

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
RIVERSIDE CHAPTER #506
AND THE
RIVERSIDE UNIFIED SCHOOL DISTRICT
TENTATIVE AGREEMENT
October 21, 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, Article X:

**ARTICLE X
HOURS OF EMPLOYMENT AND OVERTIME**

10.1 Work year: Twelve (12) month employees' work year assignments will be July 1 – June 30. Upon hire, less than twelve (12) month employees will be assigned a work year depending upon the start and end dates of the designated academic calendar year.

In the event that the need ~~arizes~~, **arises**, the District may make minor adjustments, up to two (2) weeks in the work year's starting and ending dates, provided that the unit member(s) affected are given reasonable notice. Such adjustment shall not deprive the unit member of any benefits to which the unit member is entitled to by law.

~~Work years that are less than twelve (12) months may be further adjusted to meet program/service needs only upon written agreement by the District and CSEA.~~

~~Exact work year options for less than twelve (12) month employees shall be made available to employees and CSEA no later than May 1.~~

10.1.1 Exceptions to Regular Work year:

- ~~1. (a) Elementary Library/Media Assistants shall work three days prior to the first day of the teacher work year and two days after the last day of student attendance.~~
- ~~(b) Secondary Library/Media Assistants shall work the first day of the teacher work year until June 30 of each school year.~~
2. Instructional Assistants shall work the regular teacher work year.
3. Health Assistants shall work the regular teacher work year.
4. Food Service Workers and Assistants shall work the days of student attendance in the regular academic year. Other days such unit members are in paid status will be paid at each unit member's appropriate rate. On pupil holidays these unit members may be required to work or shall be given a choice of working or taking unpaid leave.
5. Community Assistants shall work from the first day of student attendance in the regular academic year through the last day of the teacher work year.
6. Elementary School Principal's Secretaries and Middle School Principal's Secretaries shall work an eleven (11) month work year at traditional schools.
7. Campus Supervisors shall work one (1) day prior to the students reporting for the school year through the last day of student attendance.

10.1.1 Less than Twelve (12) Month Work Year: Less than 12 month employees will be provided a Reasonable Assurance Letter no later than 30 days before the last day of the current school year. The letter will include the number of work days and employee's start and end date for the upcoming work year.

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 THE DISTRICT:



Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR CSEA;



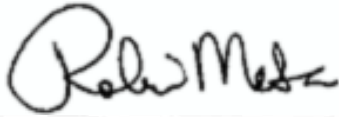
Bernie Holt
President, CSEA #506



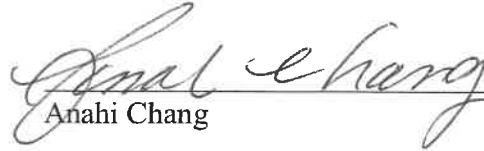
Erin Power
Assistant Superintendent, Business Services
Riverside Unified School District



Ramona Hillis
Labor Relations Representative, CSEA



Robin Mesa
Director V, Classified Personnel
Riverside Unified School District



Anahi Chang



Shani Dahl



Joy Hurst



Ken Mueller



Nina Moore



Hayley Calhoun



Dan Rudd



Carrie Alldis