

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS

RIVERSIDE CHAPTER #506

AND THE

RIVERSIDE UNIFIED SCHOOL DISTRICT

TENTATIVE AGREEMENT

January 8, 2026

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 Riverside 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 XIX:

ARTICLE XIX

DISCIPLINARY ACTION AND DISMISSAL PROCEDURES

19.0 The District may impose discipline or dismissal on permanent unit members when the work performance or behavior of the unit member is such that prior verbal and/or written warnings have failed to result in a remediation of the unsatisfactory performance or behavior. The District may suspend with pay, suspend without pay, with a Disciplinary Hearing offered to the unit member, dock pay for absence without authority, with a Disciplinary Hearing offered, or discipline unit members in other appropriate manners to correct or remediate a unit member's unsatisfactory performance or behavior. The District may dismiss permanent bargaining unit members when the District has attempted to remediate unsatisfactory performance or behavior: **or without progressive discipline when a unit member engages in serious misconduct.**

19.0.1 Progressive discipline is a structured approach used to address a unit member's misconduct or poor performance. The discipline actions outlined below are to be followed whenever practicable, though steps can be skipped based on the severity of the unit member's misconduct.

A. **Verbal warning - a spoken conversation between the supervisor and unit member to address a concern, expectation, or performance issue. The verbal warning shall not be documented in the unit member's personnel file.**

B. **Conference Summary - is a summary of the conference held and shall specify the conduct that needs to be modified, contain directives, and advise the unit member of the next level of discipline, if necessary. The Conference Summary shall not be placed in the unit member's personnel file.**

C. **Letter of Warning - a formal written notice that performance or conduct has not improved or is serious enough to require documented discipline. The written warning shall specify the conduct that may need to be modified, contain directives for modification, and advise the unit member of the next level of discipline. The Letter of Warning shall be**

placed in the unit member's personnel file. A rebuttal may be submitted according to Article 17.1.

D. Letter of Reprimand - a more serious level of written discipline, indicating a significant or repeated problem. The Letter of Reprimand shall specify the conduct that may need to be modified, contain directives for modification, and advise the unit member of the next level of discipline. The Letter of Reprimand shall be placed into the unit member's personnel file. A rebuttal may be submitted according to Article 17.1.

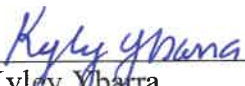
E. Suspension without pay, involuntary demotion, or other corrective remedy.

F. Dismissal per the procedures in this Article.

The rest of Article 19 will not change.

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

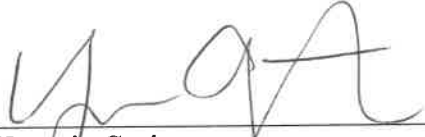
FOR CSEA:



Michael Green
President, CSEA #506



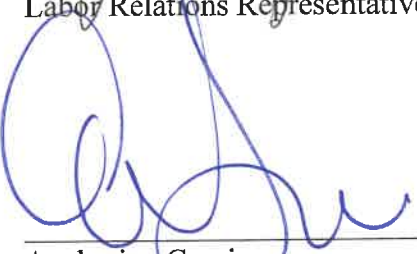
Robin Mesa
Director V, Classified Personnel
Riverside Unified School District



Yesenia Gutierrez
Labor Relations Representative, CSEA



Erin Power



Anakarina Garcia



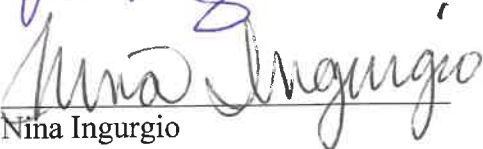
Shani Dahl



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