

**Joint Communique #2**  
**From the RCTA and RUSD Interest-Based Bargaining (IBB) Team**  
**August 29 & 30, 2024**

**Financial Update**

The team was provided with a financial update.

**MOUs**

The IBB team reviewed the MOUs that were set to sunset at the end of the 2023-24 school year. The team renewed the following MOUs

1. Expanded Learning Pay Increase
2. Elementary Summer Camp and Middle School Summer Program
3. Summit View Home Based Program Class Size
4. Riverside Virtual School 2024-25

See the attached MOUs for more specific details and information.

**MOU and Tentative Agreement for Conference Period Substitute Pay**

The Tentative Agreement for Conference Period Substitute Pay was inadvertently excluded from the ratification process in Spring of 2023-24. We enacted an MOU to ensure this change would apply for the 2024-25 school year and the Tentative Agreement will be included in the next ratification process.

**MOU - Additions to Coaching Stipend Salary Schedule**

The IBB team agreed to an MOU to add additional stipends to the Coaching Stipend Salary Schedule.

See the attached MOUs for more specific details and information.

**Update on Work Group for Special Education**

The work group has been created, and meeting dates have been finalized. The first meeting will be September 9th. The work group will provide the bargaining team with regular updates.

**Health and Welfare**

The IBB team received a recommendation from the Health Benefits Committee. The team discussed the recommendation and will continue at our next bargaining meeting.

**Update**

RCTA shared the information sheet on Collaboration Updates that was already provided to the membership. See attached.

**Mandated Training**

The IBB team reviewed the annual mandated training and discussion will continue.

## Voluntary Transfer Language

The IBB team began discussions regarding the voluntary transfer language.

***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 September 20, 2024

IBB RUSD/RCTA Negotiation Team	
Bridgette Bodine (Facilitator)	Katie Breyer
Hayley Calhoun	Laura Boling (Guest)
Michelle Cortés	Teresa Clark
John McCombs	Monic Dugan
Erin Power	Fernando Hurtado
Dan Sosa	Jason McPhail
Hector Valdez	Alan Underwood
Kyley Ybarra	

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
RIVERSIDE CITY TEACHERS ASSOCIATION AND  
RIVERSIDE UNIFIED SCHOOL DISTRICT  
August 30, 2024

RCTA MOU Expanded Learning Programs (EXLP) Pay Increase

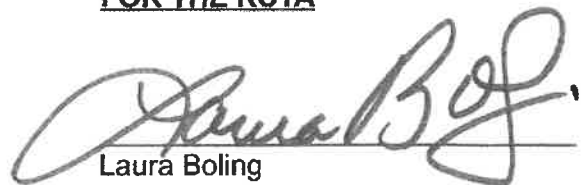
Riverside City Teachers Association and the Riverside Unified School District mutually agree to provide Certificated employees participating in the Expanded Learning Programs' (EXLP) site offerings a temporary increase in pay from the hourly extra duty rate of pay for instruction to increase from \$44.85 to \$60.00 per hour when supporting the afterschool program, leading/supervising a class/club/activity or providing intervention/academic support at elementary or middle schools. Planning time that is pre-approved and connected to said intervention or club will also be paid \$60.00/hour not to exceed 5 hours a week in total. Participation in leading/teaching intervention or a club must follow guidelines and preapproval from EXLP Department Coordinator and the site Principal. Sport clubs at both elementary and middle school are limited to 10 hours. 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 July 30, 2026.

**FOR THE DISTRICT**

  
\_\_\_\_\_  
Kyley Ybarra  
Riverside Unified School District

**FOR THE RCTA**

  
\_\_\_\_\_  
Laura Boling  
President, RCTA

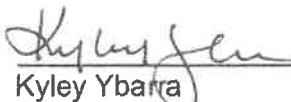
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
RIVERSIDE CITY TEACHERS ASSOCIATION AND  
RIVERSIDE UNIFIED SCHOOL DISTRICT  
August 30, 2024

**Elementary Summer Camp and Middle School Summer Program for 2024-25 and 2025-26  
School Years**

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 Expanded Learning Programs Elementary Summer Camp and Middle School Summer 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 2024-25 and 2025-26 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.

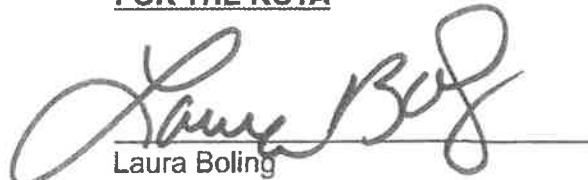
This MOU is non precedent setting.

**FOR THE DISTRICT**



Kyley Ybarra  
Assistant Superintendent, Personnel  
Riverside Unified School District

**FOR THE RCTA**



Laura Boling  
President, RCTA

THE RIVERSIDE CITY TEACHERS ASSOCIATION AND  
THE RIVERSIDE UNIFIED SCHOOL DISTRICT

**MOU Summit View Home Based Program Class Size**

**August 29, 2024**

The Riverside Unified School District ("District") and Riverside City Teachers Association ("Association") enter this Memorandum of Understanding ("MOU") regarding the Summit View Home Based Program (SVHB) for the 2024-25 school year.

The Parties recognize there is a need to address the unique learning environment and instructional model of the Summit View Home Based program (SVHB).

The District and RCTA agree to the following:

Class sizes for the SVHB Elementary program will be capped at 37. Class sizes for the SVHB secondary program will be capped at 43. These class sizes (37/1 for elementary and 43/1 for secondary) will be used as the comparative ratio for independent study (Home Based Program).

The District and/or Association reserve the right to negotiate any additional impacts of this MOU and/or return to the table to negotiate areas defined in this MOU.

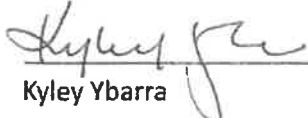
All components of the current Collective Bargaining Agreement between RCTA and District not addressed by the terms of this agreement shall remain in full effect.

This Memorandum of Understanding shall not be precedent setting nor form any basis for a past practice.

It is understood this Agreement is subject to RCTA review and the approval of the Board of Education.

This agreement will expire on May 30th, 2025.


**For RUSD:**

  
\_\_\_\_\_  
Kyle Ybarra  
Assistant Superintendent Personnel

Date

8/29/24

**For RCTA:**

  
\_\_\_\_\_  
Laura Boling  
President

Date

8/29/24

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

August 29, 2024

**MOU Riverside Virtual School**

**2024-2025**

The Riverside Unified School District ("District") and Riverside City Teachers Association ("Association") enter this Memorandum of Understanding ("MOU") regarding the Virtual Program for the 2024-2025 school year.

The District and RCTA agree to the following :

**Virtual Employee Work Location**

Virtual certificated staff will be assigned to a designated site to which they will report daily for their contractual hours. At the designated virtual site, teachers will be in pods of 2-3 for elementary and 2-4 for secondary in a classroom with sound damping partition walls and Polycam acoustic fences. They will be provided with noise canceling headphones and adjustable height tables/chairs. While housed on a comprehensive campus and/or District facility, Virtual Program Teachers are not part of the site instructional program and will not be responsible for supporting site students, supervision of in-person students, or attending site events. All duties and responsibilities for virtual teachers will be assigned through the virtual school and will follow the current RUSD-RCTA Collective Bargaining Agreement. Site safety protocols apply to all staff on campus.

**Virtual program Work Day**

**Elementary**

The Elementary work day will follow the attached schedules. [RVS Elementary Schedules 2024-25](#)

**Secondary**

Secondary Virtual Program will be on a 4 by 4 block schedule. [RVS Secondary Teacher Schedule 2024-25](#)

Teachers will teach 6 periods over a two day period with a max of 30 students in each class and will have one (1) conference period each day. Unlike a traditional schedule the conference period will not be the same every day. There will be one odd period and one even designated conference period . Secondary lunch will be 40 minutes.

**Flex Time and Advisory Period Definitions**

**Elementary Flex Time**

The purpose of the flex time is to give the teacher autonomy to extend or shorten lessons as needed . Teachers could also use the time for guided independent practice, writing, designated ELD, small group

time to best fit the needs of the students in the context of the lesson/unit.

### **Secondary Flex Time**

Flex periods are intended to provide options and flexibility for teachers. They can extend or shorten some lessons, have guided independent practice, small group instruction, student collaboration, individual or small group intervention, designated ELD and/or independent/asynchronous assignments, etc. This time can also be moved to the start of the block to facilitate a flipped classroom

### **Secondary Advisory Period**

The Advisory/Homeroom class will be provided to assist in building positive relationships with students and create an opportunity for mentorship and community.

There will be a 30 student cap on the Advisory/Homeroom class.

The students assigned to the Advisory period may or may not be from the teacher's instructional classes.

The students assigned to the Advisory period will not be included in the 175 student contact cap in the RUSD-RCTA Collective Bargaining Agreement since grades are not assigned for the Advisory Period.

The Leadership Team for the Virtual Program will develop the expectations of the Advisory/Homeroom class. Topics that can be covered during the Advisory/Homeroom class could be, but are not be limited to the following:

- SEL
- Goal setting
- Time management
- Study skills
- AVID type strategies and activities
- Technology basics
- Support
- Announcements
- Culture building
- Form relationships with trusted adult at school
- Self advocacy skills
- College/career planning (could include 4/6 year plan)
- Emotional/character building

### **Terms of Agreement**

The Terms of this agreement shall sunset May 30, 2025.

The District and/or Association reserve the right to negotiate any additional impacts of this MOU and/or return to the table to negotiate areas defined in this MOU.

All components of the current Collective Bargaining Agreement between RCTA and District not addressed by the terms of this agreement shall remain in full effect.

This Memorandum of Understanding shall not be precedent setting nor form any basis for a past practice.

It is understood this Agreement is subject to RCTA review and the approval of the Board of Education.

**For RUSD:**

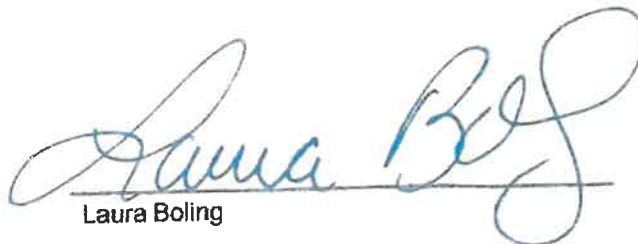
  
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Kyley Bora

Assistant Superintendent Personnel

8.29.24  
\_\_\_\_\_

Date

  
\_\_\_\_\_

Laura Boling

President

8/29/2024  
\_\_\_\_\_

Date



MEMORANDUM OF UNDERSTANDING  
BETWEEN  
RIVERSIDE CITY TEACHERS ASSOCIATION AND  
RIVERSIDE UNIFIED SCHOOL DISTRICT  
August 29, 2024

**MOU Conference Period Substitute Pay**

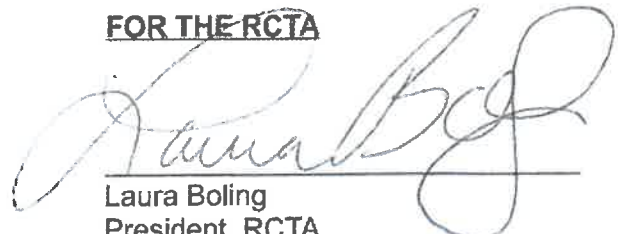
Riverside City Teachers Association and the Riverside Unified School District mutually agree to change the amount of conference period pay to 25% of the long-term substitute rate (\$250/day). Accepting period sub assignments is voluntary.

This will start September 3, 2024 and end May 30, 2025. 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  
8/30/24

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
RIVERSIDE CITY TEACHERS ASSOCIATION AND  
RIVERSIDE UNIFIED SCHOOL DISTRICT  
August 29, 2024


**MOU Coaching Stipend Salary Schedule**

Riverside City Teachers Association and the Riverside Unified School District mutually agree to add the following stipends to the Coaching Stipend Salary Schedule.


- Band (Specialist) - 3%
- Dance/Cheer (Specialist) - 3%
- Summer Band Camp - \$30/hour (does not apply to employees already receiving a regular stipend)
- Summer Dance Camp - \$30/hour (does not apply to employees already receiving a regular stipend)

This will start September 3, 2024 and end May 30, 2025. This MOU is non precedent setting.

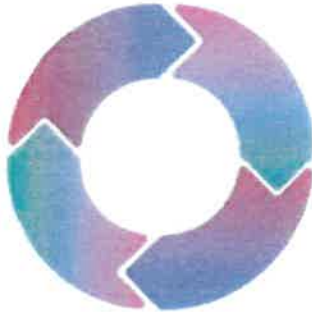
**FOR THE DISTRICT**

  
\_\_\_\_\_  
Kylee Ybarra  
Assistant Superintendent, Personnel  
Riverside Unified School District

**FOR THE RCTA**

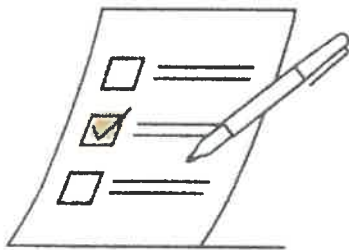
  
\_\_\_\_\_  
Laura Boling  
President, RCTA  
8/29/24

# Collaboration Updates for 2024



## Cycle of Inquiry Change

This language was changed to reflect the current use of the “Cycle of Inquiry” that already exists in RUSD. Your collaboration time will be essentially answering one or more of the four questions listed.



## Reporting Form Change

The change to the contract that includes “focus(es) and outcomes” changes what is on the physical reporting form, but the focuses and outcomes are still designed by the educators. These should not be Administrator driven or directed.



## Certificated Employee Change

The change from “Teacher” to “Certificated employee” reflects the desire to clarify that all educators should have the option to work with other teams outside of their primary collaboration team.

While collaboration is still educator driven, Administrators do have the opportunity to engage with educators throughout the process. They work with the leadership team to develop the reporting form, and they are able to attend and observe collaboration meetings. This is a great opportunity to seek support or advise to address grade level/department needs during collaboration time.