

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

WHEREAS, on February 12, 2026 the District's Governing Board approved the elimination and/or reduction of positions and services of classified employees;

WHEREAS, on or before March 15, 2026, Riverside Unified School District ("District") issued timely initial layoff notices to classified employees;

WHEREAS, the District and CSEA agree that the District has complied with the layoff provisions of the Education Code.

THEREFORE, the District and CSEA agree as follows:

1. Recitals: The recitals above are true.
2. The District will eliminate the following *vacant* classified positions due to lack of work and/or lack of funds effective at the end of business day on June 30, 2026:
 - a. Guidance Technician (8hrs/1.0FTE) (Number of positions: 1)
 - b. Learning Management System Specialist (8hrs/1.0FTE) (Number of positions: 1)
 - c. Instructional Program Assistant (6hrs/0.75FTE) (Number of positions: 1)
3. The District will eliminate the following classified positions due to lack of work or lack of funds effective at the end of business day on June 30, 2026:
 - a. Budget Technician II (8hrs/1.0FTE) (Number of positions: 1)
 - b. Bilingual Language Evaluator (8hrs/1.0FTE) (Number of positions: 1)
 - c. Instructional Assistant – Special Education I (6hrs/0.75FTE) (Number of positions: 1)
 - d. Instructional Assistant – Special Education I (5hrs/0.625FTE) (Number of positions: 2)
4. The District rescinded all other eliminations not listed above.
5. The parties agree the following classified positions will be reduced in hours effective at the end of business day on June 30, 2026, as follows:
 - a. One (1) Instructional Assistant - Bilingual position at Beatty Elementary School will be reduced from 5hrs/0.625FTE to 3hrs/0.375FTE;
 - b. One (1) Translator position at Ramona High School will be reduced from 6hrs/0.75FTE to 4hrs/0.50FTE

6. Performance of Remaining Work:

- a. Notwithstanding any specific agreements above, all impacted bargaining unit members shall maintain their reemployment and their statutory rights.
- b. The parties understand that due to the elimination and/or reduction of the above-listed classifications, the workload previously performed shall not increase the workload for any remaining bargaining unit employee to such an extent that unit members suffer disciplinary actions based on the employee's inability to perform work previously performed by the abolished positions.
- c. Remaining bargaining unit employees shall not suffer adverse actions, such as management-directed unpaid working time, denial of breaks and/or lunch periods or vacation requests based on an employee's inability to perform work previously performed by the abolished positions.
- d. The District agrees that there will be no transferring of bargaining unit work inside or outside the bargaining unit; nor shall the district use temporary, short-term, substitute employees, volunteers, third-party contractors or technology or any combination thereof to perform all or part of the work previously performed by the abolished positions.
- e. Additionally, the District shall not, without completing negotiations with CSEA up to and including exhaustion of impasse procedures, reclassify or create any classification that in whole or in part, performs the same duties previously performed by the abolished positions.

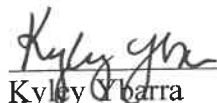
7. This Agreement completes negotiations over the effects of the District's decision to abolish selected bargaining unit positions and layoff classified bargaining unit members. However, this MOU shall not be construed to waive CSEA's rights to bargain or contest the alleged transfer of bargaining unit work resulting from the abolishment and layoffs contained here.

8. This MOU is subject to Article XVIII – Grievance Procedure of the Parties CBA.

9. No Past Practice: The parties agree that this MOU shall not establish or be construed to constitute a past practice among the parties. This MOU shall only apply to the layoff proceedings occurring in the Spring of 2026 which are to be implemented in the 2026-2027 school year.

10. This Memorandum of Understanding (MOU) is subject to review under CSEA's policy 610 and is also subject to review and ratification by the Riverside Unified School District Board of Education.

FOR THE DISTRICT:



Kyle Barra
Assistant Superintendent, Personnel

FOR CSEA:



Michael Green
President, CSEA #506

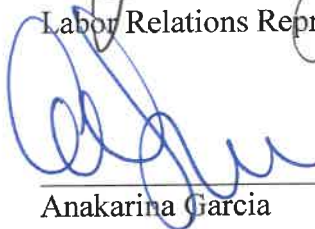
Riverside Unified School District



Robin Mesa
Director V, Classified Personnel
Riverside Unified School District



Yesenia Gutierrez
Labor Relations Representative, CSEA



Anakarina Garcia



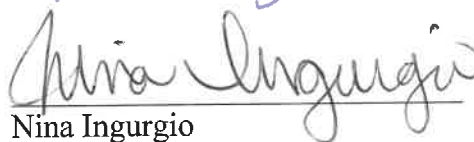
Shani Dahl



Melissa Montanez



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Joy Hurst



Jose Ortiz