

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

May 2, 2025

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").

Article X - Hours of Employment

The following changes will be integrated into the bargaining contract:

C. Work Day:

1. High Schools and Continuation High School: Employees shall be at their work site at the beginning of their eight (8) hour work day **and stay until the end of their work day. Employees will report to work thirty (30) minutes before the start of the student instructional day.** ~~[designated for each school site and stay until the end of their work day.]~~ The length of the instructional day shall be 365 minutes. If program assignments are such that different employee assignments require different daily beginning and ending times, these times will be determined by mutual agreement of the employee and the District.
2. Middle Schools: Employees shall be at their work site at the beginning of their eight (8) hour work day ~~designated for each school site~~ and stay until the end of their work day. **Employees will report to work thirty (30) minutes before the start of the student instructional day.** The length of the instructional day shall be 350 minutes. If program assignments are such that employee assignments require different daily beginning and ending times, these times will be determined by mutual agreement of the employee and the District.
3. Elementary Schools:
 - a. Employees shall be at their work site at the beginning of their eight (8) hour work day ~~designated for each school site~~ and stay until the end of their work day. **Employees will report to work thirty (30) minutes before the start of the student instructional day; employees will report to work twenty (20) minutes before the start of the student instructional day at elementary school sites that start before 7:55 a.m.**
 - b. If program assignments are such that different employee assignments require different daily beginning and ending times, these times will be determined by mutual agreement of the employee and the District.

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

FOR THE DISTRICT



Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Fernando Hurtado
Bargaining Chair, RCTA