

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

April 07, 2022

This Memorandum of Understanding ("MOU") is entered into by and between the Riverside Unified School District (the "District") and the California School Employees Association, and its Chapter #506 (the "CSEA"). Each party agrees to the following:

A classified bargaining unit member whose job classification does not require bilingual skills as a condition of employment and who is responsible for communicating with people in a language other than English (including sign language) and performs this duty on a regular basis, and whose use of this language is a significant benefit to the operation of the District, shall be granted a monthly differential. In order for an employee to be qualified to receive a monthly differential the following must occur:

1. The Supervisor of site/department must contact the Director of Classified Personnel or designee to identify which employee needs to be tested to qualify for a monthly differential.
2. The employee identified must take and pass the District's bilingual skills tests for verbal and/or written communication.
3. Depending on the skills needed by the site/department there are 3 levels:
 - Level I – Entry Level – Oral communication. \$50.00 monthly stipend
 - Level II – Intermediate Level – Written communication. \$100 monthly stipend
 - Level III – Both Levels – Oral and Written communication. \$150 monthly stipend
4. The monthly differential shall not be used in situations when only occasional use of bilingual skills is required.
5. Performance of bilingual support shall not negatively affect regularly assigned duties.
6. The monthly differential shall be prorated for part time employees.
7. The monthly differential shall not be paid to unit members whose job qualifications require bilingual skills as a condition of employment.
8. The District retains the right to determine the number of positions that can qualify for the monthly differential.
9. The monthly differential for any unit member may be terminated at any time by the District, at which time the differential shall no longer be paid.


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




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FOR THE CSEA



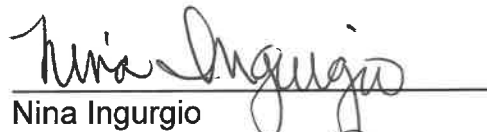
Joy Hurst
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