

Joint Communique #11
From the RCTA and RUSD Interest-Based Bargaining (IBB) Team
May 14 & 15, 2026

Professional Growth Systems (PGS)

The IBB team agreed to the following Tentative Agreement for PGS:

- [Click here for TA](#)
- The PGS article will be open for the 2026-27 negotiation process.

Tentative Agreement - Hours of Employment

The IBB team agreed to the following Tentative Agreement for Article X- Hours of Employment:

- [Click here for TA](#)

MOU - Summit View Class Size

The IBB team agreed to extend the following MOU for Summit View Class Size:

- [Click here for MOU](#)

MOU - Riverside Virtual School (RVS)

The IBB team agreed to extend the following MOU for Riverside Virtual School (RVS):

- [Click here for MOU](#)

2026-2027 Sunshined Articles*

The following Articles will be discussed in the 2026-2027 school year:

Annual Reopeners:

- Wages - Article VIII (Pay and Allowance)
- Employee Benefits - Article IX (Health and Welfare)

Sunshined Articles:

- Class Size - Article XII
- Safety Conditions of Employment - Article XVII
- Hours of Employment - Article X
- PGS - Article XVIII

*Sunshined Articles: Each year during the term of Agreement, the parties will discuss wages and health wages benefits. Up to two (2) additional articles for each party and other articles by mutual agreement shall be Sunshined.

Conclusion of 2025-2026 Negotiations

The IBB team is pleased to announce the successful conclusion of negotiations for the 2025-26 school year. We have greatly valued the interest-based bargaining framework, which has provided essential structure and support throughout this cycle. We look forward to maintaining this productive collaboration in the years ahead.

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 June 5, 2026

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)

THE RIVERSIDE CITY TEACHERS ASSOCIATION AND
THE RIVERSIDE UNIFIED SCHOOL DISTRICT

MOU Summit View Home Based Program Class Size

May 15, 2026

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 2026-2027 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. Those teachers with both elementary and secondary students will be capped at 37/1. 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 June 1, 2027.

For RUSD:

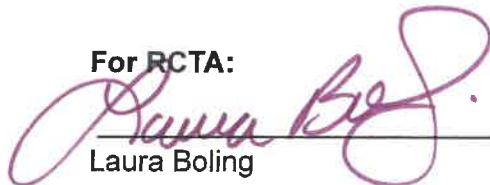


Kiley Ybarra
Assistant Superintendent Personnel

5.15.26

Date

For RCTA:



Laura Boling
President

5.15.26

Date

MEMORANDUM OF UNDERSTANDING
BETWEEN

RIVERSIDE CITY TEACHERS ASSOCIATION
AND
THE RIVERSIDE UNIFIED SCHOOL DISTRICT

May 14, 2026

MOU Riverside Virtual School

2026-2027

The Riverside Unified School District ("District") and Riverside City Teachers Association ("Association") enter this Memorandum of Understanding ("MOU") regarding Riverside Virtual School for the 2026-2027 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. They will be provided with noise-canceling headphones and adjustable height tables/chairs. While housed on a comprehensive campus and/or District facility, Riverside Virtual School 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 2026-27](#)

Secondary

Secondary Virtual Program will be on a 4 by 4 block schedule. [RVS Secondary Teacher Schedule 2026-27](#)

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 instruction, student collaboration, individual or small group intervention, SEL lessons, goal setting, testing, extension activities, Amira, Accelerated Reader, music, art, etc. The intent is to give teachers the ability to

use the 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 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 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 27, 2027.

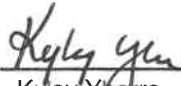
The District and/or Association reserve the right to negotiate any additional impacts of this MOU and/or return to the table to negotiate areas defined in this MOU.

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:



Kyle Ybarra

Assistant Superintendent Personnel

5.14.26

Date



Laura Boling

President

5/14/26

Date

**RVS Elementary Schedule 2026-27
For Students and Parents**

	Monday	Tuesday	Wednesday	Thursday	Friday
8:15 AM	Class Time	Class Time	Class Time	Class Time	Class Time
10:00 AM	BREAK	BREAK	BREAK	BREAK	BREAK
10:15 AM	Class Time	Class Time	Class Time	Class Time	Class Time
12:00 PM	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
12:45 PM	Class Time	Class Time	Asynchronous/ Independent Work	Class Time	Class Time
2:15 PM	Office Hours	Office Hours		Office Hours	Office Hours
2:45 PM					

RVS Elementary Schedule 2026-27 K - 3rd Grade

	Monday	Tuesday	Wednesday	Thursday	Friday	
7:45 AM	PREP	PREP	PREP	PREP	PREP	
8:15 AM	Morning Announcements	Morning Announcements	Morning Announcements	Morning Announcements	Morning Announcements	10
8:25 AM						30
8:55 AM	Class Time	Class Time	Class Time	Class Time	Class Time	65
10:00 AM	BREAK	BREAK	BREAK	BREAK	BREAK	15
10:15 AM						30
10:45 AM	Class Time	Class Time	Class Time	Class Time	Class Time	75
12:00 PM	LUNCH	LUNCH	LUNCH	LUNCH	LUNCH	45
12:45 PM						30
1:15 PM	Class Time	Class Time	Teacher Prep/ Work Time	Class Time	Class Time	60
2:15 PM	Office Hours	Office Hours	Collaboration	Office Hours	Office Hours	30
2:45 PM	Teacher Prep/ Work Time	Teacher Prep/ Work Time	Meeting Flex	Teacher Prep/ Work Time	Teacher Prep/ Work Time	60
3:45 PM			Staff/Team Meetings			
4:00 PM						

RVS Elementary Schedule 2026-27 4th - 6th Grade

	Monday	Tuesday	Wednesday	Thursday	Friday	
7:45 AM	PREP	PREP	PREP	PREP	PREP	
8:15 AM	<i>Morning Announcements</i>	<i>Morning Announcements</i>	<i>Morning Announcements</i>	<i>Morning Announcements</i>	<i>Morning Announcements</i>	10
8:25 AM	Class Time	Class Time	Class Time	Class Time	Class Time	65
9:30 AM						30
10:00 AM						BREAK
10:15 AM	Class Time	Class Time	Class Time	Class Time	Class Time	75
11:30 AM						30
12:00 PM						LUNCH
12:45 PM	Class Time	Class Time	Teacher Prep/ Work Time	Class Time	Class Time	60
1:45 PM			Collaboration			30
2:15 PM	Office Hours	Office Hours	Meeting Flex	Office Hours	Office Hours	30
2:45 PM	Teacher Prep/ Work Time	Teacher Prep/ Work Time	Staff/Team Meetings	Teacher Prep/ Work Time	Teacher Prep/ Work Time	60
3:45 PM						
4:00 PM						

RVS Elementary Bell Schedules (2026-27)

"Class Time" is a live online class meeting conducted synchronously through Google Meet.

"Flex Time" is provided to give teachers options for extending a lesson, facilitating small group time, conducting guided independent practice, providing time for intervention, tutoring, or guiding asynchronous/independent work. Teachers will provide students with specific instructions for how this time will be used and whether or not your student will need to be live online or working independently during this time.

"Office Hours" are provided to allow families to communicate with the teacher as needed.

"Asynchronous/Independent Work" time can be used as needed to complete any class work or assignments.

Riverside Virtual School 2026-27 Secondary Schedule

	Monday (Odd Periods)	Tuesday (Even Periods)	Wednesday Advisory	Thursday (Odd Periods)	Friday (Even Periods)	
8:30	Period 1	Period 2	Advisory	Period 1	Period 2	80
9:20						
9:50	Break	Break		Break	Break	10
10:00	Period 3	Period 4	Office Hours	Period 3	Period 4	80
10:20						
10:50						
11:20	Lunch	Lunch	Lunch	Lunch	Lunch	40
12:00	Period 5	Period 6	Potential Flex/ Independent Work	Period 5	Period 6	80
12:50						
1:20	Break	Break		Break	Break	10
1:30	Period 7	Period 8		Period 7	Period 8	80
2:20						
2:50	Break	Break		Break	Break	10
3:00	Office Hours	Office Hours		Office Hours	Office Hours	30
3:30						

Riverside Virtual School 2026-27 Secondary Schedule

	Monday (Odd Periods)	Tuesday (Even Periods)	Wednesday Advisory	Thursday (Odd Periods)	Friday (Even Periods)	
8:00	Teacher Report Time Before School - Prep Time	Teacher Report Time Before School - Prep Time	Teacher Report Time Before School - Prep Time	Teacher Report Time Before School - Prep Time	Teacher Report Time Before School - Prep Time	
8:30	Period 1	Period 2	Advisory	Period 1	Period 2	
9:20						
9:50	Break	Break		Break	Break	
10:00	Period 3	Period 4	Office Hours	Period 3	Period 4	
10:20						
10:50						
11:20	Lunch	Lunch	Lunch	Lunch	Lunch	
12:00	Period 5	Period 6	Flex/Planning/ Optional PD	Period 5	Period 6	
12:50						
1:20	Break	Break		Break	Break	
1:30	Period 7	Period 8		Period 7	Period 8	
2:20			Collaboration			
2:50	Break	Break		Break	Break	
3:00	Office Hours	Office Hours	Meeting Flex	Office Hours	Office Hours	
3:30	After School - Teacher Prep/Work Time	After School - Teacher Prep/Work Time	Staff/Department Meetings	After School - Teacher Prep/Work Time	After School - Teacher Prep/Work Time	
4:00	Teacher Leave Time	Teacher Leave Time		Teacher Leave Time	Teacher Leave Time	
4:30						

Riverside Virtual School 2026-27 Secondary Schedule

Regular Schedule				
Event	Start	End	Length	
Periods 1/2	8:30	9:50	80 minutes	
Break	9:50	10:00	10 minutes	
Periods 3/4	10:00	11:20	80 minutes	
Lunch	11:20	12:00	40 minutes	
Periods 5/6	12:00	1:20	80 minutes	
Break	1:20	1:30	10 minutes	
Periods 7/8	1:30	2:50	80 minutes	
Break	2:50	3:00	10 minutes	
Office Hours	3:00	3:30	30 minutes	

Wednesday (Advisory)				
Event	Start	End	Length	
Advisory	8:30	9:20	50 minutes	
Office Hours	9:20	11:20	120 minutes	
Break	10:20	10:30	10 minutes	
Potential Flex/ Independent Work	10:30	11:20	50 minutes	
Lunch	11:20	12:00	40 minutes	
Potential Flex/ Independent Work	12:00	2:50	170 minutes	

Odd periods meet on Monday and Thursday. Even periods meet Tuesday and Friday. Wednesdays students will meet for an Advisory class. More information about the Advisory class will be provided closer to the start of the new school year.

We will be utilizing an innovative 8 period schedule. Students moving at the normal pace will continue to take 6 classes. With 8 periods available, students may have an open flex period in their day, have room for additional support courses, have the ability to take extra classes to accelerate, or have no class at the end of the day.

TENTATIVE AGREEMENT
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
May 15, 2026

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 XVIII - PROFESSIONAL GROWTH SYSTEM AND INDUCTION

Section 1 – Purpose

The Purpose of the Professional Growth System (PGS) is to provide ongoing professional growth and support to enable RUSD educators to create a highly effective learning community to ensure the highest level of achievement for all students. The PGS includes personalized assistance and support from initial hire, as well as further opportunities for professional development and support at any phase of an individual’s career.

Section 2 – Definitions for Purposes of this Section:

Support Teacher (ST): Classroom teachers who have taught in the classroom for the previous three (3) years. They are on full-time release to support Participating Teachers. Being a Support Teacher is a ~~five (5)~~ **six (6)** year commitment with the expectation to serve ~~three (3)~~ **five (5)** years as a ST and ~~two (2)~~ **one (1)** successive years as a classroom teacher.

Lead Support Teacher: A ST who coordinates professional development related to PGS and facilitates collaboration time for STs. They are appointed by the Implementation Team to serve a two (2) year term.

Content Mentor: A current, full-time classroom teacher who provides content-specific support to teachers.

Participating Teacher (PT): Novice teachers, experienced teachers new to the District, and permanent teachers who meet the criteria for recommendation. PTs receive personalized support and assistance from a ST.

~~Review Panel~~ Coaching Support Panel: Reviews recommendation to PGS and the progress of PTs.

Implementation Team: Monitors and evaluates the Professional Growth System and makes recommendations to the appropriate parties, including the bargaining team.

Teacher Liaison: Maintains two-way communication between the Association and the PGS Division.

~~Principal Liaison~~ Director: Maintains two-way communication between site principals and the PGS Division.

Section 3 – Governance/Program Structure

1. Implementation Team

- a. **Composition**: The Implementation Team is composed of an equal number of bargaining unit members selected by the RCTA President or designee and district members selected by the Superintendent or designee, to include the Teacher Liaison and ~~Principal Liaison~~ **Director**. Invited guests can attend with permission from the Implementation Team.
- b. **Decision-Making Process**: The Team makes decisions by consensus.
- c. **PGS Handbook**: The Team updates and publishes the Handbook that contains policies and procedures.

2. Review Coaching Support Panel

- a. **Composition**: Two (2) Co-chairs – Teacher Liaison and ~~Principal Liaison~~ **Director**; and an equal number of classroom teachers and site principals. A confidential support staff employee is designated by the District to keep and record minutes; prepare materials for meetings; and support the Review Panel and the Professional Growth System.
 - i. A team composed of an equal number of bargaining unit members selected by the RCTA President or designee and District members selected by the Superintendent or designee will collaboratively select the Teacher Liaison and ~~Principal Liaison~~ **Director** by consensus.
 - ii. Both Liaisons are released full-time for their term.
 - iii. The Co-chairs have a three (3) year term, and they can serve consecutive terms.
 - iv. Teacher members of the **Review Coaching Support Panel** are appointed by the RCTA President or designee
 - v. The principal members are appointed by the Superintendent or designee.
 - vi. The members have a three (3) year term, and they can serve consecutive terms.

- b. Decision-Making Process: The **Review Coaching Support** Panel makes decisions by consensus.
- c. Review the final report prepared by the Support Teacher and the observations of the principal and make a report to the Superintendent or designee regarding the PTs progress in PGS.
- d. The recommendations of the panel and the peer review reports by the Support Teachers shall be advisory only, for the benefit of the Participating Teacher and the District. The District makes all decisions and actions regarding the employment status of any employee.

Section 4 –Recommendation Process

- 1. Criteria for Recommendation:
 - a. ~~Referred Teacher – a classroom teacher with permanent status who has received an overall does not meet standard of performance final evaluation.~~
 - b. Volunteer Teacher – a classroom teacher with permanent status who voluntarily seeks to improve his/her teaching performance through the PGS program. A teacher on an **Assistance Performance Improvement** Plan may also volunteer and will be given priority. Those not on an **Assistance Performance Improvement** Plan may choose whether or not they would like to participate in the **Review Coaching Support** Panel process. Voluntary participation is based on capacity of the program.
 - ea. Beginning Teacher – a classroom teacher having probationary or temporary status, including pre-intern teachers, intern teachers, teachers with emergency permits, and experienced teachers who are new to the District.

Section 5 – Induction

All Induction Candidates receive their service through the PGS Division. Induction Candidates who do not have a Support Teacher with a matching credential will have additional support with an appropriately credentialed Content Mentor, coordinated by the PGS Division.

Section 6 – Other Provisions

- 1. Bargaining unit members working in the PGS Division under this Article shall not be considered either management or supervisory employees as defined by Government Code Section 3540.1 (g) and (m).
- 2. Bargaining unit members working in the PGS Division are entitled to defense and indemnification for activities performed as part of the

Induction Program and PGS, as set forth in applicable provisions of the California Government Code.

3. All proceedings and materials related to reports and other personnel matters shall be strictly confidential. Bargaining unit members working in the PGS Division may disclose such information only as necessary to administer this Article.
4. Support Teachers share all their reports with Participating Teachers.
5. Participating Teachers can provide additional information to the Review **Coaching Support Panel**.

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 Yocum
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Fernando Hurtado
Bargaining Chair

TENTATIVE AGREEMENT
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
May 14, 2026

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

- a. Section 1 (A. 5)
 - i. The Staff Collaboration on the ~~second to last week of the Friday before the last full week~~ of school will be used for report cards and legal reporting. No staff or team meetings will be held on that day.

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

FOR THE DISTRICT



Kylee Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Fernando Hurtado
Bargaining Chair