Memorandum of Understanding
Classroom Coverage during the School Day
Certificated Bargaining Unit Employees
2022-2023 School Year

This Memorandum of Understanding (MOU) is entered into by and between the Rialto Unified School District (hereinafter “District”) and the Rialto Education Association (hereinafter “Association”).

WHEREAS, the District and the Association agree that the District needs to have an ample number of substitute teachers and have engaged in discussions relative to this issue;

NOW THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES THAT:

1. The District will continue to hire certificated substitute teachers to meet the demands of the school sites.

2. When needed, due to shortage of substitute teachers, students may be split up and placed in other classrooms.

3. The principal will ask for volunteers at the particular grade level/subject area needing substitute services. If the grade level/subject area teachers do not volunteer for substitute duties, the classroom coverage chart will be followed.

4. If the splitting up of students occurs, teachers who receive students assigned to other unit members will be compensated according to the following formula:

   \[
   \text{Number of hours substituted (rounded to the nearest half hour)} \times \text{Teacher Per Diem Hourly Rate) divided by the number of bargaining unit members who substituted}
   \]

5. Strategists, Instructional Coaches, Reading Specialists, Counselors, Athletic Directors, and Activities Directors will be paid one hour of time at the teacher’s hourly per diem rate if they substitute during the school day.

The circumstances of this MOU are related to the substitute teacher shortage. All components of the current Collective Bargaining Agreement between the Association and the District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.

AGREED TO THIS _______ DAY OF AUGUST 2022

FOR THE ASSOCIATION

Miesha Calloway
President

FOR THE DISTRICT

Rhea McIver Gibbs, Ed.D.
Lead Personnel Agent
**2022/2023 Classroom Coverage**
Due to Substitute Teacher Shortage

<table>
<thead>
<tr>
<th><strong>Elementary</strong></th>
<th><strong>Middle School</strong></th>
<th><strong>High School</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Split Up Students</td>
<td>Period Coverage</td>
<td>Period Coverage</td>
</tr>
<tr>
<td>Site Strategist</td>
<td>Split Up Students</td>
<td>Split Up Students</td>
</tr>
<tr>
<td>Site Reading Specialist</td>
<td>Site Strategist/Instructional Coach</td>
<td>Site Strategist/Coach</td>
</tr>
<tr>
<td>Site Assistant Principal/TOSA</td>
<td>Site Reading Specialist</td>
<td>Site Reading Specialist</td>
</tr>
<tr>
<td>District Lead Strategist</td>
<td>Assistant Principal</td>
<td>Athletic Director</td>
</tr>
<tr>
<td>Elementary Music Teachers / VAPA</td>
<td>District Lead Strategist</td>
<td>Activities Director</td>
</tr>
<tr>
<td>Principal</td>
<td>Counselors</td>
<td>Assistant Principal</td>
</tr>
<tr>
<td></td>
<td>Principal</td>
<td>District Lead Strategist</td>
</tr>
</tbody>
</table>

District Agents and Coordinators will cover in emergency circumstances

Reminder: The splitting of classes is voluntary and done within the same grade level at the elementary level, or up or down one grade level including kindergarten. At the secondary level, splitting of classes shall be within the same subject. When students are split up, the teacher’s compensation is divided. Compensation for covering a class is equivalent to one hour. RSP, and transitional kindergarten teachers shall not be asked to sub in other classrooms.

Updated: August 6, 2022
Memorandum of Understanding
SEED Transitional Kindergarten and Kindergarten
Certificated Bargaining Unit Employees
2022-2023 School Year

This Memorandum of Understanding (MOU) is entered into by and between the Rialto Unified School District (hereinafter “District”) and the Rialto Education Association (hereinafter “Association”).

WHEREAS, the District recognizes the need for additional support in the classroom for SEED (special education) transitional kindergarten and kindergarten teachers and students.

NOW THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES THAT:

The SEED Program transitional kindergarten and kindergarten classes will not exceed eight (8) students during the 2022-2023 school year.

The circumstances of this MOU are related to the increased supervision and instructional needs of developing students. All components of the current Collective Bargaining Agreement between the Association and the District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.

AGREED TO THIS 5th DAY OF AUGUST 2022

FOR THE ASSOCIATION

Miesha Calloway
President

FOR THE DISTRICT

Rhea McIver Gibbs, Ed.D.
Lead Personnel Agent
Memorandum of Understanding
Full Day Kindergarten
Classroom Support
Certificated Bargaining Unit Employees
2022-2023 School Year

This Memorandum of Understanding (MOU) is entered into by and between the Rialto Unified School District (hereinafter “District”) and the Rialto Education Association (hereinafter “Association”).

WHEREAS, the District recognizes the need for full day kindergarten instruction (296 instructional minutes).

WHEREAS, the District recognizes the need for additional support in the classroom for kindergarten teachers and students.

NOW THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES THAT:

One hour of classroom instructional support will be provided to kindergarten classrooms during the 2022-2023 school year.

The circumstances of this MOU are related to the increased supervision and instructional needs of developing students. All components of the current Collective Bargaining Agreement between the Association and the District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.

AGREED TO THIS 5th DAY OF AUGUST 2022

FOR THE ASSOCIATION

Miesha Calloway
President

FOR THE DISTRICT

Rhea McIver Gibbs, Ed.D.
Lead Personnel Agent
Memorandum of Understanding  
Transitional Kindergarten  
Classroom Support  
Certificated Bargaining Unit Employees  
2022-2023 School Year

This Memorandum of Understanding (MOU) is entered into by and between the Rialto Unified School District (hereinafter “District”) and the Rialto Education Association (hereinafter “Association”).

WHEREAS, transitional kindergarten teachers are required to teach 205 instructional minutes;

WHEREAS, the District recognizes the need for additional instructional support for students;

NOW THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES THAT:

In addition to the 205 minutes of instructional time, each unit member assigned to transitional kindergarten may be assigned to 60 minutes of instructional time in support of the TK-3 instructional program. Transitional kindergarten teachers shall be engaged in other professional activities that improve the instructional program, including collaboration, meetings with colleagues, lesson preparation, conferences, student screening, grading assessments and/or assignments, attendance at IEP’s, SST’s, ITM’s and 504 plans, parent orientation, volunteer/parent training, and other professional duties and obligations when not involved in instructional activates.

The circumstances of this MOU are related to the instructional needs of developing students. All components of the current Collective Bargaining Agreement between the Association and the District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.

AGREED TO THIS 5th DAY OF AUGUST 2022

FOR THE ASSOCIATION

Miesha Calloway
President

FOR THE DISTRICT

Rhea McIver Gibbs, Ed.D.
Lead Personnel Agent
Memorandum of Understanding
Substitute Coverage during the School Day
Certificated Bargaining Unit Employees
2022-2023 School Year

This Memorandum of Understanding (MOU) is entered into by and between the Rialto Unified School District (hereinafter “District”) and the Rialto Education Association (hereinafter “Association”).

WHEREAS, there is a District, County, State, and Nationwide shortage of substitute teachers.

WHEREAS, the District recognizes the need for certificated bargaining unit staff members to voluntarily substitute during this unprecedented time of substitute teacher shortages, related to the effects of the COVID-19 pandemic.

NOW THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES THAT:

Certificated bargaining unit members shall be paid their hourly per diem rate beginning August 8, 2022, to substitute during the school day for the 2022-2023 school year ending on June 1, 2023.

Strategists, Counselors, Athletic Directors, Activities Directors, Librarians, and Reading Specialists will be paid one hour of time at the teacher’s hourly per diem rate if they substitute during the school day.

The circumstances of this MOU are related to the substitute teacher shortage and the COVID-19 pandemic. All components of the current Collective Bargaining Agreement between the Association and the District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.

AGREED TO THIS 5th DAY OF AUGUST 2022

FOR THE ASSOCIATION

Miesha Calloway
President

FOR THE DISTRICT

Rhea McIver Gibbs, Ed.D.
Lead Personnel Agent
Memorandum of Understanding
PBIS
Secondary Preparation Period
2022-2023 School Year

This Memorandum of Understanding (MOU) is entered into by and between the Rialto Unified School District (hereinafter “District”) and the Rialto Education Association (hereinafter “Association”).

WHEREAS, Positive Behavior, Intervention, and Support (PBIS) is a framework for support students’ behavioral, academic, social, emotional, and mental health;

WHEREAS, the PBIS coordinator at the secondary level is responsible for the overall management of the PBIS site school team, training, and technical assistance in order to maintain and develop school-wide PBIS systems;

NOW THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES THAT:

An additional preparation period will be provided for middle school and high school PBIS Coordinators.

The circumstances of this MOU are related to the PBIS program implementation. All components of the current Collective Bargaining Agreement between the Association and the District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.

AGREED TO THIS 5th DAY OF AUGUST 2022

FOR THE ASSOCIATION

Miesha Calloway
President

FOR THE DISTRICT

Rhea McIver Gibbs, Ed.D.
Lead Personnel Agent
Memorandum of Understanding
DISTRICT-WIDE ELEMENTARY MINIMUM DAYS

2022-2023 School Year

This Memorandum of Understanding (MOU) is entered into by and between the Rialto Unified School District (hereinafter “District”) and the Rialto Education Association (hereinafter “Association”).

WHEREAS, the District and the Association recognize the need for time for teachers to collaborate regarding student academic achievement, and to plan organization and instructional strategies designed to increase a higher level of student academic progress;

WHEREAS, there is a need to provide this district-wide collaboration time for elementary teachers;

NOW THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES THAT:

1. Unit members in grades 4 and 5 shall bank instructional minutes in the amount of five (5) minutes per regular school day to allow for a total of 47 minimum days during the 2022-2023 elementary school year.

2. The additional minimum days not set aside for Back-to-School Night, Open House, and parent/teacher conferences will be used for teacher PLC collaboration, professional development (2 days) and teacher preparation (9 days).

3. After school meetings will not take place at the end of a minimum day set aside for Back-to-School Night, Open House, parent/teacher conferences and preparation time.

4. Administration may schedule after school meetings according to the collective bargaining agreement as long as the minimum day is not set aside for Back-to-School Night, Open House, parent/teacher conferences and preparation time.

5. This MOU shall be in effect for the 2022-2023 school year.

AGREED TO THIS 5th DAY OF AUGUST 2022

FOR THE ASSOCIATION FOR THE DISTRICT