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A NEGOTIATIONS BULLETIN TO EDUCATORS

REDONDO BEACH TEACHERS ASSOCIATION 3551 VOYAGER STREET, SUITE 105 TORRANCE, CA 90503  
(310) 921-2500 [rbta@sbut.org](mailto:rbta@sbut.org)

June 28, 2024

## Greetings RBTA Unit Members!

RBTA's Bargaining Team met again with the district to negotiate the Collective Bargaining Agreement today, Friday, June 28. Although we have not finished negotiations, RBTA and RBUSD made the following progress. We will resume and hope to complete negotiations after September 15<sup>th</sup> when RBTA leadership has reviewed updated district finances.

### Article 4: Hours

- Tentative Agreement
- Revised language to create a uniform bell schedule for elementary schools based on the recommendation from the joint RBTA and RBUSD Bell Schedule Committee and the majority of RBTA elementary members who took the Elementary Bell Schedule Feedback survey. **Signed MOU to allow sites to implement the bell schedule.**
- Clarified language for substitution for a class outside of a member's assignment.
- Updated language for elementary members to opt for compensatory time for substitution.

### Article 6: Class Size

- Tentative Agreement
- Added language to minimize combination classes in Elementary.
- Added language to avoid newly enrolled students to combination and co-teach classes.

### Article 7: Salary

- **Bargaining in progress.**

### Article 8: Health and Welfare

- **Bargaining in progress.**

### Article 10: Leaves

- Tentative Agreement
- Moved job share and personal unpaid leaves notice to return date and notice to go on leave to the last working day of February to ensure schools can appropriately staff for the following school year in a timely manner.
- Adjusted language for personal necessity leave to clarify that no permission is required.

### Article 19: Special Education

- Tentative Agreement
- Clarified language to provide more flexibility on co-teach planning days.
- Updated language to provide ALL special education teachers to receive 4 days per year address need on their caseload.

### Calendar

- Tentative Agreement

The following MOUs will go into effect immediately.

### Memorandum of Understanding (MOU): Special Education Advisory Committee

- Special Education teachers who reach a caseload of 25 will meet with supervisor to discuss needed support.
- All Special Education staff, including Psychologists can seek support from their supervisor regarding concerns about their caseloads, including pending cases.
- See attached PDF for further details.

### Memorandum of Understanding (MOU): Elementary Bell Schedule

- As recommended by Elementary Bell Schedule Committee.
- Site Admin will reach out to Site Reps to work on bell schedule.
- See attached PDF for further details.

We will continue to provide updates on future negotiation dates once they are scheduled. Be sure that the SBUT Office has your most current contact information-including a non-district email address so we can stay connected.

In Solidarity,

RBTA Bargaining Team:

Geoff Watts, Chair

Holly Dawson

Ali Daly

Kristen Hoyem

Leinna Huante

Merlan Land

Ayn McGuire