

MEMORANDUM OF UNDERSTANDING
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
RIVERSIDE CHAPTER #506
AND THE
RIVERSIDE UNIFIED SCHOOL DISTRICT

November 13, 2025

Maintenance and Operations Department Restructure

Pursuant to negotiations between the Riverside Unified School District (“District”) and the California School Employee Association and its Riverside Chapter 506 (“CSEA”) (collectively “Parties”), the following Memorandum of Understanding (MOU) addresses completion of negotiations surrounding the restructure of the Maintenance and Operations (MOT) Department.

Recitals

1. The District currently employs team cleaning crews wherein custodians are not assigned to individual school sites. A decision has been made to dissolve team cleaning crews and disperse custodians back to school sites.
2. The District and CSEA met to negotiate the impacts and effects of this departmental restructure.

Agreement:

The parties agree to the following:

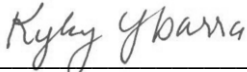
1. The Lead Custodial Response Worker (Range 25) classification and Custodial Response Worker (Range 23) classifications were created as part of the MOT restructure.
2. The two (2) existing Custodial Operations Utility Worker (Range 23) positions shall be eliminated and replaced with two (2) Custodial Response Worker positions.
3. Both the Lead Custodial Response Worker and Custodial Response Worker positions shall be posted for internal recruitment only.
4. The six (6) Custodian – Carpet/Floor Crew positions will be eliminated once the positions are vacated due to the incumbent employees being reassigned to a lateral Custodian position. All Custodians/Custodian – Carpet/Floor Crew will be reassigned to school sites based on seniority in the Custodian classification. Site preference shall be given by seniority.
5. Any specialized job duty previously performed by the Custodian – Carpet/Floor Crew, that is not found in the Head Custodian/Custodian job description, shall be performed by the Custodial Response Worker positions.
6. Lead Team Cleaning Custodians will be reassigned to school sites based on seniority in the Lead Team Cleaning Custodian classification. Site preference shall be given by seniority.
7. The Parties acknowledge that this change will result in all Custodians and Lead Team Cleaning Custodians being assigned to individual school sites, and no Custodians remaining in team cleaning crews.

8. After the reassignment of Custodians from team cleaning crews back to individual sites, 4-hr Custodians will be reassigned, only if applicable, to sites based on their seniority.
9. The Parties acknowledge that despite the relocation of Custodians back to school sites, MOT will retain its role as immediate supervisor; however, site administrators can provide guidance, input, and direction as needed.
10. The Parties acknowledge that this restructure will not impact the site assignments of Head Custodians; however, it will impact the work schedule of all Head Custodians. Effective February 9, 2026, the new work hours of all Head Custodian positions shall be 6:30 a.m. – 3:00 p.m.
11. Effective February 9, 2026, the new work hours of all Custodians and Lead Team Cleaning Custodians who came from team cleaning crews and have been reassigned back to the sites shall be 2:30 p.m. – 11:00 p.m.
12. Effective February 9, 2026, the new work hours of all 4-hr Custodians shall be 3:00 p.m. – 7:00 p.m., except for the 4-hr Custodians at the following sites, which shall have the following work hours:
 - Twain Elementary School: 11:00 a.m. – 3:00 p.m.
 - Pachappa Elementary School: 11:00 a.m. – 3:00 p.m.
 - Jefferson Elementary School: 11:00 a.m. – 3:00 p.m.
 - University Heights Middle School: 11:00 a.m. – 3:00 p.m.
 - Mountain View Elementary School: 11:00 a.m. – 3:00 p.m.
 - Highgrove Elementary School: 11:00 a.m. – 3:00 p.m.
 - Psychological Services: 6:30 a.m. – 10:30 a.m.
 - One (1) position at CRC: 6:30 a.m. – 10:30 a.m.
 - Anna Building: 6:30 a.m. – 10:30 a.m.
13. Parties acknowledge there was no loss of hours or wages as a result of this restructure.
14. The Parties agree they may reopen this MOU in the event any unanticipated concerns arise.

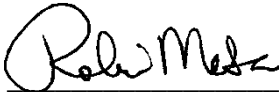
This MOU shall not be precedent setting nor form any basis for a past practice.

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

FOR THE DISTRICT:




 Kyle Ybarra
 Assistant Superintendent, Personnel
 Riverside Unified School District




 Robin Mesa
 Director V, Classified Personnel
 Riverside Unified School District

FOR CSEA:




 Michael Green
 President, CSEA #506



 Yesenia Gutierrez
 Labor Relations Representative, CSEA



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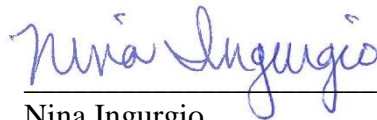
Shani Dahl



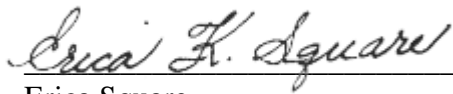
Melissa Montanez



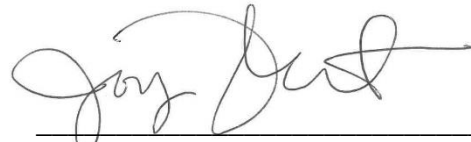
Steven Dunlap



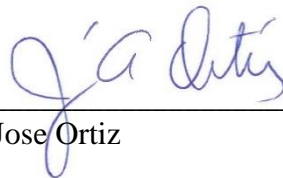
Nina Ingurgio



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