

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
RIVERSIDE COMMUNITY COLLEGE DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 535

**‘Out-of-Classification Assignments Timeline Extension, 2022’**

This memorandum is agreed between the Riverside Community College District (District) and the California School Employees Association and its Chapter 535 (together “CSEA”) concerning Article XVI – Assignment of Unit Members, Section B, the timelines pertaining to out of classification assignments.

**Recitals:**

The Parties acknowledge that the Collective Bargaining Agreement (CBA) requires out-of-class assignments not exceed 960 hours when the assignment is to provide coverage for a vacancy in recruitment; and not to exceed eighteen (18) months where no recruitment exists. (Article XVI – Assignment of Unit Members, Section B, p. 36).

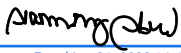
Acknowledging some out-of-class assignments have exceeded these timelines, sometimes for a significant period of time.

The parties acknowledge that it will begin enforcing the out of classification assignment timelines contained in Article XVI, Assignment of Unit Members, Section B.


As a result of the Parties’ negotiations over this topic, CSEA and the District have agreed to the following:

1. Unit members will only be assigned out-of-class (OOC) assignments for classifications listed in Article I – RECOGNITION.
2. Unit members currently working out-of-class (OOC) assignments which have exceeded eighteen (18) months as of February 16, 2022, shall have their OOC assignment timelines extended until June 30, 2023.
3. Unit members currently working OOC assignment which will reach the eighteen (18) month timeline between February 17, 2022, and June 30, 2023, shall have their OOC assignment timelines extended until June 30, 2023.
4. Unit members currently working OOC assignment that began after February 16, 2022, shall continue to work their out-of-class assignments until the completion of the eighteen (18) months, unless a vacancy is created and recruited, or the unit member is filling an assignment for a unit member out on a protected leave (Article XVI, Section B).
5. All out-of-classification assignments shall therefore cease on or before June 30, 2023, or the completion of the initial eighteen (18) months assignment, unless an extension or alternative solution is otherwise negotiated between the District and CSEA.
6. Such extensions to the OOC assignment timelines shall not impact the original start date of the unit member’s OOC assignment.
7. Appendix A is a list of unit members whose current OOC assignments will be extended by this MOU. The Parties agree to immediately begin negotiations to permanently resolve all current OOC assignments that are noncompliant with Article XVI, Section B.
8. This Agreement is in no way intended, and shall in no way be construed, to restrict or waive rights guaranteed to CSEA under California Government Code in this or any other matter, now or in the future.

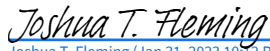
Dated: 01/31/2023

By:   
Tammy Few – Vice Chancellor, HRER  
For District

Dated: 01/31/2023


By:   
Casandra Greene – President, Chapter 535  
For California School Employees Association

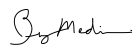
Dated: 01/31/2023


By:   
Joshua Fleming - Labor Relations Rep, Chapter 535  
For California School Employees Association


RCCD Employees  
Chapter 535 Negotiation Team

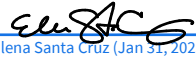
  
Julie Taylor

  
Andrew Graham

  
Bryan Medina

  
Sharlena Segura

  
Azadeh Iglesias (Jan 30, 2023 23:09 PST)  
Azadeh Iglesias

  
Elena Santa Cruz (Jan 31, 2023 09:35 PST)  
Elena Santa-Cruz

Signature:

Email:

Employee Name	Date Differential Started	Date Differential Ended/Project ed to End	Employee Job Title	Differential Job Title
Agamaite, Lauren A	09/13/21	06/30/22	A&R Operations Assistant	Student Services Technician
Allen, Matthew R	07/01/21	06/30/22	Disability Technology Specialist	Accessible Technology and Media Coordinator
Arnold, Michele W	09/20/19	06/30/22	Budget Analyst	Financial & Technical Analyst
Betancourt, Eric	03/01/20	06/30/22	Veterans Services Specialist	Veterans Services Coordinator
Brown II, William	08/30/21	06/30/22	Custodian	Senior Custodian
Caceres, Jason S	01/03/22	06/30/22	Computer Technician	Information Technology Analyst
Carrillo, Juan M	08/17/20	06/30/22	Groundsperson	Sprinkler Repairperson
Castaneda, Enrique	02/01/22	06/30/22	Groundsperson	Athletic Field Caretaker
Charlton, Catherine V	01/19/22	06/30/22	Learning Center Assistant	Student Resource Specialist
Chavez, Melinda A	05/25/18	06/30/22	Purchasing Specialist	Procurement Specialist
Cortez, Gabriela L	07/01/18	06/30/22	Administrative Assistant II	CalWORKS Specialist
Coston, Brooke A	01/03/22	06/30/22	Customer Service Clerk	Financial Aid Advisor
Garcia, Claudia	09/01/19	06/30/22	Outreach Specialist Upward Bound	Upward Bond Coordinator
Gonzalez, Guadalupe	12/01/21	06/30/22	Medical Office Receptionist	Medical Administrative Assistant
Griffith, Melissa	05/25/18	06/30/22	Purchasing Specialist	Procurement Specialist
Grimsby, Angela N	11/01/19	06/30/22	Financial Aid Advisor	Senior Financial Aid Advisor
Martinez, Leticia	07/01/18	06/30/22	Student Financial Services Analyst	Student Financial Services Lead Analyst
Mateo, Mariano	07/01/18	Indefinitely	Senior Grounds Person	Sprinkler Repairperson
Murphy, Micaela R	11/01/19	06/30/22	Financial Aid Advisor	Student Financial Services Outreach Specialist

Orozco, Yanel	07/01/21	06/30/22	Document Services Technician	Support Center Technician
Ramirez, Gabriela	07/01/20	06/30/22	Outreach Specialist Upward Bound	Upward Bond Coordinator
Rivera, Desiree M	07/01/20	06/30/22	Outreach Specialist Upward Bound	Upward Bond Coordinator
Sanders, Shadon C	07/01/19	06/30/22	Admissions & Records Operations Assistant	Student Services Technician