

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

September 20, 2019

Tentative Agreement Reached!

After finishing their day in the classroom, the bargaining team headed back to the table. They were able to reach agreement late Thursday evening. Thanks to all members who sent messages of support and photos in their RBTA t-shirts.

The full text of the agreement can be read at wearerbta.org, under "Current News & Events"

Highlights of the Tentative Agreement:

Article 7: Salary & Stipend Table

- 1.25% increase to the salary schedules and a one-time, off schedule bonus of 0.25% to be paid by May 22, 2020.
- Increase to the secondary period substitution to \$45 per period and an increase to the elementary extra students for a day rate to \$45 per hour
- Increase to the classroom relocation rate to \$140/day
- Increase to the overnight program stipend to \$300 for 1-2 nights and \$400 for 3 or more nights
- An addition to the department chair stipend for those with 79+ periods, with a stipend of 6% of Group II, step 5 (currently \$383.34/month)
- Addition of a Robotics stipend for elementary and middle school coaches of \$600 per team
- Addition of a Team Court Coach stipend of \$658 per year
- A change to the high school Head Coach CIF supplement of \$100 **per game** and \$75 **per game** for high school Assistant Coach (beyond the regular season)
- A change to the stipend for the High School Athletics Director to \$4935.60 **per semester**
- In **2020-21**, the extra duty rate will be increased to \$45/hour

Article 8: Benefits

- District will pay the increase to health care premiums, capped at the rate of the plan with the most employees enrolled (currently the Kaiser rate)

Article 4: Hours

- Clarifying language regarding Kindergarten student-contact time
- Clarifying language that ensures a duty-free lunch before or after IEP meetings

Article 6: Class Size

- TK-3 class size is capped at 27 and eligible for overage pay if an individual class size exceeds 27

Article 9: Evaluations

- Final evaluation will not be required for a member who has been non-re-elected or has submitted their resignation or retirement to the district

Article 10: Leaves

- The absence claim form has been updated and no reason should be written or stated to an administrator for use of 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
- Job share teachers are assigned proportionally to faculty meetings, and any trainings that require both members to be present will be compensated at the professional rate for the non-scheduled member

Calendar

- The 2020-21 calendar 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 outlines some protections for unit members and district procedures surrounding Co-Taught classes.

Voting on the agreement will occur at sites between September 25 and October 2. The bargaining teams agreed to allow the district to implement the benefits increase so that it will be on the October 1 paycheck.

In Solidarity,

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