

Joint Communique #2
From the RCTA and RUSD Interest-Based Bargaining (IBB) Team
September 21, 2023

Compensation, Health & Welfare

The IBB team came to the following Tentative Agreement "TA" pending board approval and ratification by RCTA:

- All certificated salary schedules will be increased by an additional 5% on top of the 2.75% already agreed upon for the 2023-24 school year.
- The additional 5% will be effective July 1, 2023.
- The District contribution to the Health and Welfare cap will be increased by \$750.00 (0.65%) annually (\$75/tenthly) bringing the district contribution to \$14,856.00.
- For 2024, there will be a one-time contribution of \$434 (\$43.40 tenthly) to the Health & Welfare cap.
- The 5% salary increase will be reflected as early as the November 30th paycheck and the retroactive pay will be reflected as early as the January 2nd paycheck.

A copy of the Tentative Agreement is attached.

MOU for Elementary After School Program Exploration Days

The IBB team agreed to revise the MOU with the increased rate of pay for Elementary After School Program Exploration Days Rate of Pay to \$60/hour. Copy of the MOU is attached.

MOU for Expanded Learning Opportunity Program

The IBB team agreed to revise the MOU with the increased rate of pay for Expanded Learning Opportunity Program (ELOP) for elementary and middle school to \$60/hour. Copy of the MOU is attached.

MOU for Summer Program

The IBB team agreed to revise the MOU with the increased rate of pay for elementary and middle school summer programs to \$60/hour. Copy of the MOU is attached.

MOU for Conference Period Sub Pay

The IBB team agreed to revise the MOU for conference period coverage sub pay to 25% of the long term daily rate (\$250/day). Copy of the MOU is attached.

This communication is an overview and not intended to be detailed. Specific information will be provided when MOUs and Tentative Agreements are reached.

The next scheduled date for negotiations will be October 25 & 26, 2023.

IBB RUSD/RCTA Negotiation Team	
Bridgette Bodine (Facilitator)	Katie Breyer
Michelle Cortés	Teresa Clark
John McCombs	Renée Day
Erin Power	Fernando Hurtado
David Waldram	Jason McPhail
Hayley Calhoun	Christine Pollitt
Kyley Ybarra	Alan Underwood
Dan Sosa	Laura Boling (Guest)

TENTATIVE AGREEMENT
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
September 21, 2023

This Tentative Agreement ("TA") has been reached between the Riverside Unified School District (the "District" or "RUSD") and the Riverside City Teachers Association ("RCTA"), collectively, ("the parties").


Riverside City Teachers Association and the Riverside Unified School District mutually agree to increase the District contribution to the Health and Welfare cap by \$750.00 annually (\$75.00 tenthly) bringing the district contribution to \$14,856.00.

For 2024, there will be an additional one-time contribution of \$434.00 annually (\$43.40 tenthly) to the Health & Welfare cap.

For the 2023-2024 School Year all certificated salary schedules will be increased by an additional 5% on top of the 2.75% already agreed upon for the 2023-2024 year, the additional 5% will be effective July 1, 2023.

This Tentative Agreement (TA) is subject to approval of RUSD's Board of Education and ratification by Riverside City Teachers Association.

FOR THE DISTRICT



Kylee Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Fernando Hurtado
Bargaining Chair, RCTA

MEMORANDUM OF UNDERSTANDING
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
September 20, 2023


Elementary After School Program Exploration Days Rate of Pay
For 2023-24 through 2024-25 School Years

This Memorandum of Understanding ("MOU") is agreed between the Riverside Unified School District (the "District" or "RUSD") and the Riverside City Teachers Association ("RCTA"), collectively, ("the parties").

In order to meet the staffing needs for the elementary after school "Exploration Days" that may occur during Thanksgiving, Winter break, Spring break Summer break and/or Saturdays, the Riverside City Teachers Association and the Riverside Unified School District mutually agree to pay certificated employees their regularly daily rate of pay during these district wide vacations only. This MOU will take be in place for the 2023-2024 and 2024-2025 school years, as long as the Expanded Learning Opportunity Funding from the State continues to be the same. This salary amount does not apply to any summer programs.

This MOU is non precedent setting.

FOR THE DISTRICT



Kyley Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Laura Boling
President, RCTA

MEMORANDUM OF UNDERSTANDING
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT

September 21, 2023

RCTA MOU Expanded Learning Opportunity Program (ELOP) Pay Increase

Riverside City Teachers Association and the Riverside Unified School District mutually agree to provide Certificated employees participating in the Expanded Learning Opportunity Program (ELOP) offerings sites a temporary increase in pay from the hourly extra duty rate of pay for instruction to increase from \$42.71 to \$60.00 per hour when supporting the afterschool program, leading a class/club/activity or providing intervention/academic support at the elementary or middle schools. Planning time that is pre approved and connected to said intervention or club will also be paid \$60.00/hour. If professional development is required for delivery of instruction or club management, the rate of pay will be \$60 per hour.

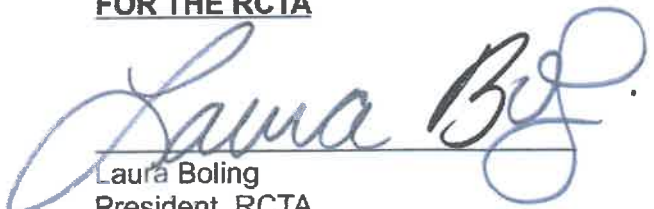
Accepting additional assignments is voluntary. This MOU is non precedent setting and will sunset June 30, 2024.

FOR THE DISTRICT



Kyle Ybarra
Riverside Unified School District

FOR THE RCTA



Laura Boling
President, RCTA

MEMORANDUM OF UNDERSTANDING
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT

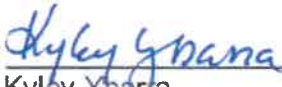
September 20, 2023

Elementary and Middle School Summer Programs for 2023-24 School Year

Riverside City Teachers Association and the Riverside Unified School District recognized the increased need for summer program offerings for Elementary and Middle School students. In order to meet the staffing needs for the summer programs expansion based on the Expanded Learning Opportunities Program, the Riverside City Teachers Association and the Riverside Unified School District mutually agree to increase the rate of pay for RUSD Elementary School and Middle School teachers and substitute teachers to \$60 per hour for the 2023-24 summer programs. The \$60/hour will also apply to any training, professional development or lesson planning associated with the summer programs. Additionally, certificated employees who are selected to be the Administrative Designee for the summer program will earn \$70 per hour.

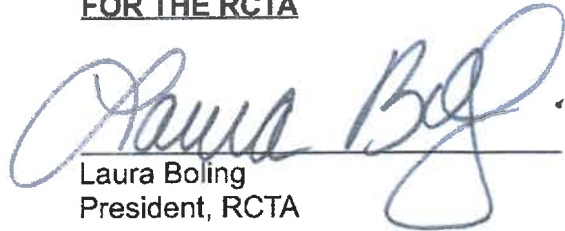
This MOU is non precedent setting.

FOR THE DISTRICT



Kylee Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Laura Boling
President, RCTA

MEMORANDUM OF UNDERSTANDING
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
September 21, 2023

MOU Conference Period Substitute Pay

Riverside City Teachers Association and the Riverside Unified School District mutually agree to change the amount of conference period pay to 25% of the long-term substitute rate (\$250/day). Accepting period sub assignments is voluntary.

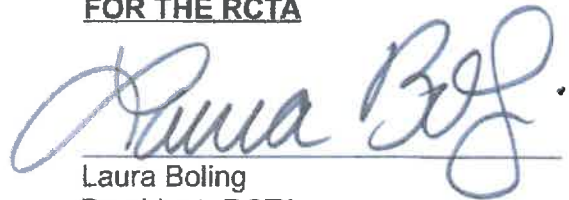
This will start September 25, 2023 and end May 31, 2024. This MOU is non precedent setting.

FOR THE DISTRICT



Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Laura Boling
President, RCTA