

MEMORANDUM OF UNDERSTANDING
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
RIVERSIDE CHAPTER #506
AND THE
RIVERSIDE UNIFIED SCHOOL DISTRICT
January 20, 2022

This memorandum of understanding ("MOU") is agreed between the 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/or working conditions.

As a result of negotiations, the District and CSEA met and agree to the following:

An Involuntary Transfer is any transfer, within the employee's current classification, not sought or requested by the bargaining unit member. The bargaining unit member may request the specific reasons for the transfer in writing and the bargaining unit member shall have the right to attach a written statement. Involuntary transfers shall not be for arbitrary, capricious or discriminatory reasons.

Process to be followed for an involuntary transfer:

- An involuntary transfer will be discussed with the bargaining unit member(s) with the least seniority at the site/department. The decision will be made by the District after consultation with CSEA. CSEA will be notified by the Personnel Department of the decision.
- The bargaining unit member shall be given ten (10) business days advanced notice prior to an involuntary transfer. This notice shall be made from the Personnel Department in person, certified mail or by email. This timeline can be waived by the bargaining unit member.
- Bargaining unit members scheduled to be involuntarily transferred shall be allowed to indicate their preference if more than one (1) vacancy exists.
- An involuntary transfer shall not result in the loss of compensation or fringe benefits to the unit member.

The language in this MOU shall be placed into the Classified Bargaining Agreement during the 2022-2023 negotiations by mutual agreement.

This Memorandum of Understanding (MOU) is subject to review under CSEA's policy 610 and the approval of RUSD's Board of Education.

FOR THE DISTRICT:



Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

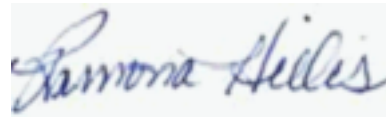
FOR CSEA:



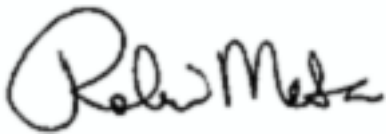
Joy Hurst
President, CSEA #506



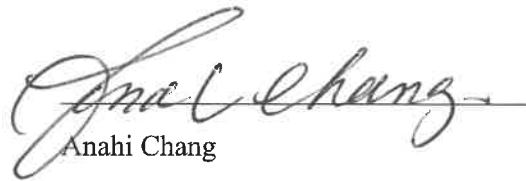
Erin Power
Assistant Superintendent, Business Services
Riverside Unified School District



Ramona Hillis
Labor Relations Representative, CSEA



Robin Mesa
Director V, Classified Personnel
Riverside Unified School District



Anahi Chang



Shani Dahl



Bernie Holt



Ken Mueller



Nina Moore



Hayley Calhoun



Dan Rudd



Carrie Alldis