Tentative Agreement
Rialto Education Association
Rialto Unified School District
May 23, 2022

This Tentative Agreement is entered into by and between the Rialto Education Association ("REA") and the Rialto Unified School District ("District") and contains the agreements reached over the parties 2022-2023 bargaining proposals.

Any issue, subject, or matter discussed by the District and REA during negotiations over the 2022-2023 bargaining proposals not contained in this document shall be considered withdrawn by the party presenting it. Any "oral agreement" or "understanding" not reflected in writing below shall have no force or effect.

Agreement on the 2022-2023 contract amendments shall be conditional upon ratification of this Tentative Agreement and finalization of contract language.

ARTICLE V: CLASS SIZE

B. Class Size Maximums
   I. Special Education Classes
      Preschool SDC 12*
      *Not to exceed 12 students during the course of a day. The teacher will support the Rialto Preschool Assessment Team (RPAT) during their off session.

ARTICLE IX: EVALUATIONS

D. Interim Evaluation Reports
   3(c). If the evaluator indicates by written notation a weakness on the part of the evaluatee, a written program for assistance and/or follow-up shall be developed and agreed upon with the input of the evaluatee.

F. Performance Rating
   If a Satisfactory with Assistance Needed (SWAN) or an unsatisfactory rating is received, then the evaluator and the evaluatee shall develop an agreed upon written Assistance Plan for improvement with the input of the evaluatee. The appropriate standards rubrics and evidence will be the basis for this plan and shall include the following: (see C-3 for resolution process)
   a. Identification of specific deficiencies.
   b. Specific expectations.

d. Program of assistance.

e. The date by which satisfactory progress in the correction of the deficiencies should be demonstrated.

I. Glossary

3. Program for Assistance (Assistance Plan)
   A collaboratively written assistance plan developed between the evaluator and the evaluatee that is mutually agreed upon and specifies responsibilities of each party to support improvement of the evaluatee’s performance.

ARTICLE XVIII:
TEACHING HOURS, NON-TEACHING, AND EXTRA-CURRICULAR DUTIES

C. The District shall provide 16 prep periods during the school year for elementary teachers (grades 1-5). Elementary teachers will also have four (4) agreed upon District minimum days not designated for Open House, Back to School, and conferences to be used as prep time.

   If the District implements a district-wide minimum day for elementary schools, the number of agreed upon minimum days not designated for Open House, Back to School, and conferences, to be used as prep time will increase by an additional five (5) days for a total of nine (9) prep days.

   If the District implements full-day kindergarten, then 16 prep periods during the school year will be provided for elementary teachers grades K-5. Elementary teachers will also have four (4) agreed upon District minimum days not designated for Open House, Back to School, and conferences, to be used as prep time.

   If the District implements a district-wide minimum day for elementary schools, the number of agreed upon minimum days not designated for Open House, Back to School, and conferences, to be used as prep time will increase by an additional five (5) days for a total of nine (9) prep days.

T. An additional prep period will be provided for comprehensive high school AVID Coordinators and middle school AVID Coordinators. One (1) release day per semester for middle school AVID Coordinators to be mutually determined by the coordinator and site administration.
ARTICLE XIX: SALARY, HEALTH, AND WELFARE BENEFITS

A. Salary Schedules

2. Schedules

Salary schedules and extra duty compensation schedules appended hereto as Appendices A.1, A.2, A.3, A.4, A.5. B shall increase by 6.56% effective for the 2022-2023 school year.

Unit members will receive a 2% one-time bonus based on the base salary as of September 1, 2022. No adjustments will be made to the bonus for increases or decreases after that date.

Stipends

An annual stipend of $2,500 will be paid to certificated bargaining unit members who have completed a Reading and Literacy Added Authorization (CTC) or a nationally recognized reading certification as approved by the District.

HIGH SCHOOL SPORTS - Esport team coach stipend – 7.4% of the index base

MIDDLE SCHOOL SPORTS PROGRAM – Coach – 2.5% of the index base

B. Health and Insurance Benefits

1(a). Effective July 1, 2019, 2022 and continuing through June 30, 2024, 2023, Certificated bargaining unit members who choose the non-Kaiser Foundation Health Plan will contribute an amount, per month, equal to that of the Classified bargaining unit members, towards the other health plans offered by the District for unit member and eligible dependents.
FOR THE ASSOCIATION

Teresa Robinson  Date
Negotiations Chairperson
Rialto Education Association

FOR THE DISTRICT

Rhea McIver Gibbs, Ed.D.  Date
Lead Personnel Agent
Rialto Unified School District