

**TENTATIVE AGREEMENT
RCS/RCSTA
RECOGNITION
March 30, 2022**

1. RCS recognizes RCSTA/CTA/NEA as exclusive representation pursuant to the EERA for a collective bargaining unit consisting of “all certificated personnel including but not limited to: certificated teachers, education specialists, psychologists, instructional coaches, speech and language pathologists, and teachers holding other equivalent documents pursuant to EC section 47605(1)” that are employed by RCS and which shall exclude “all other employees including management, supervisory and confidential employees within the meaning of EERA section 3540.1.”
2. New certificated positions or classifications which are established during the term of this Agreement shall be part of the bargaining unit, if such positions share a community of interest with the existing unit. Any dispute regarding inclusion/exclusion shall be subject to the procedures of the EERA.
3. Any new school(s), new campus or expansion of the Employer or any affiliate, subsidiary, partnership, firm, corporation or other legal entity under control of the Employer which provide instruction, either whole or in part, shall be covered under this collective bargaining agreement.
4. The parties to this Agreement recognize the duties and work performed by the employees in the bargaining unit described above shall be performed only by unit members and shall not be subcontracted or otherwise transferred out of the bargaining unit.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:

RCS Representative

Brian Sherman

RCSTA Representative

Date: _____

Date: 3/31/22