

**Joint Communiqué #4**  
**From the RCTA and RUSD Interest-Based Bargaining (IBB) Team**  
**2022-2023**  
**December 9, 2022**

**Social Media Presentation**

A presentation of a draft of the proposed revisions to the Social Media Board Policy was shared with the IBB Team as an informational item.

**Contractual Hours for Employees**

There have been a few questions about the start times for school sites. Therefore, the IBB team wanted to re-send out the information that was included in a previous Joint Communiqué with regards to contractual hours for school sites.

- The past contract language for both middle and high school stated that teachers would begin their contractual day thirty (30) minutes before the students begin their instructional day, this practice will continue from this point forward.
- For elementary schools they only need to change the contractual start time if there was a change in their student start time. Then the start time would adjust accordingly.

**Elementary Class Size Tentative Agreement**

The IBB team reached a Tentative Agreement to clarify the contract language regarding class size maximums. This agreement does not increase class size, it clarifies the language for class sizes in elementary. See attached Tentative Agreement for more details.

The next scheduled date for negotiations will be January 26, 2023.

<b>IBB RUSD/RCTA Negotiation Team</b>	
Bridgette Bodine	Katie Breyer
Michelle Cortés	Teresa Clark
John McCombs	Renée Day
Erin Power	Fernando Hurtado
Lindsey Rosa	Jason McPhail
Lawanna Stewart-Barnes	Christine Pollitt
Kyley Ybarra	Sarah Vigrass
Jen DeAnda	Laura Boling (Guest)

TENTATIVE AGREEMENT  
BETWEEN  
RIVERSIDE CITY TEACHERS ASSOCIATION AND  
RIVERSIDE UNIFIED SCHOOL DISTRICT

December 9, 2022

**Language Changes to the Current CBA**

Article XII Class Size

**Section 2 – Elementary Schools (TK-6)**

- A. Each elementary school shall be allocated classroom teaching positions in sufficient number to ensure that the average class size in the elementary school shall be thirty (30). Only regular classes, those other than any special education class, shall be used to calculate this average.
- B. Within thirty-five (35) school days after the beginning of the school year, the Department of Personnel shall calculate the actual average class size district-wide in grades TK-6 by dividing the actual active enrollment in all regular District TK-6 classes by the actual number of full-time equivalent teachers assigned to instruct those classes. If the quotient is greater than thirty and one-half (30 ½), the District shall employ sufficient additional qualified teachers to reduce that quotient to thirty and one-half (30 ½).
- C. When the average class size at any elementary school exceeds thirty-one (31) for two (2) successive monthly attendance reports, the District shall take action to reduce that average to thirty-one (31) or fewer students.
- D. Grade Span Adjustment (GS) - TK-3. ~~If any class in upper grades (4, 5 or 6) exceeds thirty four (34) pupils for more than twenty five (25) school days, written approval must be received from the teacher and a waiver of the class size requirement must be obtained from the Association.~~  
The maximum annual staffing ratio for each school site for regular education TK-3 classrooms shall be 24:1 the targeted annual staffing ratio for each school site plus a tolerance factor of one (1) point. ~~For example, if the targeted annual staffing ratio is 25.5, then the maximum annual staffing ratio shall be 26.5.~~ The tolerance factor is designed to protect the District from financial penalties for deviations from the targeted annual staffing ratio as provided for in Education Code, Section 42238.02.
- E. Transitional Kindergarten/Kindergarten classes shall be established using a student-to-teacher staffing ratio (“divisor”) of twenty-four (24) students to one (1) teacher (24:1). The maximum class size for any regular education classroom with transitional kindergarten/kindergarten students shall be twenty-seven (27) students, except as provided below.

1. If the maximum class size of twenty-seven (27) students creates a situation at any school, where to accommodate all kindergarten students, a combination class of kindergarten and first grade students would be created, such combination class may be avoided by exceeding the maximum class size of twenty-seven (27).
2. The decision to exceed the maximum class size of twenty-seven (27) students shall be made collaboratively between the site administrator, specific teacher and the Association President or Association President's designee. Written approval must be received from the teacher and a waiver of the class size requirement must be obtained from the Association to document the collaborative decision.

**F. Instructional Aide Time**

Each regular education transitional kindergarten/kindergarten teacher (excludes special education teachers) will be assigned aide time in direct support of that teacher's program as follows:

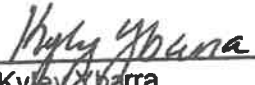
1. One (1) hour per week of aide time (not a specific aide).

**G. If any class in grades 1, 2 or 3 exceeds thirty-two (32) pupils for more than twenty-five (25) school days, written approval must be received from the teacher and a waiver of the class size requirement must be obtained from the Association. Beginning in the 2014-15 school year and continuing, primary grade (grades 1, 2 and 3) classes shall be established using a student to teacher ratio consistent with the adopted state budget applicable for the specific school year (targeted staffing ratio for the Grade Span Adjustment (GSA). The goal is to reach 24:1 by 2020-21 unless the GSA funding changes. The maximum annual staffing ratio for each school site for regular education classrooms shall be the targeted annual staffing ratio for each school site plus a tolerance factor of one (1) point. For example, if the targeted annual staffing ratio is 25.5, then the maximum annual staffing ratio shall be 26.5. The tolerance factor is designed to protect the District from financial penalties for deviations from the targeted annual staffing ratio as provided for in Education Code, Section 42238.02.**

**H. If any class in upper grades (4, 5 or 6) exceeds thirty-four (34) pupils for more than twenty-five (25) school days, written approval must be received from the teacher and a waiver of the class size requirement must be obtained from the Association.**

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

**FOR THE DISTRICT**

  
\_\_\_\_\_  
Kyley Barra  
Assistant Superintendent, Personnel  
Riverside Unified School District

**FOR THE RCTA**

  
\_\_\_\_\_  
Fernando Hurtado  
Bargaining Chair, RCTA

School Name	Regular Day Schedule		Collaboration Day Schedule	
	Start	Dismissal	Start	Dismissal
<b>ELEMENTARY SCHOOLS</b>				
John Adams	8:10 AM	2:30 PM	8:10 AM	1:15 PM
Luisa May Alcott	8:15 AM	2:35 PM	8:15 AM	1:20 PM
Patricia Beatty	8:10 AM	2:30 PM	8:10 AM	1:15 PM
Bryant	8:10 AM	2:30 PM	8:10 AM	1:15 PM
Castle View	7:45 AM	2:05 PM	7:45 AM	12:50 PM
Emerson	8:10 AM	2:30 PM	8:10 AM	1:15 PM
Benjamin Franklin	8:15 AM	2:35 PM	8:15 AM	1:20 PM
Fremont	8:10 AM	2:30 PM	8:10 AM	1:15 PM
Harrison	7:45 AM	2:05 PM	7:45 AM	12:50 PM
Harrison SDC	7:30 AM	1:50 PM	7:30 AM	12:35 PM
Hawthorne	8:35 AM	2:55 PM	8:35 AM	1:40 PM
Highgrove	8:10 AM	2:30 PM	8:10 AM	1:15 PM
Highland	8:10 AM	2:30 PM	8:10 AM	1:15 PM
Andrew Jackson	7:45 AM	2:05 PM	7:45 AM	12:50 PM
Thomas Jefferson	8:10 AM	2:30 PM	8:10 AM	1:15 PM
John F. Kennedy	8:15 AM	2:35 PM	8:15 AM	1:20 PM
Lake Mathews	8:15 AM	2:35 PM	8:15 AM	1:20 PM
Liberty	8:20 AM	2:40 PM	8:20 AM	1:25 PM
Henry W. Longfellow	8:20 AM	2:40 PM	8:20 AM	1:25 PM
Madison	8:20 AM	2:40 PM	8:20 AM	1:25 PM
Magnolia	7:45 AM	2:05 PM	7:45 AM	12:50 PM
Mark Twain	8:15 AM	2:35 PM	8:15 AM	1:20 PM
Monroe	8:20 AM	2:40 PM	8:20 AM	1:25 PM
Mountain View	8:20 AM	2:40 PM	8:20 AM	1:25 PM
Pachappa	8:15 AM	2:35 PM	8:15 AM	1:20 PM
Tomas Rivera	8:15 AM	2:35 PM	8:15 AM	1:20 PM
William Howard Taft	8:35 AM	2:55 PM	8:35 AM	1:40 PM
Victoria	7:45 AM	2:05 PM	7:45 AM	12:50 PM
George Washington	8:10 AM	2:30 PM	8:10 AM	1:15 PM
Woodcrest	8:15 AM	2:35 PM	8:15 AM	1:20 PM
<b>MIDDLE SCHOOLS</b>				
Central	8:00 AM	2:25 PM	8:00 AM	12:35 PM
Chemawa	8:00 AM	2:25 PM	8:00 AM	12:38 PM
Amelia Earhart	8:00 AM	2:25 PM	8:00 AM	12:35 PM
Mathew Gage	8:00 AM	2:25 PM	8:00 AM	12:35 PM
Frank Augustus Miller	8:00 AM	2:25 PM	8:00 AM	12:35 PM
Sierra	8:15 AM	2:40 PM	8:15 AM	12:50 PM
University Heights	8:00 AM	2:25 PM	8:00 AM	12:35 PM
<b>HIGH SCHOOLS</b>				
Arlington	8:30 AM	3:22 PM	8:30 AM	2:22 PM
John W. North	8:30 AM	3:21 PM	8:30 AM	2:30 PM
King	8:30 AM	3:22 PM	8:30 AM	2:34 PM
Riverside Polytechnic	8:30 AM	3:20 PM	8:30 AM	2:30 PM
Ramona	8:30 AM	3:20 PM	8:30 AM	2:30 PM
<b>SPECIALTY SCHOOLS</b>				

<b>Abraham Lincoln High School</b>	8:30 AM	2:50 PM	8:30 AM	1:50 PM
<b>Opportunity Grades 7-8 1st Session</b>	8:30 AM	11:53 AM	N/A	N/A
<b>2nd Session</b>	12:00 PM	3:25 PM	N/A	N/A
<b>Opportunity Grades 9-12 1st Session</b>	8:30 AM	11:53 AM	N/A	N/A
<b>2nd Session</b>	12:00 PM	3:25 PM	N/A	N/A
<b>Raincross AM Session (M, T &amp; TH)</b>	8:30 AM	1:15 PM	8:30 AM	12:10 PM
<b>PM Session (M, T &amp; Th)</b>	9:34 AM	2:59 PM	9:47 AM	1:27 PM
<b>Fridays AM &amp; PM Sessions</b>	8:30 AM	12:50 PM	N/A	N/A
<b>Raincross Prgram R AM Session</b>	8:30 AM	11:53 AM	N/A	N/A
<b>PM Session</b>	12:00 PM	3:35 PM	N/A	N/A
<b>Riverside STEM Academy Grades 5-7</b>	8:00 AM	2:25 PM	8:00 AM	12:35 PM
<b>Riverside STEM Academy Grade 8</b>	8:00 AM	2:25 PM	8:00 AM	12:35 PM
<b>Riverside STEM High School</b>	8:30 AM	3:20 PM	8:30 AM	2:35 PM