

**RIVERSIDE UNIFIED SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
and its CHAPTER 506  
TENTATIVE AGREEMENT  
March 1, 2017**

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 VIII (Section 8.3 Procedure to Request Reclassification) is amended in its entirety to read:**

8.3 Procedure to Request Reclassification: An employee, or group of employees, (applicant) may request a review of their position by filling out a Request for Reclassification form (received from and returned to the Personnel Department). Request for Reclassification forms received in Personnel on, or before, ~~February 1 or September 15~~ **March 1** will be considered and a response will be rendered by the Negotiation Team within ~~ninety (90)~~ **one hundred and twenty days (120)** calendar days of the deadline date. The Negotiation Team will review the Request for Reclassification using established criteria and will issue a decision to the applicant with findings and rationale.

8.3.1 All Negotiation Team members will be trained in the reclassification process. In the event there is a conflict of interest (i.e.: direct supervision, family relationship, or same classification) by an employee on the Negotiation Team, that employee will recuse himself/herself from voting at that time.

8.3.2 If an applicant does not agree with the decision, the applicant may request and submit a Reconsideration Form to the Personnel Department within fifteen (15) workdays from the date the applicant was notified in writing. The request for reconsideration shall be limited to information not previously submitted to or considered by the Negotiation Team. If reconsideration is requested, the Personnel Department shall acknowledge receipt of such request within ten (10) work days and forward the request to the Negotiation Team. The Negotiation Team will notify the applicant of its decision regarding the Request for Reconsideration within a reasonable period of time.

- 8.3.3 The decision of the Negotiation Team shall be by consensus. If the Negotiation Team determines that a reclassification is warranted it shall be subject to the approval of the Riverside Unified School District Board of Education and ratification by the California School Employees Association, Chapter 506.
- 8.3.4 If a request for reclassification is **approved or** denied, a new request for reclassification may not be submitted until ~~fifteen (15)~~ **eighteen** months from the date of **approval or** denial.

AGREED:

For the District:

Kyley Ybarra 4/19/17  
Date  
Assistant Superintendent, Human Resources  
Riverside Unified School District

Robin Mesa  
Robin Mesa

Mays Kakish  
Mays Kakish

Shani Dahl  
Shani Dahl

Joe Nieto  
Joe Nieto

Ken Muller  
Ken Muller

For CSEA:

Daniel S. Rudd 4/19/17  
Date  
President, CSEA Chapter 506  
Riverside Unified School District

Raquel Ruiz  
Raquel Ruiz, Labor Relations Representative  
CSEA

Caralyn Aldis  
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Bernie Holt  
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