

Joint Communique #2
From the RCTA and RUSD Interest-Based Bargaining (IBB) Team
September 11, 2026

Compensation

Pending Board approval and ratification by RCTA the IBB team agreed to the following Tentative Agreement for compensation:

- For the 2026-2027 school year all certificated employees will receive a 4% salary increase retroactive to July 1, 2026. The salary schedules will be updated to reflect the 4% increase.

MOU - Modified Work Year

The IBB team agreed to the following MOU for the 2027-2028, 2028-2029 and 2029-2030 school years:

- To satisfy mandatory training and professional development requirements during the first six (6) weeks of the school year, the work year for certificated employees on a 185-day contract will increase to 186 days, with a corresponding adjustment in compensation.
- Additionally, the work year for School Psychologists, Nurses, and Counselors will also increase by one (1) day.
- Certificated employees who have demonstrated completion of the assigned mandatory training five (5) calendar days prior to the mandated training date, may utilize Personal Business or Personal Necessity leaves as defined in the Certificated Bargaining Agreement. These leave requests must be submitted at least five (5) calendar days prior to the mandated training date through InformedK12.
- Please see attached MOU for specific details.

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 1, 2026

IBB RUSD/RCTA Negotiation Team	
Bridgette Bodine (Facilitator)	Katie Breyer
Michelle Cortés	Laura Boling (Guest)
Nickie Hoff	Teresa Clark
Lisa Kells	Monic Dugan
Lisa Koss	Sydney Hasson
Dan Sosa	Fernando Hurtado

Hector Valdez	Jason McPhail
Kyley Ybarra	Justin Arnold (Labor Representative)

**TENTATIVE AGREEMENT
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
September 11, 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").

For the 2026-27 school year all certificated employees will receive a 4% salary increase retroactive to July 1, 2026. All salary schedules will be updated to reflect the 4% salary increase.

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

FOR THE DISTRICT



Kyley Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Fernando Hurtado
Bargaining Chair

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

September 11, 2026

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").

Riverside City Teachers Association and the Riverside Unified School District mutually agree to modify the 2027-2028, 2028-2029, and 2029-2030 certificated work year to include one (1) day to address mandatory training obligations and professional development. For 2027-2028, 2028-2029, and 2029-2030 the work year will increase to 186 days with adjusted compensation. Additionally, the work year for the following certificated employees will increase by one day: School Psychologists, Nurses, and Counselors. The one (1) non-student day will be within the first six (6) weeks to address mandatory training obligations and professional development. This date will be selected each calendar year at the discretion of the District. The hours of training will be outlined each year. The time beyond the hours of training and contractual lunch will be allocated for site based professional development to meet goals for that academic year.

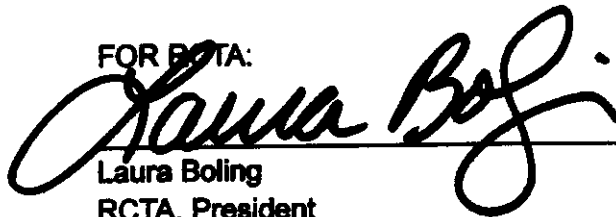
Certificated employees who have demonstrated completion of the assigned mandatory training five (5) calendar days prior to the mandated training date, may utilize Personal Business or Personal Necessity leaves as defined in the Certificated Bargaining Agreement. These leave requests must be submitted at least five (5) calendar days prior to the mandated training date through InformedK12.

FOR THE DISTRICT:



Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR RCTA:



Laura Boling
RCTA, President