

RIVERSIDE UNIFIED SCHOOL DISTRICT
and
RIVERSIDE CITY TEACHERS ASSOCIATION

Tentative Agreement

March 3, 2016

Subject to the approval of the Riverside Unified School District Board of Education (the "District") and of the Riverside City Teachers Association ("RCTA"),

ARTICLE X, Section 1 is amended to read:

ARTICLE X - HOURS OF EMPLOYMENT ALL REGULAR AND ALTERNATIVE EDUCATION SCHOOLS, DISTRICT OFFICE, AND SUNSHINE

Section 1 - Full-time Classroom and Itinerant Teachers, Special Education Teachers, School Librarians, Nurses, Speech Language Pathologists, Psychologists, Teachers on Special Assignment, Staff Developers and Counselors

A. **Work Year:** The work year shall be developed in consultation between the Association and the District as provided in Article V. The calendars shall be constructed with the following limits:

1. **Elementary and High School, Full-time K-12 Independent Study and Continuation High School:** One hundred eighty-one (181) days of instruction.

Middle School, Opportunity School/COPE and Community Day School: One hundred eighty (180) days of instruction.

2. **Returning Teachers**

(a) **Elementary School Teachers:** Four (4) work days without students for returning elementary teachers to be used as two (2) non-student attendance days for elementary parent conference days; plus two (2) days prior to the opening of schools.

(b) **Middle School Teachers:** Five (5) work days without students for returning middle school teachers to be used as three (3) non-student attendance days, one (1) each at the end of the first quarter, first semester and third quarter; plus two (2) days prior to the opening of

schools.



(c) High School Teachers: Four (4) work days without students for returning high school teachers to be used as two (2) non-student attendance days, one (1) at the end of each semester; plus two (2) days prior to the opening of schools.

3. New Teachers

(a) Elementary School Teachers: Five (5) work days without students for new elementary teachers to be used as two (2) non-student attendance days for elementary parent conference days plus three (3) days prior to the opening of schools, which includes one (1) day of orientation.

(b) Middle School Teachers: Six (6) work days without students for new middle schoolteachers to be used as three (3) non-student attendance days, one (1) each at the end of the first quarter, first semester and third quarter; plus three (3) days prior to the opening of schools, which includes one (1) day of orientation.

(c) High School Teachers: Five (5) work days without students for new high schoolteachers to be used as two (2) non-student attendance days, one (1) at the end of each semester; plus three (3) days prior to the opening of schools, which includes one (1) day of orientation.

4. On the two (2) days prior to the opening of school, there shall be a limit of six and three-fourths ($6\frac{3}{4}$) hours of mandatory meetings. These meetings are not included in the maximum number of regularly scheduled staff meetings.

5. The following days shall be free of meetings:

(a) The two high school end of semester days.

(b) The three middle school end of first quarter, first semester and third quarter days.

6. The middle schools will modify the school calendar to enable 7th grade students to begin and end their school year one day earlier than the 8th grade students.

The adjustment of the school year shall not increase the number of work days or student contact days for teachers. All employees shall have no less than seven and three quarters ($7\frac{3}{4}$) hours of time for room preparation at the beginning of the 2014-15 school year and no less than eight (8) hours commencing the 2015-16 school year. No employee shall be required to have more contact with 7th grade students on their first day of attendance than the proportional amount of 7th grade student contact time determined by the employee's daily assigned teaching schedule. Similarly, no employee shall be required to have more contact with 8th grade students on the last day of 8th grade attendance than the proportional amount of 8th grade student contact time determined by the employee's daily assigned teaching schedule.

7. Elementary schools shall have a minimum day of two hundred forty (240) minutes in length on the last day of pupil attendance. As of the last day of school, should at least one hundred twenty (120) annual minutes of attendance hours beyond the State minimum remain,



