

Joint Communique #3
From the RCTA and RUSD Interest-Based Bargaining (IBB) Team
September 19, 2025

Health & Welfare Benefits

The IBB Team agreed to a Tentative Agreement for Health & Welfare pending board approval and RCTA ratification. The agreement increases the district's health and welfare contribution from \$15,290 to \$15,540 annually. Additionally there will be a one time contribution of \$250 a year or \$25 a month. Employees who have the EPO would pay \$20 tenthly and employees who have Kaiser would pay \$913.60 tenthly.

Budget Update

The IBB Team was provided an update on the unaudited actuals from the Business Department.

Special Education Work Group

The IBB Team continued discussions regarding the information that was shared with the team from the Special Education Work Group. We will continue these discussions at our October meeting.

Mandated Training Non-Student Day

The IBB Team reviewed the outcomes from the additional day that was added for certificated employees to complete the mandatory training. Overall, it was reported that the day was successful and well received. This is a two year MOU agreement.

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 October 10, 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

Tentative Agreement
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
October 9, 2025
Health & Welfare Benefits


The Riverside City Teachers Association and the Riverside Unified School District mutually agree to increase the District's Health & Welfare cap by \$250 annually, bringing the district contribution cap to \$15,540 starting January 1, 2026.

For 2026, there will be an additional one-time increase of \$250 annually to the cap, equating to \$15,790 for 2026 only.

Health & Welfare negotiations will be reopened for the 2027 calendar year.


This agreement is subject to approval by the RUSD school board and ratification by RCTA members.

FOR THE DISTRICT



Kylee Ybarra
Riverside Unified School District

FOR THE RCTA



Fernando Hurtado
RCTA