

Joint Communique #3
From the RCTA and RUSD Interest-Based Bargaining (IBB) Team
October 1, 2026

Health & Welfare

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

The District will increase the Health & Welfare cap by \$650.00 annually bringing the district compensation to \$16,190 to start January 1, 2027. (see attached TA)

MOU Flexible Spending Account (FSA) Card

Pending Board approval and ratification by RCTA the IBB team agreed to the following Memorandum of Understanding (MOU):

For the 2027 calendar year, there will be a one time \$75.00 FSA card provided to each certificated bargaining unit member who is enrolled in a medical plan provided by the District. (see attached MOU).

MOU Evaluation Process & Form for Librarians

The IBB team agreed to the following Memorandum of Understanding (MOU):

The District and the Union mutually agree to amend **Article XIII (Employee Evaluation Procedures), Section G**, to include "Librarians" under the classification of non-teaching staff. This Memorandum of Understanding shall be effective for the 2026–2027 school year. (see attached MOU).

Elementary Teachers

The IBB team has initiated discussions regarding classroom teachers during music instructional time.

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 19, 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
October 1, 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 IX – EMPLOYEE BENEFITS

Riverside City Teachers Association and the Riverside Unified School District mutually agree to increase the District contribution to the Health & Welfare cap by \$650.00 annually bringing the district compensation to \$16,190 to start January 1, 2027.

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 Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Fernando Hurtado
Bargaining Chair

MEMORANDUM OF UNDERSTANDING
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
October 1, 2026

Flex Spending Account (FSA) Card

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").

The parties agree to the following:

- For the 2027 calendar year, there will be a one time \$75.00 FSA card provided to each certificated bargaining unit member who is enrolled in a medical plan provided by the District.

This MOU shall not be precedent setting nor form any basis for a past practice.

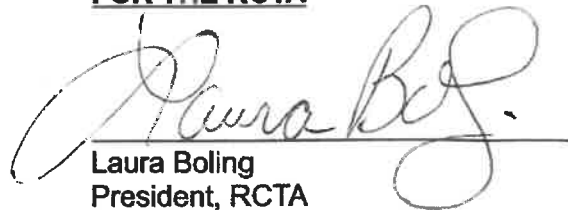
This agreement is subject to ratification from the RCTA membership and the approval of the Board of Education.

FOR THE DISTRICT



Kyley Barra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Laura Boling
President, RCTA

MEMORANDUM OF UNDERSTANDING
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT
October 1, 2026

Evaluation Process and Form for Librarians
For the 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").

The District and the Union mutually agree to amend **Article XIII (Employee Evaluation Procedures), Section G**, to include "Librarians" under the classification of non-teaching staff. This Memorandum of Understanding shall be effective for the 2026–2027 school year.

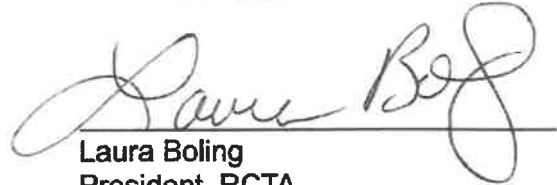
This MOU is non precedent setting.

FOR THE DISTRICT



Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Laura Boling
President, RCTA