

FROM ^TH E ^E TABLE

A NEGOTIATIONS BULLETIN TO TEACHERS

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

September 19, 2016

TENTATIVE AGREEMENT REACHED TODAY!

Your bargaining team is pleased to announce that a tentative agreement has been reached with the district for 2016-17 to include the following (The full text of the agreement can be read at sbuto.org/rbta):

Highlights of the agreement are, **effective July 1, 2016**:

- 2.5% salary schedule increase, plus a one-time, off schedule bonus of 0.5% to be paid by August 15, 2017. (Recall that last year we also added one paid day to our calendar this year, which is equivalent to approximately 0.5% of your salary) [Article 7.1]
- The district will pay 100% of the increase to the health care premiums of the medical plan that enrolled the largest number of district employees in the preceding year (Kaiser, last year) [Article 8.1]
- New Parental Leave language that incorporates the new law allowing for 12 weeks of leave for child bonding for new parents, adoptive parents and/or foster parents. Member may elect to be paid using all accumulated sick leave and then differential pay, or may take the leave as unpaid while retaining employment rights [Article 10.7]
- Evaluation language clarifying the 5-year deferral process, with the interested member submitting a plan not later than thirty work days after the beginning of the year. (For those who were eligible for the deferral and were evaluated in 2015-16, the deadline will be 10/28/16) [Articles 9.3.7, 9.4.1 & 9.4.1.1]
- Personal Necessity language clarifying that 10 days may be used annually for personal necessity and that the unit member does not need to write the reason, but shall affirm that the absence is for an acceptable reason of personal necessity [Articles 10.13.1 & 10.13.2]
- The district will extend the effort to conduct IEPs during normal business hours to 504 meetings as well [Article 4.4.2]
- Language that protects job-share members who lose a job-share partner after the school year has begun [Article 10.14.3.2]
- Teachers will have the opportunity to indicate interest in supplemental teaching duties that will be described in a communication by the district each year [Article 7.13.3]
- Language clarifying that the district will provide written notice to bargaining unit members if the district designates any leave as Family Care and Medical Leave [Article 10.13]
- The district and RBTA will collaborate in the development or revision of forms related to implementation or enforcement of the contract [Article 3.9]
- Removal of obsolete language in Article 19 (Special Education)

Your site rep will conduct a ratification election by Wednesday, September 28th.

In Solidarity, the RBTA Bargaining Team

Sarah Robinson

Monica Joyce

Tim Baumgartner

Rick Crump

Laurel Wade