

TENTATIVE AGREEMENT
BETWEEN
RIVERSIDE CITY TEACHERS ASSOCIATION AND
RIVERSIDE UNIFIED SCHOOL DISTRICT

March 31, 2023

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 XV - Transfers

Section 2 – Voluntary Transfers

A. A voluntary transfer is one that is sought by ~~an~~ **any certificated** employee. Qualifications for the position being equal, when a position is being filled by transfer, priority shall be given to the senior employee within the District.

Section 5 - Assignment/Reassignment

- A. Assignment means the subject, grade level, ~~track~~, classes, and/or duties an employee is designated to perform by his/her immediate supervisor.
- B. Reassignment means a change of school **or site placement for school psychologists.**
- C. Involuntary Reassignment


- 1. An employee may be involuntarily reassigned when it is deemed necessary by the site administrator **or the supervisor of the school psychologists.**

An Involuntary reassignment shall be based upon the following criteria:

- (a) The demonstrated needs and efficient operation of the school and/or program.
 - (b) The qualifications, including the experience and recent training of the employee.
 - (c) Employee certification and authorization.
 - (d) The preferences of the employee.
- 2. Involuntary reassignments shall not be made for punitive reasons.
 - 3. Involuntary reassignment between (K-3) and intermediate (4-6) grades or interdepartmental assignments shall be for legitimate reasons only.
 - 4. When a grade level change is made **for a teacher** that is more than two (2) grade levels above or below current assignment, the District shall provide that employee with two (2) days of release time to observe in other classes of similar assignment within a mutually agreed upon time or to conduct other preparation activities.

This Tentative Agreement (TA) is subject to approval of RUSD's Board of Education and ratification by the Riverside City Teachers Association.

FOR THE DISTRICT



Kyle Ybarra
Assistant Superintendent, Personnel
Riverside Unified School District

FOR THE RCTA



Fernando Hurtado
Bargaining Chair, RCTA