

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS

RIVERSIDE CHAPTER #506

AND THE

RIVERSIDE UNIFIED SCHOOL DISTRICT

TENTATIVE AGREEMENT

July 16, 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 VIII:

ARTICLE VIII
SALARY CLASSIFICATION

8.3.1 All Negotiation Team members will be trained in the reclassification process. In the event there is a conflict of interest (i.e.: direct supervision, family relationship, or same classification, **or direct involvement in the writing and/or submission of the application**) by an employee on the Negotiation Team, that employee will recuse himself/herself from voting at that time.

8.3.1.1 As part of the reclassification applicant review, a two member sub committee (one (1) CSEA member and one (1) District member) will collaborate jointly to interview applicant(s), their supervisors and other witnesses. They will write a report of findings and present their findings and recommendations to the joint CSEA /District negotiations team for consideration. The negotiation team will have the final decision on whether the reclassification is approved or denied.

8.3.1.2 CSEA and the District will create a two party subcommittee for each reclassification request application drawn from:

Four (4) CSEA negotiation team members plus one (1) alternate member

Four (4) District negotiations team members or personnel administrators plus one (1) alternate member

8.3.1.3 The District will provide up to four (4) hours of release time per application to CSEA subcommittee members for interviews, preparation and writing the report.

8.3.2 If an applicant does not agree with the decision, the applicant may request and submit a Reconsideration Form to the Personnel Department within fifteen (15) workdays from the date the applicant was notified in writing. The request for reconsideration shall be limited to information not previously submitted to or considered by the Negotiation Team. If reconsideration is requested, the Personnel Department shall acknowledge receipt of such request within ten (10) work days and forward the request to the Negotiation Team. The Negotiation Team will notify the applicant of its decision regarding the Request for Reconsideration within a reasonable period of time.

8.3.3 The decision of the Negotiation Team shall be by consensus. If the Negotiation Team determines that a reclassification is warranted it shall be subject to the approval of the Riverside Unified School District Board of Education and ratification by the California School Employees Association, Chapter 506.

8.3.4 If a request for reclassification is approved or denied, a new request for reclassification may not be submitted until ~~eighteen (18)~~ **Thirty-six (36)** months from the date of approval or denial.

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.

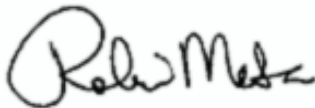
FOR THE DISTRICT:



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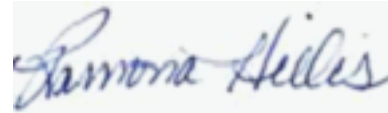


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