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AN RBTA NEGOTIATIONS BULLETIN TO TEACHERS

REDONDO BEACH TEACHERS ASSOCIATION • 3551 VOYAGER STREET, SUITE 105 • TORRANCE, CA 90503 • (310) 921-2500

August 7, 2014

Tentative Agreement Reached for 2014-15!

Your bargaining team met with the district on Friday, August 1st for a marathon session that resulted in a tentative agreement pending a consultation with the school board. After Wednesday's school board meeting, the tentative agreement was signed.

Here are the highlights:

- **A 4.25% salary schedule increase, effective 7/1/14**
- **An additional 0.75% off-the-schedule bonus that is contingent upon the certification of Economic Recovery Funds the district is likely to receive, which will be known for certain in April 2015. This will be paid in a lump sum payment in the spring if the funds are certified**
- **The extra duty hourly rate will be increased to \$40/hour**
- **The summer school rate will be increased to \$45/hour**
- **For health benefits, the district will increase their contributions to all health care premiums, capped at the Blue Shield HMO rates**

This is a higher amount of benefit for all members. As recommended by the Health Benefits Committee, members will receive the same amount of benefit at each level of coverage (single, 2-party, family). Because the rate increases differ by plans, Blue Shield HMO members will see no change in their contributions, Kaiser members will see a decrease in their contributions, and Blue Shield PPO members will see an increase in their contributions.

- **Added language regarding TK-3 class size that comports with the new funding formula**
"The District will commit to maintaining average class size at each elementary school site in grades K (inclusive of TK) through 3 at 24, but in no case shall the average class size in grade K (inclusive of TK) through 3 at each elementary school exceed 26 while the Local Control Funding Formula (LCFF) class-size guidelines remain in effect. Should the LCFF class-size guideline change, this section shall be rendered null and void."
- **Agreement to form a committee to develop a new set of evaluation procedures that align more closely with new developments in curriculum and instruction**
- **The new teacher orientation may be required for new teachers (rather than optional) and will continue to be paid**
- **Updated, clarified, and/or minor language changes on**
 - **Term of the agreement**
 - **Association copies of school board agendas**
 - **Safety conditions regarding suspension of students**
 - **Intermediate Discipline**
 - **Complaints regarding unit members (moved from Article 9 "Evaluations" to Article 14 "Intermediate Discipline) and updated**
 - **Clean up of stipend schedule to remove outdated positions and include current positions**

The full text of the agreement is available on the website. Please be sure to read it over carefully. Reps will hold meetings at school sites to review the agreement and hold a ratification vote during the week of August 25th-29th.

Your bargaining team,

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