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A NEGOTIATIONS BULLETIN TO TEACHERS

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August 25, 2017

During the summer, RBTA's bargaining team has met with the District twice to negotiate the collective bargaining agreement. As of August 25, RBTA and RBUSD have tentatively agreed to the following:

- The school psychologist work year will be changed to reflect a 185 day work year so that they are able to receive a full year's service credit, similar to other bargaining unit members. Provisions have been made for psychologists currently working a 205-day year.
- Modifications to language about classroom relocation that safeguards members as well as a requirement for administration to provide a reason in writing for the relocation.
- At the elementary and middle school levels, administrators must give members an opportunity to express their interest in teaching another grade level or subject the following year by May 1st. If a vacancy occurs at that site, the administrator must review that information prior to posting the vacancy and give those applicants first consideration when filling the vacancy. If the administrator decides not to reassign the teacher based on that interest, the member has a right to request a meeting to discuss the reason prior to June 30th.
- All things being equal, no member shall pay more for their health benefits. In fact, those members receiving coverage from Blue Shield (both SaveNet and Full Network) will see a reduction in their health benefit contributions.

RBTA made a moderate proposal to increase salary and to add some stipends for teachers with more than 3 preps and special education teachers in self-contained classes whose class sizes exceed a limit. We were disappointed that the **District is currently offering a 1% salary increase** and has shown no interest in adding the additional stipends.

We acknowledge the significant costs associated with the state-mandated increases to employer contributions to STRS and PERS. But we do believe that RBUSD can afford to offer a larger increase to our current compensation while also safeguarding our retirement contributions.

We have another bargaining session scheduled for September 18. The bargaining team is asking for your support as we continue to negotiate. **We will be addressing the School Board at their next meeting on September 12 and would like as many members as possible to attend** and/or speak in front of the Board. Please contact Sarah Robinson (robinson.sarahlou@gmail.com) if you would be willing to speak to the Board.

In Solidarity,

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