

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
RIVERSIDE CHAPTER #506
AND THE
RIVERSIDE UNIFIED SCHOOL DISTRICT
TENTATIVE AGREEMENT
June 13, 2025**

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**

8.0 Placement in Class and Definition: Every bargaining unit position shall be placed in a class, and each class assigned a salary range. The assignment of the salary range to a class shall be known as "salary classification." "Classification" means that each position in the classified service shall have a designated title, a regular minimum number of assigned hours per day, days per week, and months per year, a specific statement of the duties required to be performed by the employees in each such position, and the regular monthly salary rates for each such position.

Employees will receive a copy of their specific job description upon initial employment and/or upon a change to their specific assignment or job description. Refer to Appendix A for a complete listing of classifications and salary ranges.

8.1 Temporary Assignment in Higher Classification: When a unit member is temporarily performing the duties of a person in a higher salary range for any period of time which exceeds five (5) working days within a fifteen (15) day calendar period, the unit member shall be paid at the higher classification for the entire period during which the unit member is required to work out of the unit member's classification. The pay step on the higher salary range shall be on the next higher dollar figure above their regular pay, or step 1, whichever is greater.

8.1.1 It is the intent of this section to permit the District to work unit members temporarily outside their normal duties but in so doing to require that some reasonable additional compensation be provided the unit member during such temporary assignment when that assignment is of significant duration. Assignments in a higher classification shall be offered as equally as possible among qualified unit members.

8.2 Reclassification: Reclassification means the upgrading of a position to a higher classification as a result of the gradual increase of the duties being performed by the incumbent(s) in such position. It is the intent of this section that the incumbent(s) shall be entitled to the upgrading of positions to higher classifications where there has been a significant change, required by the District, in the duties being performed by incumbents in such positions, where such changes are not temporary in nature, and where changes require a skill level or a responsibility level higher than that usually required of the existing classification.

8.3 Procedure to Request Reclassification: An employee, or group of employees, (applicant) may request a review of their position by filling out a Request for Reclassification form (received from and returned to the Personnel Department). Request for Reclassification forms received in Personnel on, or before, March 1 will be considered and a response will be rendered by the Negotiation Team within one hundred and twenty (120) calendar days of the deadline date. The Negotiation Team will review the Request for Reclassification using established criteria and will issue a decision to the applicant with findings and rationale.

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, 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)~~ **twenty (20)** 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 thirty-six (36) months from the **submission deadline** date of **March 1**. ~~approval or denial.~~

8.4 Salary Placement of Reclassified Position: When a position or class of positions is reclassified to a higher range, the position or positions shall be placed at a minimum, on the step of the new range which will result in a percentage salary increase not less than the difference between successive ranges, approximately two and one-half percent (2 ½%)

8.4.1 **Effective Date of Rate Adjustment:** Any adjustment in the rate will be effective as of the date the new classification was established or the change or changes implemented. Incumbent unit members shall have their rate adjusted effective to the date they filed a request for reclassification to the Committee.

8.4.2 **Incumbent Rights:** When an entire class of positions is reclassified, the incumbents in the positions shall be entitled to serve in the new positions.

8.4.3 **Downward Adjustment:** When it is agreed that an entire classification shall be reallocated to a lower salary classification, all incumbents serving therein shall be continued at their former rate of pay until future salary adjustments provide a salary increase for those incumbents in the new salary classification. Any

other downward adjustment of salary shall be considered a demotion, and shall take place only in accordance with the layoff or disciplinary procedures of this Agreement and applicable law.

8.4.4 Abolition of a Position or Class of Positions: If the District proposes to abolish a class of positions, it shall notify CSEA in writing.

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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Assistant Superintendent, Personnel
Riverside Unified School District



Robin Mesa
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Riverside Unified School District



Erin Power



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Erica Square

FOR CSEA:



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President, CSEA #506



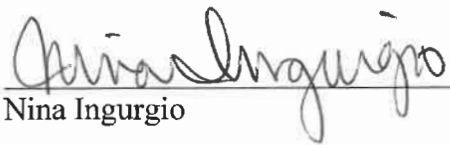
Yesenia Gutierrez
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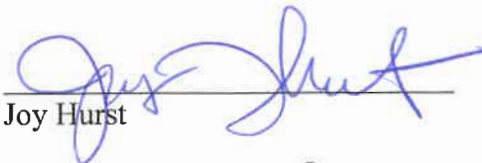
Anakarina Garcia



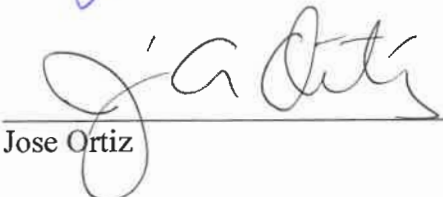
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