

Negotiation Update #4
CSEA and District Interest-Based Bargaining Team
April 26, 2019

The Interest-Based Bargaining (IBB) Team met on April 26, 2019.

The team members addressed:

- Discussion on MOU for custodial team cleaning summer work hours, pending 610 and ratification vote, MOU contains the following language:
“For the 2019 summer period from June 3, 2019 through July 29, 2019, the Custodial Team Cleaning Crews will have their hours changed to 7:30 a.m. – 4:00 p.m. (no night shift differential). With the exception of Team Cleaning Crew #9, their hours will be 12:30 p.m. – 9:00 p.m. (with night shift differential).”
- Confirm comparable study agreement, due to an increase in ongoing funds for fiscal year 18/19 new salary ranges effective 7/1/19. See attached MOU.

This IBB Team continues its work for all classified employees and will meet again on June 14, 2019.

IBB RUSD/CSEA Joint Negotiations Team

Kyley Ybarra	Sandi Garcia
Mays Kakish	Caralyn Alldis
Robin Mesa	Anahi Chavez
Shani Dahl	Suzette Williams
Ken Mueller	Thomas Abouriali
Hayley Calhoun	Dan Rudd
	Raquel Ruiz

Neal Bodine (Facilitator)
Lisa Twarog (Recorder)

RIVERSIDE UNIFIED SCHOOL DISTRICT

And

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

And its Chapter #506

MEMORANDUM OF UNDERSTANDING

April 20, 2018

This Memorandum of Understanding (MOU) is entered into by and between Riverside Unified School District (hereinafter "District") and the California School Employees Association and its Chapter #506 (hereinafter "CSEA").

RECITALS

1. The District and CSEA meet and negotiate for classified employees regarding wages, hours, health and welfare benefits, and/or working conditions.
2. In order to address recruitment and retention issues, a comparability study was conducted where compensation was reviewed among comparable school districts.
3. The parties agreed to address the classified job classifications which were found to be the most impacted.

AGREEMENT

The parties agree as follows:

1. The following job classifications' salary ranges shall be changed effective 7/1/18:

Classification	Current Range	7/1/18 Range
Alt Ed. Learning Lab Asst.	10	11
Alt Ed. Learning Lab Asst.- Electronics	10	11
Athletic Equipment Set Up Worker	16	17
Attendance Assistant I	15	16
Attendance Assistant II	17	18
Attendance Technician	22	23
Budget Technician I	22	23
Business Services Assistant	19	20
Career Guidance Assistant	16	17
Child Welfare and Attendance Investigator	15	16
Human Resources Office Assistant	16	17

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Classification	Current Range	7/1/18 Range
Instructional Assistant-Special Education I	9	11
Instructional Media Services Assistant II	14	15
Maintenance Coordinator, Dispatcher	19	20
Office Assistant II	14	15
Plumber II	27	28
Preschool Community Assistant	14	15
Projects Office Assistant	14	15
School Office Assistant	14	15

2. Contingent on the District receiving an increase in ongoing funds for fiscal year 18/19, the following job classifications' salary ranges shall be changed effective 7/1/19:

Classification	7/1/18 Range	New 7/1/19 Range
Alt Ed. Learning Lab Asst.	11	12
Alt Ed. Learning Lab Asst.-Electronics	11	12
Athletic Equipment Set Up Worker	17	18
Attendance Assistant I	16	17
Attendance Assistant II	18	19
Attendance Technician	23	24
Budget Technician I	23	24
Business Services Assistant	20	21
Career Guidance Assistant	17	18
Child Welfare and Attendance Investigator	16	17
Human Resources Office Assistant	17	18
Instructional Media Services Assistant II	15	16
Maintenance Coordinator, Dispatcher	20	21
Office Assistant II	15	16
Plumber II	28	29
Preschool Community Assistant	15	16
Projects Office Assistant	15	16
School Office Assistant	15	16

3. This MOU will conclude negotiations regarding the 2016 RUSD/School Services Comparability Study.

4. See attached salary schedule.



This agreement is subject to CSEA Policy 610 and ratification from the CSEA membership and the approval of the Board of Education.

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

Sandi Garcia 4/20/2018
Sandi Garcia, Date
CSEA Chapter 506 President

Raquel Ruiz
Raquel Ruiz
CSEA Labor Representative

Caralyn Aldis
Caralyn Aldis

Dan Rudd
Dan Rudd

Michael Green
Michael Green

Bernie Holt
Bernie Holt

Ana Mendez
Ana Mendez

**For Riverside Unified School
District**

Kyle Ybarra 4/20/18
Kyle Ybarra, Date
Assistant Superintendent, Human Resources

Robin Mesa
Robin Mesa
Director, Classified Personnel

Shani Dahl
Shani Dahl

Mays Kakish
Mays Kakish

Ken Mueller
Ken Mueller

Joe Nieto
Joe Nieto

Classified Bargaining Unit Salary Schedule (2-014)

(effective 1/1/18)

Row	1	Hourly Rate	2	Hourly Rate	3	Hourly Rate	4	Hourly Rate	5	Hourly Rate
3	2,378.00	13.667	2,499.00	14.362	2,625.00	15.086	2,759.00	15.856	2,900.00	16.667
4	2,437.00	14.006	2,561.00	14.718	2,692.00	15.471	2,829.00	16.259	2,969.00	17.063
5	2,499.00	14.362	2,625.00	15.086	2,759.00	15.856	2,900.00	16.667	3,046.00	17.506
6	2,561.00	14.718	2,692.00	15.471	2,829.00	16.259	2,969.00	17.063	3,120.00	17.931
7	2,625.00	15.086	2,759.00	15.856	2,900.00	16.667	3,046.00	17.506	3,200.00	18.391
8	2,692.00	15.471	2,829.00	16.259	2,969.00	17.063	3,120.00	17.931	3,281.00	18.856
9	2,759.00	15.856	2,900.00	16.667	3,046.00	17.506	3,200.00	18.391	3,360.00	19.310
10	2,829.00	16.259	2,969.00	17.063	3,120.00	17.931	3,281.00	18.856	3,443.00	19.787
11	2,900.00	16.667	3,046.00	17.506	3,200.00	18.391	3,360.00	19.310	3,531.00	20.293
12	2,969.00	17.063	3,120.00	17.931	3,281.00	18.856	3,443.00	19.787	3,618.00	20.793
13	3,046.00	17.506	3,200.00	18.391	3,360.00	19.310	3,531.00	20.293	3,712.00	21.333
14	3,120.00	17.931	3,281.00	18.856	3,443.00	19.787	3,618.00	20.793	3,803.00	21.856
15	3,200.00	18.391	3,360.00	19.310	3,531.00	20.293	3,712.00	21.333	3,896.00	22.391
16	3,281.00	18.856	3,443.00	19.787	3,618.00	20.793	3,803.00	21.856	3,994.00	22.954
17	3,360.00	19.310	3,531.00	20.293	3,712.00	21.333	3,896.00	22.391	4,094.00	23.529
18	3,443.00	19.787	3,618.00	20.793	3,803.00	21.856	3,994.00	22.954	4,197.00	24.121
19	3,531.00	20.293	3,712.00	21.333	3,896.00	22.391	4,094.00	23.529	4,302.00	24.724
20	3,618.00	20.793	3,803.00	21.856	3,994.00	22.954	4,197.00	24.121	4,411.00	25.351
21	3,712.00	21.333	3,896.00	22.391	4,094.00	23.529	4,302.00	24.724	4,520.00	25.977
22	3,803.00	21.856	3,994.00	22.954	4,197.00	24.121	4,411.00	25.351	4,632.00	26.621
23	3,896.00	22.391	4,094.00	23.529	4,302.00	24.724	4,520.00	25.977	4,750.00	27.299
24	3,994.00	22.954	4,197.00	24.121	4,411.00	25.351	4,632.00	26.621	4,866.00	27.966
25	4,094.00	23.529	4,302.00	24.724	4,520.00	25.977	4,750.00	27.299	4,989.00	28.672
26	4,197.00	24.121	4,411.00	25.351	4,632.00	26.621	4,866.00	27.966	5,115.00	29.397
27	4,302.00	24.724	4,520.00	25.977	4,750.00	27.299	4,989.00	28.672	5,242.00	30.126
28	4,411.00	25.351	4,632.00	26.621	4,866.00	27.966	5,115.00	29.397	5,374.00	30.885
29	4,520.00	25.977	4,750.00	27.299	4,989.00	28.672	5,242.00	30.126	5,506.00	31.644
30	4,632.00	26.621	4,866.00	27.966	5,115.00	29.397	5,374.00	30.885	5,646.00	32.448
31	4,750.00	27.299	4,989.00	28.672	5,242.00	30.126	5,506.00	31.644	5,787.00	33.259
32	4,866.00	27.966	5,115.00	29.397	5,374.00	30.885	5,646.00	32.448	5,930.00	34.080
33	4,989.00	28.672	5,242.00	30.126	5,506.00	31.644	5,787.00	33.259	6,079.00	34.937
34	5,115.00	29.397	5,374.00	30.885	5,646.00	32.448	5,930.00	34.080	6,232.00	35.816
35	5,242.00	30.126	5,506.00	31.644	5,787.00	33.259	6,079.00	34.937	6,388.00	36.713
36	5,374.00	30.885	5,646.00	32.448	5,930.00	34.080	6,232.00	35.816	6,546.00	37.621
37	5,506.00	31.644	5,787.00	33.259	6,079.00	34.937	6,388.00	36.713	6,711.00	38.569
38	5,646.00	32.448	5,930.00	34.080	6,232.00	35.816	6,546.00	37.621	6,879.00	39.534
39	5,787.00	33.259	6,079.00	34.937	6,388.00	36.713	6,711.00	38.569	7,050.00	40.517
40	5,930.00	34.080	6,232.00	35.816	6,546.00	37.621	6,879.00	39.534	7,226.00	41.529
41	6,079.00	34.937	6,388.00	36.713	6,711.00	38.569	7,050.00	40.517	7,409.00	42.580
42	6,232.00	35.816	6,546.00	37.621	6,879.00	39.534	7,226.00	41.529	7,592.00	43.632
43	6,388.00	36.713	6,711.00	38.569	7,050.00	40.517	7,409.00	42.580	7,783.00	44.730
44	6,546.00	37.621	6,879.00	39.534	7,226.00	41.529	7,592.00	43.632	7,976.00	45.839
45	6,711.00	38.569	7,050.00	40.517	7,409.00	42.580	7,783.00	44.730	8,176.00	46.989
46	6,879.00	39.534	7,226.00	41.529	7,592.00	43.632	7,976.00	45.839	8,379.00	48.155
47	7,050.00	40.517	7,409.00	42.580	7,783.00	44.730	8,176.00	46.989	8,591.00	49.374
48	7,226.00	41.529	7,592.00	43.632	7,976.00	45.839	8,379.00	48.155	8,807.00	50.615
49	7,409.00	42.580	7,783.00	44.730	8,176.00	46.989	8,591.00	49.374	9,025.00	51.868