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A RBTA NEGOTIATIONS BULLETIN TO TEACHERS

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BARGAINING UPDATE

TUESDAY, JULY 7, 2020

So far this summer, your Bargaining Team has met with the District three times to negotiate a new collective bargaining agreement. As of 7/7/20 we have tentatively agreed to the following contract language changes:

Article 7:

- **For the 2020-21 school year, there will be no reduction in RBTA salaries, layoffs of RBTA members, or furlough days.**
- When possible, the opportunity for a 120% assignment at the secondary level shall be rotated amongst the members of a department.
- When possible, the duty to teach a combination class at the elementary level shall be rotated amongst teachers at a site based on seniority within the impacted grade levels.

Article 8:

- The District has agreed to their past practice of picking up the increase in health care premiums at the level of the program that enrolls the most employees, which continues to be Kaiser. We do not know the exact amount of the increases because the Health Benefits Committee is still meeting to discuss some new health care plan options for the upcoming year.

Article 9:

- The timeline to submit the final reflection as part of the Tier II evaluation process has been changed to 45 days before the end of the school year.

Article 10:

- Members applying for an unpaid leave for the upcoming school year must complete their application by April 15 and will receive notification within a month as to whether or not the leave was approved.

Article 11:

- When a reduction in enrollment leads to a member being transferred to another site and one or more members have the same seniority date, there is now a tie-breaker based on a point system that takes into consideration: possession of multiple credentials, possession of a BCLAD, number of Masters or Doctorate degrees, and number of total years of teaching with a clear credential inside or outside of RBUSD.

Article 13:

- A mediation step was added to the Grievance procedure before the Arbitration step.

Article 19:

- Language added regarding co-teaching including:
 - A requirement to provide a substitute if one of the co-teachers is absent. If the substitute position can't be filled, the remaining teacher will be paid the sub rate for the periods or partial periods
 - The District will make every effort to ensure that students with IEPs don't exceed 1/3 of the total roster.
 - Co-teachers receive 2 planning days per quarter.
 - The District will make every effort to assign common planning time to teachers and to not partner a Special Education teacher with more than two General Education teachers.
 - Both teachers shall have keys and a work station in the classroom.
 - At the end of the school year, site administrators will conference individually with each participating teacher to discuss their experiences in the program.

This year's bargaining sessions are occurring under very unique circumstances and are covering a lot of new ground. Given the constantly changing requirements and questions surrounding the reopening of schools, your Bargaining Team has decided that the best way to deal with COVID-19 related issues is via a Memorandum of Understanding (MOU) between RBTA and RBUSD, just as we did when we closed schools. This agreement will govern work schedules, safety, distance learning, use of sick leave, and class sizes. It can be updated and modified as the situation requires. While the details surrounding a possible return to school are far from being determined, know that your Bargaining Team will never agree to a plan that sacrifices member safety or erodes your rights.

We currently have bargaining sessions set for July 8, 15, and 17 and will update you regarding our progress. Feel free to reach out with any questions or concerns.

In Solidarity,

RBTA Bargaining Team:

Sarah Robinson, Chair
Monica Joyce, RBTA President
Rick Crump
Merlan Land
Laurel Wade
Geoff Watts