

**Tentative Agreement  
Between  
Redondo Beach Unified School District  
and  
Redondo Beach Teachers Association**

September 20, 2013

**Article 4 Hours**

**4.1**

6) In order to meet the challenges of both the Common Core Standards implementation and the integration of a broad range of emerging technologies into the classroom through Measure Q funds, RBTA and RBUSD have agreed to collaborate in the creation of a flexible, multi-faceted approach to professional development that honors the particular circumstances of individual schools, departments, grade levels and teachers.

Beginning with the 2013-2014 school year:

- Not more than a total of eight days of the regularly scheduled early release days may be used for the purpose of engaging in activities focused on whole school and/or grade-level professional development at the elementary school level. Such activities will be developed and implemented by the site principal in consultation with school-site leadership teams elected pursuant to 3.1.6.3.
- Not more than a total of 50% of regularly scheduled early release days may be used for the purpose of engaging in activities focused on whole school, department and/or grade-level professional development at the middle school level. Such activities will be developed and implemented by the site principal in consultation with school-site leadership teams elected pursuant to 3.1.6.3.

**4.10**

The District may establish a zero or seventh period class at any secondary school site. The purpose of the class is to provide master schedule flexibility for students. The scheduling of the course is dependent upon a teacher agreeing to the alternate schedule. The teacher of record shall be assigned to a Period 0-5 or Period 2-7 work day with a conference period included during that time. If faculty meetings are scheduled during 0 or 7th period, all information related to the meeting shall be forwarded to the 7th period teacher of record. The teacher of record shall have the choice to attend any scheduled district and/ or site staff development opportunities that occur during the 0 or 7th period with the district providing a substitute. The zero or seventh period teacher of record shall also have release time covered by a substitute for Back to School nights or any other after hours contractual events, Open House and Back to School nights, all parent conference days during which s/he has conferences

scheduled and during standardized testing. The teacher of record shall not lose sick leave time when released for these functions. For physical education classes, the teacher of record shall not be responsible for supervising students of the opposite gender in their locker room. Supervision of any activities (ie- dressing out, etc.) of any and all opposite gender students in the opposite gender locker rooms shall be provided by administration/ employee designee on campus during 0 and 7th period. Supervision of non-7th period PE class students shall not be the responsibility of the assigned teacher of record. If the assigned teacher is absent, a substitute shall be assigned the class. Such assignments shall not be made if they result in the elimination of bargaining unit member positions at individual school sites.

## **Article 6    Class Size**

### **6.1**

The District acknowledges its obligation to maintain an average class size of no greater than 30. Additionally, the District recognizes its obligation not to exceed enrollment of 35 (except for such traditional large group classes for which a stipend is paid; e.g. ASB, band, orchestra, yearbook, journalism, visual and performing arts, vocal music, etc.) for a period of three consecutive weeks following the start of each semester/trimester or seven consecutive working days during the school year. For the purposes of this Article, teaching assistants assigned to sections shall not be included in the calculation of class size. The class size maximum for physical education classes (excluding athletic teams) shall be 50. The District also affirms that the adherence to these limits is both desirable and preferable. Recognizing that circumstances beyond the District's control can result in the enrollment of students that cause the enrollment of a given class to exceed these limits and terms; after consulting with the department chair or an RBTA Executive Board member, the District will adhere to the following guidelines:

#### **6.1.1**

When the enrollment of student(s) results in an abrogation of the class size limit, but is not sufficient to reorganize classes in order to open an additional class or section of at least twenty students, the receiving teacher will be compensated accordingly:

##### Teachers of Grades 6-12:

One student over the maximum: \$400 per semester  
Two students over the maximum: \$1000 per semester  
Three students over the maximum: \$1800 per semester  
Four students over the maximum: \$2800 per semester

##### Teachers of Grades K-5:

One student over the maximum: \$400 per trimester  
Two students over the maximum: \$1000 per trimester  
Three students over the maximum: \$1800 per trimester

Four students over the maximum: \$2800 per trimester

**6.1.2**

There shall be no breaching of the class size limits by more than four (4) students per class or section.

**6.1.3**

Where more than one class exists within a school that can accommodate the needs of the enrolling student, the principal shall consult with each teacher qualified to accept the student to gain the acceptance and consent of the teacher prior to enrolling the student.

**6.1.4**

Where only one class exists within a school that can accommodate the needs of the enrolling students (for reasons such as program offering, qualifications, specialized training/authorization, etc.) and which thereby prevents the opening of an additional class or section, the receiving teacher shall receive an additional \$50 per student, per semester or trimester.

All compensation shall be prorated according to the percentage of days per semester/trimester that a student is enrolled on the teacher's roster.

**6.1.5**

The District will make every effort to place students with IEP's and/or 504 plans proportionally among general education teachers. Unit members with a disproportionate number of students on IEP's and/or 504 plans as compared to the other teachers in the same grade level or department at their site shall be provided relief through measures such as, but not limited to, being assigned a classroom aide, reduced class size, reduced number of subject preparations at the secondary level, etc.

**6.1.6**

The Class Size Reduction (CSR) classes (K-3) with an enrollment in excess of 20 students for the school year will be rotated as it occurs among teachers at that grade level.

**Article 7     Salary**

**7.1**

All certificated bargaining unit salary schedules shall be increased by 2.00% effective July 1, 2013. Longevity steps (career increments) shall be adjusted as needed to ensure that unit members beyond step 13 receive the full amount of the increases referenced above. A portion of the increase granted in 2006-2007 provided for a 183

day work year beginning with the 2007-2008 school year and continuing thereafter, with the additional day being used for district-wide staff development.

The District will provide two days of optional district-directed Professional Development on June 16, 2014 and June 17, 2014. All bargaining unit members will have the opportunity to participate and earn their per diem rate of pay based on the 2013-2014 salary schedule.

**7.22**

Teachers or other members of the RBTA Bargaining Unit participating in academic overnight programs not associated with programs, activities or duties for which a stipend is already paid shall receive a stipend according to the following guidelines:

1-2 Nights	\$250
3+ Nights	\$350

**Article 8 Health and Welfare**

**8.1**

Effective October 1, 2008, the employee shall make the contributions tenthly toward the payment of premiums for eligible unit members as indicated in Appendix E. The District will continue to make the contributions as provided in Appendix E for unit members' health and welfare benefits. For the 2013-2014 school year, the District shall pay 100% of all increases to health care premiums.

**8.5**

The parties agree that benefits will be credited towards the total compensation package for unit members for the 2013-2014 negotiated agreement. Health and welfare benefits shall be as outlined in Appendix E.

**Article 11 Transfers and Reassignments**

**11.7.1**

The District shall post all vacancies within the school-site in which vacancies have occurred before posting those same vacancies on the District website. Applicants from within the same school-site shall be given first consideration prior to the consideration of other applicants.

Redondo Beach Unified School District

Redondo Beach Teachers' Association

Annelle V. Olson

Tom Stahl

Christina Segura

[Signature]

Michelle Kelly

Anthony Jarant

Monica Joyce

Ann Boynton

[Signature]

Judi Ireland

[Signature]

Dandra Marie