

**Joint Communique #5**  
**From the RCTA and RUSD Interest-Based Bargaining (IBB) Team**  
**November 14, 2025**

**MOU - Expanded Learning Exploration Days Rate of Pay**

The IBB Team agreed to the following MOU:

- Certificated employees who participate in the Exploration days that may occur during Thanksgiving break, Winter break, Spring break, Summer break, and/or Saturdays will be paid \$60/hour. TOSAs who are overseeing the program will be paid their daily rate of pay. The MOU is in place for 2025-2026 and 2026-2027 school years.

**Math 1 Push-In Model**

The IBB team received an update on the Math 1 push-in model.

- Overall the results of this push-in model have been very positive. The teachers have stated that there has been an increase in student engagement and participation. Students are being provided additional re-assessment opportunities which has resulted in student academic growth and development. Both teachers lead instruction, and this allows them to use their specialized instructional strategies and techniques to leverage a variety of instructional methods and delivery.

**ELD Update**

The IBB team received an update regarding the need for the district to provide ELD instruction at the secondary level beginning in the 2026-2027 school year. We will continue this discussion at our next meeting.

**Special Education Workgroup**

The IBB Team continued discussions regarding the information that was shared with the team from the Special Education Work Group. We focused on workload/caseload and how to meet the time requirements associated with the duties of a special education service provider. We will continue these discussions at our next meeting.

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***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 December 5, 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 (Labor Representative)

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

November 14, 2025

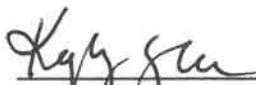
**Elementary Expanded Learning Exploration Days Rate of Pay**  
**For 2025-26 through 2026-27 School Years**

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 Expanded Learning Opportunity Program "Exploration Days" that may occur during Thanksgiving break, 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 \$60 an hour during these district wide vacations only. Additionally, the TOSAs who are overseeing the program will be paid their daily rate of pay for the hours worked during these exploration days. This MOU will be in place for the 2025-2026 and 2026-2027 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.

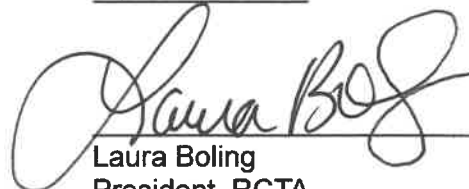
This MOU is non precedent setting.

**FOR THE DISTRICT**



Kylee Ybarra  
Assistant Superintendent, Personnel  
Riverside Unified School District

**FOR THE RCTA**



Laura Boling  
President, RCTA