

TENTATIVE AGREEMENT  
BETWEEN  
RIVERSIDE CITY TEACHERS ASSOCIATION AND  
RIVERSIDE UNIFIED SCHOOL DISTRICT  
November 2, 2022

Language Changes to the Current CBA

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 XVI – LEAVES**

**Section 25 – Catastrophic Leave Bank**

A. Intent of Bank

The intent of this bank is to provide additional financial protection to those employees who incur a period of prolonged non-industrial serious illness or hospitalization.

B. Participation/Eligibility

Employees with more than ten (10) days of accumulated Sick Leave and at least one (1) year of service (at least 75% of the school year) in the District may participate in the Catastrophic Leave Bank. Employees who elect to join the Catastrophic Leave Bank may join the bank only during open enrollment periods and must have a waiting period of thirty (30) fifteen (15) calendar days after joining the bank before becoming eligible to withdraw from it. New employees outside of the enrollment period may join the Catastrophic Leave Bank within thirty (30) calendar days from date of hire and must have earned at least one (1) sick day.

Catastrophic is defined as a serious, life-threatening illness or injury that results in a period of incapacity.

The Catastrophic Leave Bank shall not be available to any employee during a leave absence. Employees returning from a Board approved extended leave of absence shall have thirty (30) calendar days from the first day of employment to sign up for participation in the Catastrophic Leave Bank if the open enrollment period has expired.

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, RCTA