department of Agriculture rules and regulations related to pesticide use under the Safe Schools Act of 2000.

All types of landscape gardening equipment, materials and techniques.

Safety rules and regulations related to the application of pesticides and herbicides.

ABILITY TO:

Read, understand, interpret, and carry out both verbal and written instructions, policies, and procedures including simple blueprint reading.

Work cooperatively with all levels of district employees, parents, regulatory agencies, and the public.

Order and purchase appropriate chemicals, herbicides, pest control materials and maintain records as required by the State of California and the County Agricultural Department.

Plan, schedule, and skillfully apply herbicides and pesticides.

Meet schedules and timelines.

Train and instruct others on pest control and integrated pest management.

Communicate effectively and tactfully in both verbal and written forms.

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Respond to after-hours emergencies.
Work outdoors during inclement weather.
Repair and maintain pesticide and herbicide spraying equipment
Pass a respiratory function/screening by a medical professional.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: graduation from high school and five years experience as a pest management technician. Experience in a school environment preferred.

LICENSES AND CERTIFICATIONS:

Valid California Driver's License.
~~Valid Qualified Applicators Certification.~~
Valid Branch II License.
Africanized Honey Bee Certification.

WORKING CONDITIONS:

ENVIRONMENT:

Indoor and outdoor work.
Driving a vehicle to conduct work.
Subject to fumes, inclement weather and confined spaces.

PHYSICAL ABILITIES:

Lifting and carrying heavy objects.
Climbing ladders.
Walking and standing for extended periods of time.
Bending at the waist.
Kneeling and crouching.
Reaching overhead, above shoulders and horizontally.
Hearing and speaking to exchange information.
Dexterity of hands, wrists and fingers to operate hand tools and specialized equipment.
Use respirators for personal protection.
Work in restrictive spaces in a safe and effective manner.
Ability to wear various types of protective equipment in hot or cold environments.

HAZARDS:

Exposure to pesticides and other job related chemicals.
Exposure to insect, varmint, bird waste and carcasses.
Working on ladders and roof tops.
Working in restrictive spaces.

RIVERSIDE UNIFIED SCHOOL DISTRICT

CLASS TITLE: INTEGRATED PEST MANAGEMENT TECHNICIAN (Range 27)

BASIC FUNCTION:

Under the direction of the Grounds Maintenance Supervisor, administer the District's Integrated Pest Management (IPM) program, perform all levels of pest control, and insure compliance with all applicable laws as related to IPM through the preparation and maintenance of all required reports, application documentation and certifications.

REPRESENTATIVE DUTIES:

Serve as primary contact for pest control matters for the District. Contact principals and other school site staff to provide information and resolve problems related to pest control. *E*

Properly prepare chemical products for application of insecticide and herbicide treatments to district grounds and buildings, operate and adjust calibration of power sprayers, and maintain records of use of pesticides and chemicals. *E*

Prepare reports to justify use of chemicals, schedule dates for application of chemicals and inspect property to determine effectiveness of treatment. *E*

Document and ensure that the use of pesticides or herbicides are used in strict accordance with the manufacturer's label instructions, MSDS, and is used in conformance with all applicable laws, codes, and regulations. *E*

Maintain public notification list and insure the appropriate postings of notifications and warnings as they apply to the Safe Schools Act of 2000, and assure proper safety and health regulations and practices are observed. *E*

Set pest management action levels as they relate to integrated pest management.

Order/purchase supplies and inspect tools and equipment to ensure that they are kept in proper working order. *E*

Perform general grounds maintenance such as tree trimming as it relates to pest management as well as building repairs related to pest management. Perform chemical weed abatement practices. *E*

Confer with supervisor regarding special projects; estimate materials and labor required for the projects. *E*

E = Essential functions

Position established August 2006

Reviewed by the Reclassification Committee 8/28/06

Integrated Pest Management Technician

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Perform Bee/Wasp treatments and removal, perform bird abatement, and perform subterranean termite treatments. Coordinate dry-wood termite treatments. *E*

Perform gopher abatement through the use of chemicals and traps; operate mechanical traps including live traps for rodents and other wildlife. Remove dead animals and insure sanitary cleanup of affected areas due to pest issues. *E*

Drive a district truck, tractor and other district vehicles as assigned. *E*

Participate in district in-service trainings including mandatory respiratory protection training. *E*

Perform related duties as assigned.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

Basic principles, rules and regulations of pesticide use.

Current pesticide practices including identification and management of pests.

Proper and legal management and disposal of off-spec and waste pesticides and herbicides.

State Department of Agriculture rules and regulations related to pesticide use under the Safe Schools Act of 2000.

All types of landscape gardening equipment, materials and techniques.

Safety rules and regulations related to the application of pesticides and herbicides.

ABILITY TO:

Read, understand, interpret, and carry out both verbal and written instructions, policies, and procedures including simple blueprint reading.

Work cooperatively with all levels of district employees, parents, regulatory agencies, and the public.

Order and purchase appropriate chemicals, herbicides, pest control materials and maintain records as required by the State of California and the County Agricultural Department.

Plan, schedule, and skillfully apply herbicides and pesticides.

Meet schedules and timelines.

Train and instruct others on pest control and integrated pest management.

Communicate effectively and tactfully in both verbal and written forms.

Respond to after-hours emergencies.

Work outdoors during inclement weather.

Pass a respiratory function/screening by a medical professional.

EDUCATION AND EXPERIENCE:

Any combination equivalent to: graduation from high school and five years experience as a pest management technician. Experience in a school environment preferred.

E = Essential functions

Position established August 2006

Reviewed by the Reclassification Committee 8/28/06

Integrated Pest Management Technician

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LICENSES AND CERTIFICATIONS:

Valid California Driver's License.
Valid Qualified Applicators Certification.

WORKING CONDITIONS:

ENVIRONMENT:

Indoor and outdoor work.
Driving a vehicle to conduct work.
Subject to fumes, inclement weather and confined spaces.

PHYSICAL ABILITIES:

Lifting and carrying heavy objects.
Climbing ladders.
Walking and standing for extended periods of time.
Bending at the waist.
Kneeling and crouching.
Reaching overhead, above shoulders and horizontally.
Hearing and speaking to exchange information.
Dexterity of hands and fingers to operate hand tools and specialized equipment.
Use respirators for personal protection.
Work in restrictive spaces in a safe and effective manner.
Ability to wear various types of protective equipment in hot or cold environments.

HAZARDS:

Exposure to pesticides and other job related chemicals.
Exposure to insect, varmint, bird waste and carcasses.
Working on ladders and roof tops.
Working in restrictive spaces.

E = Essential functions

Position established August 2006

Reviewed by the Reclassification Committee 8/28/06

Integrated Pest Management Technician

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