

# FROM <sup>T</sup>H <sub>E</sub> TABLE

## AN RBTA NEGOTIATIONS BULLETIN TO TEACHERS

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May 21, 2013

### **BARGAINING BEGINS FOR 2013-2014**

Today the RBTA Bargaining Team met with the district team to begin negotiations. Representing the district is Nancy Kelly, Christina Giguere, Anthony Taranto, Annette Alpern and Nikki Wesley.

We established ground rules for the bargaining sessions and asked the district for their initial proposal. The district did not have a written proposal, but presented some parameters they hoped to achieve:

- No compensation proposal until budget numbers are more certain.
- Standardize the early out schedule at the middle schools .
- Allow principal-directed time for 50% of the early out days.
- Class size flexibility to allow for up to 39 students (with extra compensation). They asked that RBTA present a proposal.
- Transfer language change that would limit the number of transfers per teacher within a school year.

RBTA came prepared to bargain with the district by presenting our initial bargaining proposal which included changes for Article 4-Hours, Article 6-Class size, Article 7-Salary, Article 8-Health & Welfare, Article 10-Leaves, and Article 11-Transfers & Reassignments:

- Article 4 would incorporate the Memorandum of Understanding (MOU) regarding 7<sup>th</sup> period at the middle schools into the contract language.
- Proposal for compensation for class sizes that exceed the limit. This will be on a voluntary basis.
- A salary increase proposal that would compensate for the 2% loss of salary RBTA members absorbed this year, with contingency language for an increase based on the possibility of more monies coming into the district.
- Proposal for improved compensation for academic overnight programs and trainings outside the work day, as well as an addition to the stipend schedule for standardized testing coordinators.
- Proposal for improved benefits compensation.
- Proposal for sick leave days (all may be used as discretionary personal necessity) and improved bereavement language.
- Proposed Transfers & Reassignments language clarification.

We will meet with the district on June 7<sup>th</sup> at which time they will present a counterproposal. Your team sits at the table knowing that we represent each and every member, and taking our fiduciary responsibility very seriously.

Be sure the office has your personal email address for further communications on bargaining.

Your RBTA Bargaining Team:

Amy Santa Cruz (Chair)

Tim Baumgartner

Hilary Berry-Cahn

Rick Crump

Linda Dillard

Monica Joyce (RBTA President)

Sandra Goins (Executive Director, South Bay United Teachers)