

FROM ^T_H^E TABLE

A RBTA NEGOTIATIONS BULLETIN TO TEACHERS

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June 30, 2022

Tentative Agreement Reached for 2022-23!

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

The bargaining team met with the district four times during the month of June. The District presented proposals in Articles 9, 10, and 11 and RBTA presented proposals in Articles 1, 4, 6, 7, 8 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

- **4.5% increase to the salary schedules.**
- **4.5% one-time**, off-schedule payment of salary earned 2022-2023 to be paid no later than May 22, 2023.
- For 2022-23, the extra duty and summer school rates will increase to \$50 per hour. In 2023-24, they will increase to \$55 per hour.
- Update to language about Department Chair elections.
- Addition of Advisor Comedy Sportz, Coach ESports MS & HS, and Advisor -Student Leadership ES to stipend table.
- Stipend table increase to Teacher- Advanced Placement, Director-Athletics HS, Coach Robotics HS, ES & MS, and Site Specialist EL.

Article 8: Benefits

- District contribution toward health benefits will remain the same. Members are responsible for any increases to premiums. Open Enrollment is from August 8 - August 26.

Article 1: Recognition

- Program Specialist removed and Speech Pathologist added to list of bargaining unit members.

Article 4: Hours

- TK included in contractual hour language.
- Secondary period coverage and elementary daily overage amounts increased: \$50 for 2022-23 and \$55 for 2023-24.
- Language clarification regarding definition of professional development, collaboration, and faculty meetings.

Article 6: Class Size

- Language update to include TK.

Article 9: Evaluations

- Clarifying language to Tier I and Tier II evaluation process and update to due dates.
- Additional questions to be added to the end of each Initial Reflection on Focus Area form.
- Clarification of evaluation deferral process.

Article 10: Leaves

- Language asking members to give administration notice when intending to use personal necessity leave or for prolonged illness leave.

Article 11: Transfers and Reassignments

- Language clarification should reassignment be necessary.
- Deadlines for transfer requests and interest in grade reassignment aligned to May 1.
- Language clarifying the process when a transfer becomes necessary due to declining enrollment.

Article 18: Summer School

- \$50 hourly rate for summer of 2023.
- \$55 hourly rate for summer of 2024.

Article 19: Special Education

- Continuation of Co-Teach task force to focus on implementation and efficacy. Task force will meet four times throughout the school year until June 30, 2023. The new Coordinator of Special Education will be part of the task force.
- One of the specific goals of the task force will be the addition of case management periods to Special Education co-teacher schedules.

Calendar

- The 2023-24 calendar rolls the current year calendar forward with slight modifications due to changes in the days on which certain holidays fall.

We will be holding a general meeting to discuss the tentative agreement and answer any questions on Tuesday, August 16 at 3:45PM in the RUHS Auditorium. Our ratification vote will be held via electronic ballot from Tuesday, August 16 to Tuesday, August 23. If you would prefer a paper ballot, you must request one via email at rbta@sbut.org and it must be returned to the SBUT office by Tuesday, August 23.

During this time of increased funding from the state as well as increases in counseling and special education staffing, we believe we received a competitive salary increase that acknowledges the hard work that our members have been doing.

In Solidarity,
RBTA Bargaining Team

Merlan Land, Bargaining Chair
Sarah Robinson, RBTA President
Ryan Branta
Rick Crump
Ayn McGuire
Jennell Tanaka
Geoff Watts