

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

## A NEGOTIATIONS BULLETIN TO TEACHERS

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August 15, 2019

Over the summer RBTA's Bargaining Team has met with the District 3 times to negotiate the collective bargaining agreement. As of 8/15/19, RBTA and RBUSD have tentatively agreed to the following contract language changes so far:

### Article 4: Hours

- Clarifies that student contact time for Kindergarten teachers is equivalent to the student contact time for teachers in grades 1-2 (i.e. it includes 85 minutes of student contact beyond the scheduled class time either before or after the assigned class period and before or after preparation time.
- Clarifies that if an IEP runs into a member's lunch time, the member will receive their duty-free lunch before or after the meeting.

### Article 6: Class Size

- New language that TK-3 class size is capped at 27. Last year there was some question as to whether grades TK-3 are eligible for the overage stipend unless the **average** class size exceeded 26. This clarifies that TK-3 teachers **are** eligible for the overage if their individual class size exceeds 27.

### Article 9: Evaluations

- New language that, upon mutual agreement of the member and administrator, a final evaluation will not be required for a member who has been non-reelected or has submitted their resignation or retirement to the district.

### Article 10: Leaves

- The absence claim form will be updated to clarify which choices on the form fall under illness or personal necessity (PN). No reason needs to be written or stated to an administrator to use PN days. Corresponding contract language has been deleted.
- New language that the five-month period of differential pay runs consecutively with accumulated sick leave, and not concurrently.
- Language clarifying that parental leave is a 12-week period and members can use some or all of their accumulated sick leave during that period. If a member wishes to receive differential pay during that time period, they must first exhaust their accumulated sick leave.
- New language for job share teachers that faculty meetings will be proportionally assigned, and that for any trainings that require both members to be present, the non-scheduled member will be compensated at their professional rate.

### Calendar

- A 2020-21 calendar has been agreed on that rolls the current year calendar forward with slight modifications due to changes in the days on which certain holidays fall. Due to this change, April 2, 2021 will be a local holiday.

### Co-Teaching

- An MOU has been agreed on that outlines some protections for unit members and district procedures surrounding Co-Taught classes. The district will develop a "white paper" that will further clarify the program for all RBTA members whether they participate in a Co-Taught class or not.

## Article 7, 8: Salary and Health Benefits

- We are facing significant increases in our health care costs this year. Currently, the district has agreed to their past practice of picking up the increase in health care premiums at the level of the program that enrolls the most employees. This would be an increase of \$45/mo for all employee-only plans; \$90/mo for employee +1; and \$128/mo for employee + 2 or more. For those employees with Kaiser, these amounts will cover the increase to their premiums. Those members who are with Blue Shield (Full Network or SaveNet) will see an increase in their out of pocket costs. In order to mitigate our high premium increases, the Health Benefits Committee has negotiated with our broker to add a third plan to Blue Shield called Trio. This plan will be a lower cost with a more narrow network but still provide the same level of coverage. Be sure to attend the RBUSD Health Benefits Fairs on September 4 or 11 to see if this option would work for you.
- The district is currently offering a **0% salary increase** for RBTA members. Given the increases in health care premiums, this would mean that 46% of our members would take home less pay this year than they did last year. This is unacceptable to your bargaining team. The district team has stated that they need to receive direction from the board in order to negotiate further. They are scheduled to meet on Tuesday, August 20.

The Bargaining Team recognizes that the District is facing large increases in health care premiums and STRS and PERS contributions. But we believe that the District can meet those financial obligations as well as meet our proposals for salary increases. We are strong in our commitment to our members' welfare and will continue to fight for a settlement that keeps our District in a strong financial position but also recognizes the outstanding work that our members do every day. We will return to the table on Friday, August 23.

In Solidarity,

RBTA Bargaining Team  
Tim Baumgartner  
Rick Crump  
Monica Joyce  
Merlan Land  
Sarah Robinson  
Laurel Wade