

MEMORANDUM OF UNDERSTANDING (MOU)
 BETWEEN RIVERSIDE COMMUNITY COLLEGE DISTRICT AND
 CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION (CSEA) AND ITS CHAPTER #535

Resolutions to Non-CBA-Compliant Out-of-Classification Assignments

This Memorandum of Understanding is made and entered into effective September 1, 2023 (“Effective Date”), by and between the RIVERSIDE COMMUNITY COLLEGE DISTRICT (“DISTRICT”) and CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER #535 (“ASSOCIATION”) (hereafter collectively referred to as the “PARTIES”).

RECITALS

On January 31, 2023, the Parties came to a tentative agreement that extended out-of-classification (OOC) assignments that were not in compliance with the Parties’ Collective Bargaining Agreement (CBA) and required the Parties to begin negotiating solutions to permanently resolve all current OOC assignments that are noncompliant with Article XVI, Section B. This agreement resolves all current OOC assignments that are noncompliant with the CBA.

AGREEMENT

Now therefore, the PARTIES hereby agree as follows:

1. Specific resolutions to out-of-compliance OOC assignments are below.

Employee Name	Employee Job Title	Differential Job Title	Site	Differential Start Date	Differential Ended Date
Agamaite, Lauren A	A&R Operations Assistant (C)	Student Services Technician (J)	NOR	9/13/2021	8/30/2023
RESOLUTION:					
Effective 9/1/2023 the A&R Operations Assistant shall be reclassified into the Student Services Technician classification.					
Allen, Matthew R	Disability Technology Specialist (M)	Accessible Technology and Media Coordinator (O)	NOR	7/01/2021	08/30/2023
RESOLUTION:					
Effective 9/1/2023 the Disability Technology Specialist shall be reclassified into the Accessible Technology and Media Coordinator classification.					
Arnold, Michele W	Budget Analyst (O)	Financial & Technical Analyst (P)	DIST	9/20/2019	8/30/2023
RESOLUTION:					
Out of class work shall cease or vacancy will be created and recruited upon completion of classification and compensation negotiations.					
Betancourt, Eric	Veterans Services Specialist (N)	Veterans Services Coordinator (O)	NOR	3/1/2020	8/30/2023
RESOLUTION:					
Effective 9/1/2023 the Veterans Services Specialist shall be reclassified into the Veterans Services Coordinator classification.					

Caceres, Jason S	Computer Technician (E)	Information Technology Analyst (O)	NOR	1/3/2022	8/30/2023
RESOLUTION:					
Effective 9/1/2023 the Computer Technician shall be reclassified into the Information Technology Analyst classification					
Castaneda, Enrique	Groundsperson (E)	Athletic Field Caretaker (F)	RCC	2/1/2022	8/30/2023
RESOLUTION:					
Effective 9/1/2023 the current Groundsperson shall be reclassified into the Athletic Field Caretaker classification.					
Chavez, Melinda A	Purchasing Specialist (K)	Procurement Specialist (O)	DIST	5/25/2018	8/30/2023
RESOLUTION:					
Out of class work shall cease or vacancy will be created and recruited upon completion of classification and compensation negotiations.					
Cortez, Gabriela L	Administrative Assistant II (G)	Administrative Assistant III (I)	NOR	7/1/2018	8/30/2023
RESOLUTION:					
Effective 9/1/2023 the current Administrative Assistant II shall be reclassified into the Administrative Assistant III classification. Unit member shall cease performing all duties that do not align with the Administrative Assistant III classification.					
Garcia, Claudia	Outreach Specialist Upward Bound (K)	Upward Bound Coordinator (O)	NOR	9/1/2019	8/30/2023
RESOLUTION:					
Effective 9/1/2023 the Outreach Specialist Upward Bound position shall be reclassified into the Upward Bound Coordinator classification.					
Griffith, Melissa	Purchasing Specialist (K)	Procurement Specialist (O)	DIST	5/25/2018	8/30/2023
RESOLUTION:					
Out of class work shall cease or vacancy will be created and recruited upon completion of classification and compensation negotiations.					
Grimsby, Angela N	Financial Aid Advisor (H)	Senior Financial Aid Advisor (J)	MVC	11/1/2019	8/30/2023
RESOLUTION:					
Effective 9/1/2023 the Financial Aid Advisor position shall be reclassified into the Senior Financial Aid Advisor classification.					
Orozco, Yanel	Document Services Technician (G)	Support Center Technician (H)	DIST	7/1/2021	8/30/2023
RESOLUTION:					
Out of class work shall cease or vacancy will be created and recruited upon completion of classification and compensation negotiations.					

Ramirez, Gabriela	Outreach Specialist Upward Bound (K)	Upward Bound Coordinator (O)	NOR	7/1/2020	8/30/2023
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RESOLUTION:

Effective 9/1/2023 the Outreach Specialist Upward Bound position shall be reclassified into the Upward Bound Coordinator classification.

Sanders, Shadon C	Admissions & Records Operations Assistant (C)	Student Services Technician (J)	NOR	7/1/2019	8/30/2023
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RESOLUTION:

Effective 9/1/2023 the Admissions & Records Operations Assistant position shall be reclassified into the Student Services Technician classification.

Unit member positions reclassified because of this memorandum of understanding shall have their hire date in the reclassified position reflect the 'Differential Start Date' found in table in Paragraph 1 above less 18 months. The unit member shall retrain their current step on the salary schedule.

2. **Terms of Existing Agreements.** Unless otherwise noted, all terms of the current Collective Bargaining Agreement shall remain unchanged and in full force and effect.
3. **Complete Understanding.** This MOU represents a full and complete understanding between the Parties.
4. **Policy 610.** It is agreed and understood this agreement is subject to CSEA Policy 610 review.

Dated: 10/31/2023

CSEA:

District:

Cassandra Greene

Cassandra Greene
President, CSEA Chapter #535

Joshua Fleming

Joshua Fleming (Oct 31, 2023 14:23 PDT)
Joshua Fleming
Labor Relations Rep, CSEA

Tammy Few

Tammy Few (Oct 31, 2023 16:24 PDT)
Tammy Few, MBA, SPHR, SHRM-SCP, CLRP
Vice Chancellor, Human Resources & Employee Relations

RCCD Employees Chapter 535 Negotiation Team

Julie Taylor

Julie Taylor

Andrew Graham

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Bryan Medina

Bryan Medina

Sharlena Segura

Sharlena Segura

Azadeh Iglesias

Azadeh Iglesias (Oct 31, 2023 14:05 PDT)

Elena Santa Cruz

Elena Santa Cruz