

RIVERSIDE UNIFIED SCHOOL DISTRICT

And

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

And its Chapter #506

TENTATIVE AGREEMENT

This Tentative Agreement (TA) is entered into by and between Riverside Unified School District (hereinafter "District") and the California School Employees Association and its Chapter #506 (hereinafter "CSEA").

RECITALS

- 1. The District and CSEA meet and negotiate for classified employees regarding wages, hours, health and welfare benefits, and/or working conditions.
- 2. The parties have reached a TA on Article XIV: Transfers/Promotions/Reassignments/Voluntary Demotions.

AGREEMENT

Therefore, the parties agree as follows:

- 1. Article XIV will be changed as follows:

ARTICLE XIV

TRANSFERS/ PROMOTIONS/REASSIGNMENTS/ VOLUNTARY DEMOTIONS

- 14.0 Definitions: For the purpose of this article, the following definitions shall be in effect:
 - a. "Transfer" is a change in the unit member's worksite without a change in classification.
 - b. "Promotion" is advancement in job classification to a higher classification. A promotion requires a new six month probationary period.
 - c. "Reassignment" is a change in the unit member's classification to another classification at the same salary range, when the unit member possesses the necessary qualifications for the new position. A reassignment requires a new six month probationary period unless the unit member has previously completed the probationary period in that classification.
 - d. "Voluntary Demotion" is a change in the unit member's current classification to a lower

classification. A voluntary demotion requires a six month probationary period unless the unit member has previously completed the probationary period in the classification the unit member is demoting into.

e. ~~“Eligibility List” a list of all applicants for promotion, reassignment or voluntary demotion and outside applicants who have successfully met all District criteria including the interview process.~~

e. f. “Transfer List” – a list of all unit members who have requested via online application a change in work site within their current classification.

14.1 Requests for Transfer, Promotion, Reassignment, or Voluntary Demotion: Requests for transfer, promotion, reassignment or voluntary demotion may be made when there is an open recruitment and after the unit member has satisfied the probationary period of the current position. (Exception: part-time Food Service unit members may request a transfer any time after completing the first three (3) months of probation.) A unit member who is reassigned as a result of layoffs or a reduction in hours shall be allowed to request a transfer immediately after the reassignment is made. The request shall be submitted to the District via online application.

14.2 Filling Vacancies: When the District determines a vacancy exists, ~~and no eligibility list is in force,~~ a vacancy notice shall be sent to all worksites for posting on the bulletin boards where other notices to unit members are posted. The District shall provide the CSEA Chapter #506 President, and the Full Release Member a copy of all vacancy notices.

14.2.1 Application Period: All vacancies shall remain open for ~~five (5)~~ **six (6)** or more work days following the day the vacancy notice is issued.

14.2.2 Notice Contents: Vacancy notices shall include the job title, a brief description of the position, a list of typical tasks, the skills and abilities required, the number of hours per day, days per week and months per year assigned to the position, the salary range, and the deadline for applying for the position.


14.2.2.1 Job descriptions for all classified job classifications shall be required to have the duties fixed and prescribed as required by Education Code 45109.

- 2. The remainder of Article XIV shall remain unchanged.
- 3. CSEA and the District will create opportunities to educate staff about all aspects of Article XIV, and commit to annually train staff.

This agreement is subject to CSEA Policy 610 and ratification from the CSEA membership and the approval of the Board of Education.

For California School Employees Association (CSEA) Chapter 506

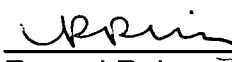
For Riverside Unified School District

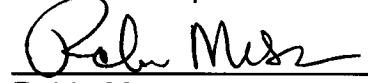
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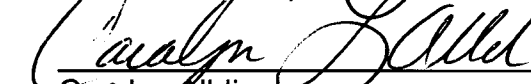
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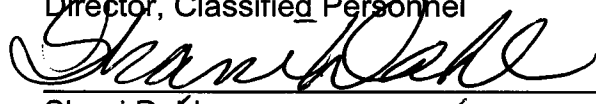
Dan Rudd, Date
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Kyle Ybarra, Date
Assistant Superintendent, Human Resources


 10/13/16
Raquel Ruiz
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Director, Classified Personnel


Caralyn Aldis



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