

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

May 1, 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, Appendix C;

Appendix C

Global Positioning Systems (GPS) Technology

Purpose:

To establish a clear and consistent process for using GPS technology in district vehicles. GPS technology will be used by the District for vehicle maintenance, routing, fuel conservation, emergency response, and other personnel operations.

Vehicle Identification:

Each vehicle equipped with a GPS device shall be clearly identified. The notice shall be placed in the vehicle in plain sight.

Prohibition on Surveillance:

GPS data shall not be used to initiate investigations or for any form of active monitoring or surveillance of employees. GPS data shall not be used to determine when an employee begins or ends their work shift. GPS data is not to be used as a tool for prompting disciplinary actions.

Allegation-Based Use:

GPS data may only be accessed in response to an allegation of misconduct. The use of GPS data must be:

- Specific to the scope of the allegation.
- Used solely to confirm or refute the allegation.

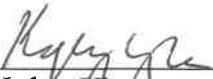
Only Personnel shall have the authority to access GPS data to ensure that any review of data is conducted impartially and with appropriate oversight.

In any case where GPS data contributes to disciplinary action, CSEA will be included in the process. Data from GPS accessed by the District may not be used against an employee in a disciplinary action unless a complete and full copy of the data is provided to the employee and to the employee’s CSEA representative, if so engaged. This involvement ensures adherence to due process and the collective bargaining agreement.

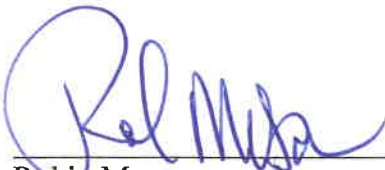
Evidence produced utilizing GPS data which does not abide by the above guidelines shall not be used against an employee for disciplinary purposes.

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:



Kyley Vbarra
Assistant Superintendent, Personnel
Riverside Unified School District



Robin Mesa
Director V, Classified Personnel
Riverside Unified School District



Erin Power



Shani Dahl

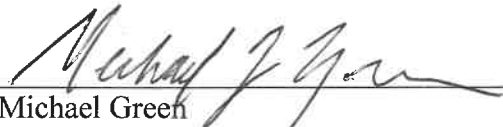


Steven Dunlap




Erica Square

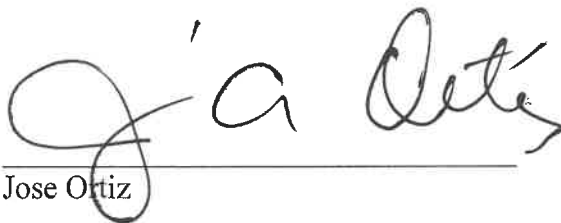
FOR CSEA:



Michael Green
President, CSEA #506

 5/1/25

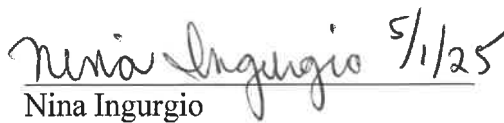
Yesenia Gutierrez
Labor Relations Representative, CSEA



Jose Ortiz



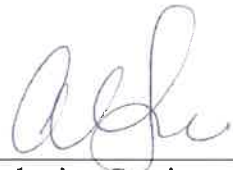
Melissa Montanez

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Nina Ingurgio



Joy Hurst



Anakarina Garcia