

FROM ^TH _E TABLE

AN RBTA NEGOTIATIONS BULLETIN TO TEACHERS

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July 8, 2014

Your bargaining team is at work this summer on a contract for 2014-15. We have met twice with the district team and have put our proposals on the table. Here is a synopsis of where we are:

RBTA has proposed an increase in salary as well as other increases in compensation throughout the contract. We would like the district to pick up the increase in health care premium costs.

As of yesterday's bargaining session, the district is not prepared to talk about money until the Assistant Superintendent of Business can meet with us (next session) and after next week's meeting with School Services to hear their advice on the budget.

RBTA proposed two non-monetary changes to the contract – removing the 'early release professional development' language (in Article 4) after 2014-15 and addressing concerns our High School counselors have regarding their after-hours supervisory tasks.

The district team indicated that they are unwilling to change the language in Article 4. They also were not receptive to our proposal for the counselors and instead made some proposals we believe will be problematic. We tabled the issue and will get high school counselors' input before proceeding.

The district made these proposals:

- A few clarification changes in language
- The district would like to choose 50% of the RBTA members who serve on district committees
- Rather than unit members being "encouraged to remain" after their assignment for matters that may need attention, the district proposed language that they "may require" unit members to remain
- If school sites cannot mutually agree to a variable schedule as outlined in Article 4.1, the district proposed that the superintendent determine the site's schedule
- The district would like the "joint committee" referenced in Article 4.6 (regarding the calendar) to be a district committee including other bargaining units beside RBTA (such as CSEA and AFT)
- The district would like the new teacher orientation to be required for new teachers rather than to be optional
- The district proposed revising the current contract language regarding complaints against unit members within Article 9
- The district would like to develop a new set of evaluation procedures together with RBTA
- The district had some proposed changes for Article 10 (leaves) but there were some questions that need to be clarified and may render the proposals moot
- The district proposed transfer & reassignment language changes that would limit the use of credentials & seniority in involuntary situations to declining enrollment and added "specialized or required training" as a criterion for tie-breaking purposes when two unit members apply for a vacancy
- The district proposed clean up language for Article 14

So in summary, the district has not yet addressed compensation, they have rejected our initial proposals for language changes, and they have proposed their own language changes that would remove RBTA member rights and protections. We are scheduled to meet again on August 1st and we hope to have better news to report after that session.

Your bargaining team,
Monica Joyce- Chair, Tim Baumgartner, Rick Crump, Sarah Robinson, Laurel Wade
Sandra Goins, SBUT Executive Director, Elise Tubbs, SBUT Managing Director

RBTA "From the Tables" are available in the 'News & Publications' section of the RBTA website - www.sbut.org/rbta