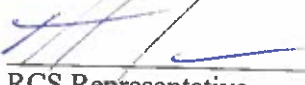


**TENTATIVE AGREEMENT
RCS/RCSTA
AGREEMENT
October 10, 2022**

This Agreement is between River Charter Schools ("RCS") and River Charter School Teachers Association ("RCSTA" or the "Association").


This Agreement is entered into and shall be enforced pursuant to the Educational Employment Relations Act ("EERA") of the California Government Code (Sections 3540 *et seq.*) as adopted and amended.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:



RCS Representative

Date: 10/12/22



RCSTA Representative

Date: 10.11.22