

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE RIALTO UNIFIED SCHOOL DISTRICT  
AND  
THE COMMUNICATIONS WORKERS of AMERICA LOCAL 9588**

**November 29, 2023**

This memorandum of understanding is entered into between the Rialto Unified School District (District) and the communications Workers of America Local 9588 ("CWA") concerning substitute teachers becoming contracted teachers in the District.

Whereas, the District and CWA have agreed to the following, effective July 1, 2023:

1. Personnel Services and Teacher Induction/Professional Development will offer substitute teachers that have been hired as certificated employees for that school year the opportunity to attend summer training sessions before the school year starts.
2. Those employees that attend full-day training during the summer before their contract starts will receive a \$250 stipend per day.
3. Those employees that attend half day training during the summer before their contract starts will receive a \$125 stipend per half day.
4. This MOU is without precedent and is applicable to this situation only.

**Agreed to this 29<sup>th</sup> day of November, 2023.**

For the Association:



Luis Lozano  
CWA President, Local 9588

For the District:



Rhonda Kramer  
Lead Personnel Agent