

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS

RIVERSIDE CHAPTER #506

AND THE

RIVERSIDE UNIFIED SCHOOL DISTRICT

TENTATIVE AGREEMENT

April 16, 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 XII:

13.4.13 Temporary light-duty/Modified Work Program:

When a unit member with an industrial accident or injury is determined by the responsible physician to be able to return to work with restrictions, the following shall occur:

- 13.4.13.1 ~~A conference will be held to include the unit member,~~ **conversation will take place with the** unit member's supervisor and a representative of the Risk Management Office to determine if the unit member can **be offered a temporary light duty assignment. This discussion is not to be confused with the interactive process. Discussions of reasonable accommodations remain subject to the interactive process.** ~~return to their regular job within the restrictions. A CSEA representative shall be present if requested by the unit member.~~
- 13.4.13.2 If it is determined that the unit member cannot perform their regular assignment, consideration will be given to a modified position within the restrictions at the regular worksite, which the unit member could fill on a temporary basis.
- 13.4.13.3 Should no appropriate assignment be available at the unit member's regular worksite, a temporary assignment within the restrictions will be identified elsewhere in the District for the unit member. The unit member shall be entitled to twenty-four (24) hours' notice prior to beginning an assignment **if the unit members work shift will be changing from night to day shift.** A different assignment on the following workday would only require notification prior to the end of the current workday.
- 13.4.13.4 Refusal of an assignment within the physician's restrictions will stop leave eligibility, if the assignment is the same number of hours as the unit member's normal assigned hours.
- 13.4.13.5 The unit member shall not be required to work a temporary assignment if it is for less than the unit member's regular assigned workday.

13.4.13.6 The unit member shall continue to be paid according to the industrial accident leave provisions outlined in Education Code § 45192. ~~the same rate of pay as though the unit member was working the unit member's normal assignment.~~

13.5 Personal Necessity Leave: A regular full-time unit member may elect to use annual accumulative illness or injury leave, not to exceed seven (7) days per school year.

13.5.1 A unit member shall be entitled to use seven (7) days of accrued sick leave during each school year in cases of personal necessity.

13.5.2 Personal Necessity shall include any of the following:

- (1) The death of a member of the unit member's immediate family when the number of days of absence exceeds the limit provided in Section 13.6 of this Article.
- (2) An accident involving the unit member's property or the person or property of a member of the unit member's immediate family. Such accident must (1) be serious in nature, (2) involve circumstances the unit member cannot reasonably disregard, and (3) require the attention of the unit member during such unit member's assigned hours of service.
- (3) An illness, including pregnancy of unit member's spouse, or a member of the unit member's immediate family as defined in Section 13.6.3, serious in nature, which under the circumstances the unit member cannot reasonably disregard, and which requires the attention of the unit member during such unit member's assigned hours of service.
- (4) Imminent danger to the home of the unit member, occasioned by a factor such as flood or fire, serious in nature, and which requires the attention of the unit member during such unit member's assigned hours of service.
- (5) An appearance of the unit member in court as a litigant or as a witness under an official order. The unit member is expected to return to work in cases where the unit member is not required to be absent the entire day. Only the hours missed from the work site shall be charged against the unit member's personal necessity leave.
- (6) Recognized days of observance of a unit member's personal faith. Personal Necessity leave for such purposes shall be granted only when attendance at such unit member's place of work would make impossible observance of that recognized day by the religious worship called for by the unit member's faith.
- (7) Attending any of the following graduation(s) of the unit member's child/children: high school graduation, college graduation, elementary school promotion, middle school promotion, kinder promotion, military and/or public service academy graduation, trade school graduation ceremony. ~~of the unit member's child/children.~~

(8) Attending the unit member's own college graduation.

~~(8)~~(9)In order to attend the memorial service or funeral of a fellow unit member when such service is scheduled during a regular workday, a unit member may request personal necessity leave. These requests shall be granted to the extent that the coverage of regular duties deemed necessary by the unit member's supervisor can be arranged by that supervisor. The denial of a request by the Director, Classified Personnel shall not be subject to grievance.

(9)(10) The birth of a child making it necessary for a bargaining unit member who is the father of the child to be absent from his position during the assigned hours of service.

(10)(11) Other personal necessity which may be allowed at the discretion of the Director, Classified Personnel. Causes for personal necessity deemed valid by the Director, Classified Personnel in granting leave under this section shall be deemed valid for only a specific situation involving a particular applicant and the acceptance of a cause deemed to be a personal necessity under this section shall not establish any precedent.

13.7 Jury Duty: A unit member shall be entitled to leave without loss of pay for any time the unit member is required to perform jury duty. The District shall pay the unit member his regular rate of pay. The unit members shall provide validation of jury service for all time served. Any meal, mileage, and/or parking allowance provided the unit member for jury duty shall not be considered in the amount received for jury duty. If a unit member is serving on jury duty and has been released for part of a day, unit member shall report immediately to the unit member's supervisor and service for the remainder of the workday. ~~Any unit member in the bargaining unit whose regular assigned shift commences at 3:00 p.m. or after and who is required to serve four (4) hours or more of the day on jury duty shall be relieved from work with pay.~~ **The combined time of jury duty and District work shall not exceed eight (8) hours per day or the employee's regular work day. This applies to all employees, including employees on evening or night shifts.**

13.7.1 A unit member whose normal work hours are past 8:00 p.m. and who is required to serve on federal jury duty out of the Riverside area may request that the Director, Classified Personnel consider a modified schedule to accommodate the unit member's travel time.

The rest of Article 13 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:

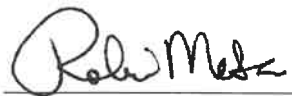


Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR CSEA:



Michael Green
President, CSEA #506



Robin Mesa
Director V, Classified Personnel
Riverside Unified School District



Yesenia Gutierrez
Labor Relations Representative, CSEA

Erica H. Square

Erica Square

Shani Dahl

Shani Dahl

Steven Dunlap

Steven Dunlap

Anakarina Garcia

Anakarina Garcia

Melissa Montanez

Melissa Montanez

Nina Ingurgio

Nina Ingurgio

Joy Hurst

Joy Hurst

Jose Ortiz

Jose Ortiz