

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS  
RIVERSIDE CHAPTER #506  
AND THE  
RIVERSIDE UNIFIED SCHOOL DISTRICT  
TENTATIVE AGREEMENT  
APRIL 30, 2021**

This Tentative Agreement (TA) is entered by and between Riverside Unified School District (the "District" or "RUSD") and the California School Employees Association and its Chapter #506 ("CSEA"), collectively, ("the parties"). The District and CSEA meet and negotiate wages, hours, and working conditions.

**The parties agree to the following changes in the CBA, Transfers Article:**

ARTICLE XIV

**Transfers**

14.4 **Transfers:** All unit members who apply **through an open recruitment** for a transfer within their classification and have completed probation shall be ~~placed on the transfer list~~ **invited to interview.**

14.4.1 Sites will invite all interested transfer candidates to interview.

14.4.2 Whenever there are ~~three~~ **five (5)** or more unit members who have an appropriate transfer request **through an open recruitment** to a particular site/department, ~~on file in the Personnel Department,~~ the site/department shall **use the following criteria below, including, 14.4.3, to make a selection for the position.** ~~select one of such District unit members for the job. Such selection shall include the following criteria:-~~

- a. Last regularly scheduled evaluation is satisfactory or better
- b. Employee must have no disciplinary actions within the last two (2) years**
- ~~b. c.~~ Successful completion of the interview process
- ~~c. d.~~ Specific experience
- e. Bona fide occupational qualification (i.e. gender)**
- ~~d. f.~~ Satisfactory ~~references~~ **reference form completed by current supervisor**

If there are less than ~~3~~ **five (5)** interested transfer candidates, sites will interview them prior to other applicants in the recruitment process.

**14.4.3 Qualified classified bargaining unit members who apply through the open recruitment for a promotion, may also be considered with the interested transfer candidates.**

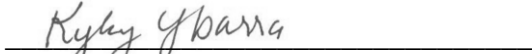
This is a tentative agreement and shall not be finalized until the completion of CSEA's policy 610 review process and the District's Board approval process.

**For California School Employees Association  
(CSEA) Chapter #506:**

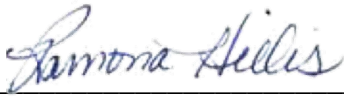
**For Riverside Unified School District:**



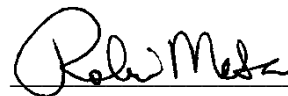
\_\_\_\_\_  
Bernie Holt Date  
CSEA President Chapter #506



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Kylee Ybarra Date  
Assistant Superintendent, Personnel and  
Leadership



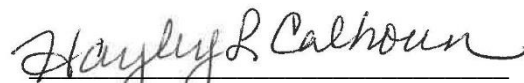
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Ramona Hillis  
Labor Relations Representative CSEA



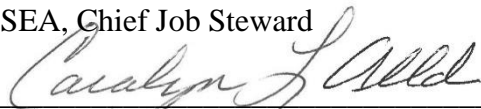
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Robin Mesa  
Director, Classified Personnel



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Sandra Garcia  
CSEA, Chief Job Steward



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Hayley Calhoun



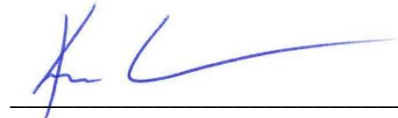
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Caralyn Alldis



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Shani Dahl



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Dan Rudd



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Ken Mueller



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Joy Hurst



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Nina Moore