

# FROM <sup>T</sup><sub>H</sub><sup>E</sup> TABLE

## A RBTA NEGOTIATIONS BULLETIN TO TEACHERS

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

November 13, 2020

Your bargaining team met with the District for 5 hours yesterday to work on modifications to our current Memorandum of Understanding (MOU) surrounding distance learning and the hybrid model. We reached agreement on several issues:

- The District will open all eight elementary schools simultaneously, dependent upon approval from the LA County Department of Public Health, if the approval of all eight schools occurs within two weeks of each other. Should the TK-2 waiver be approved, the District will not reopen to grades 1 & 2 prior to January 6, 2021 and will allow at least 10 work days between the Board's decision and the physical return to schools.
- When the Board of Education decides to transition back to the hybrid model, any affected bargaining unit members will be given 2 complete asynchronous days to set up their classroom, organize materials, etc. On these days, members will not be required to have any live interaction with students.
- Cohorts may be created by grade level in the case of combination classes rather than alphabetically.
- Under the hybrid model if students are unable to attend school in-person on their designated cohort day, teachers may include them in live instruction or may provide an asynchronous version of the lesson for students to access at home.
- There may not be a designated *asynchronous day* where a teacher has no live interaction with students. Teachers shall remind students that they are available for assistance when they are working on asynchronous activities.
- Small group intervention time may be used to deliver in-person services to students deemed part of a vulnerable population (students with IEPs, EL, homeless and foster youth) in lieu of providing intervention virtually to students on a teacher's roster.
- No staff meetings or professional development will be held the week of parent teacher conferences.
- Each school site shall have safety and communication protocols in place in case of a positive COVID-19 test by a student or staff member. These protocols must be communicated to all bargaining unit members by November 20.
- In lieu of hiring a substitute, teachers may provide pre-recorded lessons, SchoolsPLP material or other content remotely for no more than two consecutive days in which the class meets.
- The District will ensure that all students, staff, or outside contractors who enter campuses will complete an active or passive health screening.
- At the secondary level, grades should be updated in PowerSchool at least every two weeks.

At this point, the District is moving ahead with their plan to return TK and Kindergarten classes to in person instruction during the week of December 14. They will be holding a town hall for RBTA members on November 17 to discuss their plans and will take questions. We highly recommend that members participate in this event.

The District has applied for and is waiting for approval for the TK-2 waiver that would bring 1<sup>st</sup> grade and 2<sup>nd</sup> grade students back for in person instruction. Once the District receives the waiver, the Board would have to take action to approve the move to the hybrid model for affected grades. While we don't know the timeline for this process, this agreement establishes that those students can't return until after January 6, 2021.

These negotiations were very difficult because the Board has made their intention to return to in-person instruction clear and the County has given them far-reaching powers to make it happen without approval from labor partners. Your bargaining team did the best we could to ensure a safe, equitable return for our members and to maintain teaching and working conditions that wouldn't create undue burdens in an already stressful school year.

Please feel free to contact us with any questions or concerns you may have.

In solidarity,

RBTA Bargaining Team

Sarah Robinson, Chair

Rick Crump

Monica Joyce, RBTA President

Merlan Land

Laurel Wade

Geoff Watts