

**SETTLEMENT AGREEMENT
BETWEEN
RIVERSIDE UNIFIED SCHOOL DISTRICT
AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS
RIVERSIDE CHAPTER 506**

This Settlement Agreement is entered into by and between the Riverside Unified School District (District) and the California School Employees Association and its Riverside Chapter 506 (CSEA), who are collectively referred to as the "Parties".

To bring to resolution to a dispute with respect to the contracting out of a job completed at the Riverside STEM Academy/Riverside STEM High School. This work was completed around or about October 28, 2020.

RECITALS:

On or about October 28, 2020, CSEA was made aware of the following work being performed at the Riverside STEM Academy/Riverside STEM High School:

- Rough grade area with tractor
- Set forms and prep area for concrete
- Pour concrete
- Strip forms, light grading around perimeter and clean-up work area

The above work was performed by a landscape and general contracting business owned by Jim Daniels, a STEM parent.

The work was within the scope of the classified Hardscape Technicians employed by the District.

AGREEMENT:

The parties agree as follows:

1. The recitals set forth above are true and correct.
2. The above referenced work should have been assigned to the classified Hardscape Technicians.
3. The District will pay overtime wages totaling 240 hours, to be divided equally between the seven (7) Hardscape Technicians. Each of the following technicians will be paid their overtime rate of pay for 35 hours:
 - a) Richard Dearo
 - b) Joe Hernandez
 - c) Darren Devine

- d) Melvin Ritch
- e) Felipe Garcia
- f) Michael Giangrande
- g) Guy Cardenas

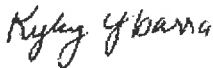
This Settlement Agreement constitutes the entire understanding and agreement by, between and among the "Parties" herewith and shall supersede in lieu of any and all other arrangements, statements or promises, written or oral, between any representative of CSEA and the District. Any representations, warranties, promises, understandings or conditions, whether written or oral not specifically incorporated herein, shall not be binding upon any of the Parties hereto.

This Settlement Agreement is subject to CSEA Policy 610 Review.

This agreement is entered into by the Parties on this 12 day of February, 2021.

FOR THE DISTRICT:

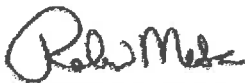
FOR CSEA:



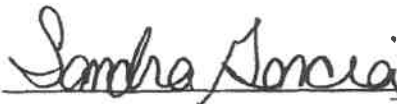
Kyley Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District



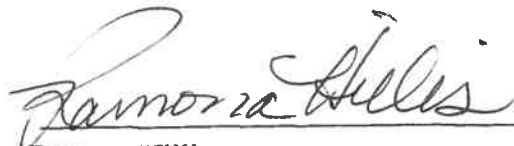
Bernie Holt
President, CSEA #506



Robin Mesa
Director V, Classified Personnel
Riverside Unified School District



Sandra Garcia
Chief Union Steward, CSEA #506



Ramona Hillis
Labor Relations Representative, CSEA