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A NEGOTIATIONS BULLETIN TO EDUCATORS

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October 23, 2023

## Tentative Agreement Reached for 2023-2024!

**Greetings RBTA Unit Members!**

Click link to read [full text of the agreement](#).

The district presented proposals in Articles 1, 4, 7, 8 and 10 and RBTA presented proposals in Articles 3, 4, 5, 6, 7, 8, 9, 10, 11 and 19. Both sides clearly explained their rationales in bringing forth their proposals and agreement was reached after long discussions. The highlights of the tentative agreement are as follows:

### Article 7: Salary & Stipend Table

- **6% increase to the salary schedules.**
- **2.25% one-time**, off-schedule payment of salary earned 2023-2024 to be paid no later than May 24, 2024. This one-time payment is in part to help offset health benefit increases.
- Updated language that the district will notify parents of placement in combo classes prior to the first contract day of the year, and provide instructional strategies for teachers prior to the start of the school year.
- Stipend table addition of Director- Conductor Pit Orchestra and increase to Combination Class Teachers.

### Article 1: Preamble and Recognition

Collective Bargaining Agreement is effective July 1, 2023 - June 30, 2026.

### Article 3: Association Rights

- Added language stating that curriculum committees should be held for content areas, as well as for ELD and combo curriculum for elementary
- Added language to include professional development needs (e.g English learners and combination classes)
- Change the title of "Assistant Superintendent of Instructional Services" to Assistant Superintendent of Educational Services
- New language added to refer members to Board Policy 6144, Controversial Issues.

### Article 4: Hours

- Kindergarten teachers who are required to teach core curriculum outside of their grade level during the 85 minute contact time will receive support as needed.
- Added "TOSAs" to the list of members who work eight (8) hours per day.
- TOSAs hired after June 30, 2023:
  - shall work 190 days
  - district office assignment will be paid 1.1 FTE and have an eight (8) hour workday
  - school site assignment will be paid 1.0 FTE and follow work hours as stated in Article 4.1
- Clarified secondary grades to include grade 6.

### Article 5: Safety

- Change the title of "District Safety Officer" to Maintenance and Operations Administrator.
- Moved the language regarding unit members moving classrooms to Article 11.
- Clarified that a "district designee," rather than a principal, shall investigate an assault on a member.
- Added language 5.9: The District will determine and provide relevant training for unit members based on the Professional Development Committee process.

### Article 6: Class Size

- Added language to ensure stipends are paid in a timely fashion.
- Increased the student over the maximum by \$100 per semester for all grades.
- Language added that the district will make every effort to enroll SDC students into general education classes with the lowest enrollment for specific grade level content instruction with aide support.
- Created sub-section of Article 6.1.5 to clarify that "all compensation shall be prorated according to the percentage of days the student is on the teacher's roster" applies to the entirety of Article 6.
- Updated language to clarify the district recognizes the best practice is to evenly distribute students with unique needs proportionally among general education teachers to balance workload and shall provide support through training.

### Article 8: Health and Benefits

- District contribution towards health benefits will remain the same. Members are responsible for any increases to premiums. 2.25% one-time, off schedule payment of salary earned 2023-2024 is to help offset this increase.

### Article 9: Evaluations

- Article withdrawn—no change.

### Article 10: Leaves

- Article Withdrawn - no change.

### Article 11: Transfers and Reassignments

- Added language regarding moving classrooms from 5.2.
- New language: Unit member's items will be moved by 5 workdays prior to their first contractual day of the year.

Article 19: Special Education

- Co-teach task force has been enhanced to Special Education Advisory Council that will study current legislation and research, review program data, assess impact, communicate information, identify PD needs, and provide feedback on three year plans.
- Special Education Advisory Council members will receive extra duty pay if meetings are after contract hours.
- Co-teachers will now receive 8 planning days any time during the year to collaborate vs 2 per quarter.

Article 20: Common Good

- Article Withdrawn - language added in Article 3.

Calendar

- 2024-2025 calendar has a teacher start date of August 19, 2024 and end date of June 12, 2025 with slight modifications due to changes in the days which certain holidays fall.

Memorandum of Understanding (MOU) – Elementary Instructional Schedule Committee

- An MOU has been signed to form an elementary committee to propose a common and uniform instructional schedule for all elementary schools. The common instructional schedule will provide minimum days to be used for district-led professional development that will amend Article 4 and allocate Wednesdays to teacher led activities.

We will hold general meetings to discuss the tentative agreement and answer any questions. We will send out an email meeting dates and locations. Our ratification vote will be held via electronic ballot from Monday, October 30 to Monday, November 6. If you would prefer a paper ballot, you must request it via email at [rbta@sbut.org](mailto:rbta@sbut.org) and it must be returned to the SBUT office by Friday, November 3.

We believe we received a competitive salary increase that acknowledges the hard work that our members have been doing.

In Solidarity,

RBTA Bargaining Team:

Jennell Tanaka, Chair

Ryan Branta

Holly Dawson

Kristen Hoyem

Merlan Land

Ayn McGuire

Geoff Watts