

**RIALTO UNIFIED SCHOOL DISTRICT
and
COMMUNICATIONS WORKERS OF AMERICA LOCAL 9588
Tentative Agreement**

November 29, 2023

Article VI- Unit Member's Rights

Section 1 - Physical Examination

The District shall pay any or all fees charged by the District clinic for intradermal tests to detect Tuberculosis as required by the District. Union members who must provide x-rays, or choose to provide intradermal or survey certification clearances from personal physicians will do so at their expense. Additional expenses resulting from use of private medical facilities shall not be borne by the District. Such physical examination will be required as prescribed by the San Bernardino County Health Officer or State Law.

Section 2- Removal From Substitute System

In the event a decision is made to remove a substitute from the Substitute System, the District shall notify the employee within five (5) workdays from the date of removal. The unit member will be provided the reason(s) for removal. The unit member has the right to write a response and meet with the Director of Certificated Human Resources. If the employee is not satisfied with the reason(s) provided, he/she may request a review of the decision by the ~~Assistant Superintendent,~~ ~~Human Resources Personnel Administrator.~~

Section 3 - Workplace Training

Unit members will be paid for all District-sponsored workplace trainings authorized for substitute teachers. The school district shall collaborate with the union on training subjects prior to the new school year with continual discussions on training subjects throughout the year.

Section 4 - Health and Benefits

- A. Qualified unit members will receive health care according to Covered California Law and the Affordable Health Care Act.

A teacher-in-training will receive health care coverage on the first of the month following the start of the assignment.

- B. The District shall recognize and follow The Healthy Workplaces, Healthy Families Act of 2014.

C. Unit members working in a long-term assignment (21-days or more) and teachers-in-training shall be eligible for bereavement leave, not to exceed three days, for the following immediate family members:

Mother	Uncle	Spouse	Daughter
Stepmother	Grandmother	Domestic Partner	Daughter-in-law
Father	Grandfather	Son	Brother
Step-father	Grandchild	Son-in-law	Sister
Aunt			

D. Unit members working in a long-term assignment (21-days or more) and teachers-in-training shall be eligible for personal necessity leave, not to exceed three days/18 hours, for any of the following:

- Death of a relative who is not covered under bereavement
- District employee or a student of the Rialto Unified School District
- A close friend
- An unforeseen crisis involving the unit member's property. Such crisis must be serious in nature, involve circumstances the unit member cannot disregard, and require the attention of the unit member during the member's assigned hours of service
- **To appear in court as a witness when subpoenaed, other than as a litigant, to serve on a jury or to respond to an official order from another governmental jurisdiction. (The official document needs to be submitted to Personnel).**

Personal Necessity shall be deducted from and shall not exceed the number of full-paid days of sick leave to which the unit member is entitled for the school year.

The unit member will be subject to appropriate discipline if the Personal Necessity Leave is used for purposes other than the above circumstances.

APPENDIX A
SUBSTITUTE TEACHER SALARY INFORMATION
(EFFECTIVE JULY 1, 2022 2023)

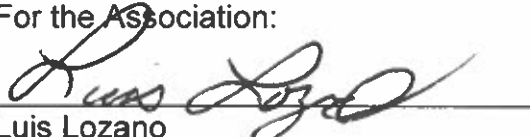
Daily Rate	\$200.00 \$205.00
11 or more consecutive days in the same assignment (retro to the first day).....	\$225.00
Special Education, Retired Teacher and Credentialed Substitute	\$225.00
Substitute Teacher has worked 60 days in Rialto USD during 2022/2023	\$225.00
Long-Term Rate (21 or more consecutive days, retro to the first day).....	\$250.00
Teacher-in-Training	\$250.00

**Substitute Teachers that work 100 or more full days with Rialto USD will receive a \$2,000 stipend at the end of the school year.

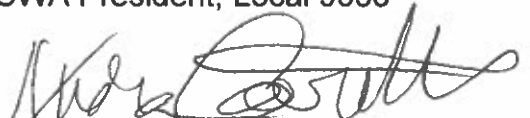
\$80.00 to attend District sponsored training outside of normal business hours.

Dated this 29th day of November, 2023

For the Association:



Luis Lozano
CWA President, Local 9588



Andrea Cavoretto
Executive Vice President, Local 9588



Thomas Ham
Incoming Executive Vice President, Local 9588



Martina Rangel-Ortega
Secretary/Treasurer, Local 9588



Teresa Hunter
CWA Area Vice President, Local 9588



Heather Estruch
CWA Chief Steward, Local 9588

For the District:



Rhonda Kramer
Lead Personnel Agent



Roxanne Dominguez
Lead Personnel Agent



Ricardo Carranza
Personnel Specialist