

FROM ^T_H^E TABLE

A NEGOTIATIONS BULLETIN TO TEACHERS

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

August 22, 2016

Throughout the summer, RBTA's bargaining team has met with the District three times to negotiate the collective bargaining agreement. As of August 22, RBTA and RBUSD have tentatively agreed to the following:

- Members who have been employed by the District for at least 10 years are eligible for a 5 year deferment of the evaluation process. The member must complete a plan for their continued reflection and risk-taking over the five year period and submit it to their evaluator no less than 30 work days after the start of the following school year. Those members who were denied the five year deferment during the 2015-16 school year are eligible for the deferment once they complete their plan.
- Language to protect members in a job share whose partner resigns during the school year.
- Bargaining members may use up to 10 days annually for matters of personal necessity. Members are not required to state the reason for the absence and an administrator may not ask a member the reason for the absence.
- *Once the school year begins, check with your site representative for clarification of this process.*
- The District must describe openings for supplemental teaching assignments outside the school day and give all teachers the opportunity to express interest in such positions.
- The District and RBTA will collaborate in the development and revision of forms related to the implementation of the contract such as absences, evaluation, and advancement on the salary schedule.

RBTA made a moderate proposal to increase salary, extra duty rate, and district contributions to health benefits. **The District responded with a salary proposal that, due to increases in STRS contributions and health premiums, would result in many members taking home less money this year than they did last year.** RBTA has requested more detailed information about the District's budget for the upcoming year but has not yet been provided those documents. The next bargaining session is set for September 12.

In Solidarity,
RBTA Bargaining Team
Sarah Robinson
Monica Joyce
Tim Baumgartner
Rick Crump
Laurel Wade