

Joint Communique #4
From the RCTA and RUSD Interest-Based Bargaining (IBB) Team
October 14, 2025

Flexible Spending Account (FSA) MOU

The IBB team agreed to the following MOU

- For the 2026 calendar year, there will be a one time \$50.00 Flexible Spending Account (FSA) card provided to each certificated bargaining unit member who is enrolled in a medical plan provided by the District.

Demand to Bargain - AB329

The IBB Team reviewed the Demand to Bargain - AB329 from RCTA. The team was joined by Jamie Angulo, Director of Secondary Education, and two current high school Biology teachers to provide us information and background regarding AB329 and the lessons that will need to be taught this school year. Below is some of the pertinent information regarding this topic:

Demand to Bargain

- In order for there to be a demand to bargain it must relate to these three things:
 - Working conditions, wages and hours of employment
- Please note that curriculum is not an area that is subject to a demand to bargain.

Date/Timeframe	Key Event	Details
Prior to July 2024	Long-Standing Partnership	Riverside County Health Foundation (RCHF) provided mandated AB 329 instruction in high school PE classes for the past 15 plus years
July 2024	Partnership Ended	RCHF informed the district that they lacked the capacity to continue presenting the lessons at all sites.
July - August 2024	Curriculum Shift	District leadership decided that Biology classes would be the best fit for the mandated curriculum.
Late 2024 - Early 2025	Union Concerns & Review	RCTA raised concerns about the new curriculum and timelines. Two curricula were reviewed: Making Proud Choices (used by RCHF) and Positive Prevention Plus (used in RUSD middle schools).
January 16 & March 12, 2025	Curriculum Selection	Biology teachers met to select a curriculum.
Early March 2025	Federal Monitoring	The district learned that the CHYA was being added to the state's Federal Programming Monitoring process.
March 18, 2025	Partnership Revival Attempt	RCHF and the district met to discuss reviving the partnership.

April - July 2025	Co-Teaching Proposal	RCHF proposed co-teaching the curriculum with Biology teachers, but the proposal was deemed not feasible.
August 21, 2025	RCHF Funding Loss	RCHF lost their funding, definitively settling the issue as they could no longer fulfill the AB 329 requirements.
Early September 2025	RCTA Informed	The district informed RCTA of these final developments.
September 24, 2025	RCTA Bargaining Demand	The RCTA filed a demand to bargain to negotiate the impacts of implementing AB 329 in Biology on working conditions and hours.
October 10, 2025	Negotiations	<p>Training and Planning</p> <ul style="list-style-type: none"> • Required Training: Two days of mandatory training have already been scheduled. • Optional Training: An additional, optional training day will be provided for those who would like further instruction. • Instruction Team Action: The Instruction team will investigate the possibility of moving up the scheduled training dates. • Scope and Sequence Modification: Biology teachers will be invited to participate in meetings to determine what modifications need to occur to the Scope and Sequence. Initial planning time is being provided, and additional planning dates will be added if necessary. <p>Feedback and Support</p> <ul style="list-style-type: none"> • Gathering Absentee Feedback: Course Leads will gather feedback and input on the scope and sequence from members who are unable to attend the meeting. • Middle School Input: We will solicit input from Middle School course leads to identify any obstacles encountered during the curriculum rollout. • Alternative Coursework: Teachers will be provided with optional alternative coursework for students who choose to opt out of the standard curriculum. • Staff Coordination: The District will coordinate with principals to ensure support staff (Counselors and SAP providers) are prepared to assist students, as needed, based on the day's lesson topic. • Summer 2026: Those teachers who taught lessons pertaining to AB329 will have an opportunity for "debrief" in collaboration with District personnel.

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 November 14, 2025

IBB RUSD/RCTA Negotiation Team	
Bridgette Bodine (Facilitator)	Katie Breyer
Sean Browning	Laura Boling (Guest)
Michelle Cortés	Teresa Clark
Lisa Koss	Monic Dugan
Erin Power	Fernando Hurtado
Dan Sosa	Jason McPhail
Hector Valdez	Vanessa Reno
Kyley Ybarra	Justin Arnold