

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS

RIVERSIDE CHAPTER #506

AND THE

RIVERSIDE UNIFIED SCHOOL DISTRICT

TENTATIVE AGREEMENT

February 5, 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 VII:

- 7.8 Longevity Pay: Effective July 1, 2016, longevity pay is paid monthly as part of the employee's regular pay beginning with the 6th year of service. It is a reward to unit members for continued service in the District. A unit member is eligible after he/she has completed 5 years of continued service. Longevity is calculated in the following schedule:

Year 6 - 10 = 2.5% of your current salary step

Year 11 - 15 = 5% of your current salary step

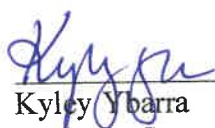
Year 16 + = 7.5 % of your current salary step

7.8.1 Years of eligibility will be determined on the same basis as for step placement on the salary scale; a unit member must have been employed prior to February 1 to have that fiscal year count as a year of service. A break in service will result in a new beginning date for longevity pay. Paid leaves of absence **and placement on a valid re-employment list** will not be considered as breaks in service. Time on unpaid leave, except military leave, will not be counted as time in service for longevity pay.

The rest of Article 7 will not change.

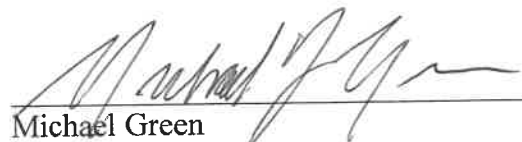
This agreement is subject to CSEA Policy 610 and ratification from the CSEA membership and the approval of the Board of Education.

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
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