

# FROM THE TABLE

## AN RBTA NEGOTIATIONS BULLETIN TO TEACHERS

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August 21, 2015

## Tentative Agreement Reached!

Your bargaining team met with the district on Friday, August 21<sup>st</sup> and has reached a tentative agreement for our 2015-2016 contract. **A general meeting will be held on Thursday, September 3<sup>rd</sup> at 3:30pm at RUHS (specific location to be announced) to review the agreement and to give a health insurance update.** Members will have an opportunity to vote on the tentative agreement at that time. For those members not in attendance, you **may see your RBTA Site Rep to vote by Friday, September 11, 2015.** The full text of the agreement will be available on the website at the beginning of next week ([www.sbut.org/RBTA](http://www.sbut.org/RBTA))

Here are the highlights:

- A 6% salary schedule increase, effective 7/1/15
- The district will pay 100% of the increase to health care premiums, capped at the Blue Shield HMO Full Network rates. Most unit members will be paying less out of pocket for health care
- The teacher work year will increase to 184 days this year to include one additional paid Professional Development day on May 27, 2016. This replaces what was a local holiday which the bargaining team felt was preferable to adding a day at the end of the year
- The teacher work year will increase to 185 days in 2016-17 and beyond to include two additional paid Professional Development days
- Unit members serving on interview panels will be paid at the extra duty rate for time spent serving outside of school hours
- The stipend table was revised as proposed by the Stipend Committee; new positions added; currently paid positions that were not previously on the table were added; some stipends increased, some positions renamed, obsolete positions removed
- Teachers who are interested in extra duty assignments will be given the opportunity at the end of the year to indicate their interest for the following year, and will be given rationale if not chosen for a position
- Faculty meeting language from the previous Memorandum of Understanding will become contract language with a few changes; elementary sites shall have no more than 2 meetings per month of 60 minutes or one meeting per month of 120 minutes, the middle school will strive to combine faculty meetings focusing on collaboration & professional development with existing banked time, and the high school shall strive to have no more than ten 60-minute meetings during the year. Meetings shall commence not later than 30 minutes after student dismissal at all levels
- The Community Day School contract language shall be removed, conferring all contract provision protections to the CDS teacher. CDS class size shall be limited to no more than 15 enrolled students on any given day
- Unit members requesting an unpaid personal leave of absence for the fall semester or the next school year must make the request by May 1 or be subject to increased possibility of denial
- Language change in Article 4.1 to clarify that the elementary early release days that may be used for grade level/whole school professional development are to be collaborative in nature
- Cleaned up language in Article 10 to replace the term "tenure" with "permanent status"

- **Evaluation procedures have been revamped as proposed by a joint district committee; for permanent employees there will no longer be a summative rating and will rather be reflective in nature; fewer formal observations for probationary employees; new forms developed. Full procedure may be reviewed on our website at the beginning of the week ([www.sbut.org/RBTA](http://www.sbut.org/RBTA))**
- **Calendars for 2016-17 through 2018-19. Calendars were developed based on the current schedule and to accommodate the additional paid days.**

2016-17: Teacher start 8/29/16, Student Start 8/31/16, Student End 6/22/17, Teacher End 6/23/17

2017-18: Teacher start 8/28/17, Student Start 8/30/17, Student End 6/20/18, Teacher End 6/21/18

2018-19: Teacher start 8/27/18, Student Start 8/29/18, Student End 6/19/19, Teacher End 6/20/19

(Calendars will be available on our website at the beginning of the week)

Your Bargaining Team,

Sarah Robinson, Chair

Tim Baumgartner

Rick Crump

Laurel Wade

Monica Joyce, President

Sandra Goins, SBUT Executive Director, Elise Tubbs, SBUT Managing Director