

**MEMORANDUM OF UNDERSTANDING BETWEEN
REDONDO BEACH UNIFIED SCHOOL DISTRICT
AND
REDONDO BEACH TEACHERS ASSOCIATION
FULL-DAY KINDERGARTEN**

January 19, 2024

This Memorandum of Understanding ("MOU") is entered into by and between Redondo Beach Unified School District ("District") and Redondo Beach Teachers Association ("RBTA"), (collectively referred to herein as the "Parties") regarding the implementation of full-day kindergarten classes at District elementary schools.

WHEREAS, the parties collaborated to reached an understanding that the District must provide a full-day kindergarten program to attract students residing in Redondo Beach. Historically, some of these students have chosen to enroll in neighboring districts offering full-day kindergarten programs.

WHEREAS, a committee was formed to expand kindergarten programming and scheduling to maximize student and family enrollment in the District.

WHEREAS, the collective bargaining agreement ("CBA") between the District and RBTA, Article 4, Hours, provides, in relevant part, as follows:

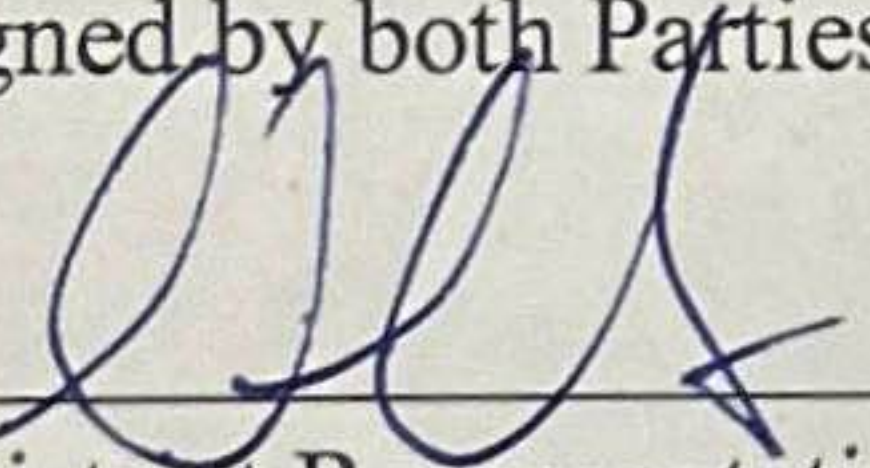
- Regular assigned student contact time for Kindergarten teachers shall be 200 minutes per day (Article 4.1.1(B));
- Kindergarten teachers shall work with students for 85 minutes before or after their assigned class period and before or after their preparation time (Article 4.1.1 (C)); and
- Unit member shall be entitled to a minimum duty-free lunch of thirty (30) minutes and shall be granted a duty-free lunch period not to exceed sixty (60) minutes if consistent with past practice and their assigned students' lunch period at their respective schools (Article 4.2).

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

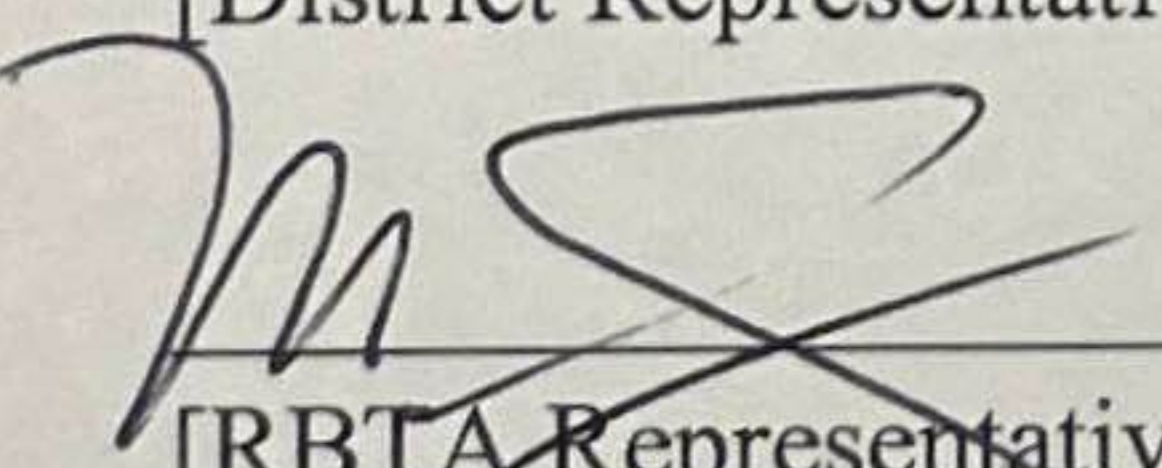
1. **Full-Day Kindergarten Classes:** Beginning with the 2024-2025 school year, the District will offer full-day kindergarten classes at all eight (8) District elementary schools.
2. **Regular Schedule Timings:**
 - a. For the 2024-2025 school year, on days with regular day schedules, kindergarten classes will start at 8:15 a.m. and end at 1:45 p.m.
 - b. Beginning with the 2025-2026 school year and in subsequent years, on days with regular day schedules, kindergarten classes will start at 8:15 a.m. and end at 2:00 p.m.
 - c. For the 2024-2025 school year, minimum days will start at 8:15 a.m. and end at 1:15 p.m.
 - d. Beginning with the 2025-2026 school year and in subsequent years, minimum days will start at 8:15 a.m. and end at 1:30 p.m. or the end of the school day, whichever is earlier.
 - e. For the 2024-2025 school year, kindergarten teachers will provide students with academic intervention two days a week for 30 minutes from 1:55 p.m. to 2:25 p.m. primarily focusing on kindergarten students and then on primary (K-3) students unless mutually agreed between the teacher and principal. The actual intervention days will be determined in accordance with #3 in this agreement. The two 30-minute grade level planning times shall be equivalent to all other grade level/PE planning time.

- f. For the 2025-2026 school year, kindergarten teachers will provide students with academic intervention two days a week for 20 minutes from 2:10 p.m. to 2:30 p.m. primarily focusing on kindergarten students and then on other primary (K-3) students unless mutually agreed between the teacher and principal. The actual intervention days will be determined in accordance with #3 in this agreement. The two 30-minute grade level planning times shall be equivalent to all other grade/level PE planning time.
 - g. Site administration may request the names of students regularly participating in intervention or identify students who will participate in intervention.
3. **Collaborative Schedule Development:** Kindergarten teachers will collaborate with their grade level teams and site administrator(s) to develop the daily schedule of recess, lunch, and daily instruction, subject to the site administrator's final approval. Kindergarten classes will have a lunch period of the same duration as the rest of the school. This collaboration shall ensure compliance with the contractual minimum instructional minutes of 200 minutes per day. (Article 4.1.1(B))
 4. **Adjusted Teacher Work Time:** Kindergarten teachers shall no longer engage with students for an additional 85 minutes before or after their assigned class period and before or after their preparation time, as specified in Article 4.1.1(C).
 5. **Early Release Days** – From August 21, 2024, to September 6, 2024, Kindergarten classes will follow the minimum day schedule. The district will make every effort to provide one additional support person for each school on each of these days.
 6. **Incorporation into Collective Bargaining Agreement:** The District and RBTA mutually agree to incorporate revisions to Article 4, reflecting the provisions stated in paragraphs 1-4 above, into the Parties CBA. This incorporation will take place at the conclusion of the 2025-26 reopener negotiations.
 7. **Effective Date:** The revised kindergarten schedule will be effective on August 19, 2024, the first day back for teachers.
 8. **Non-Precedential Status:** This MOU is expressly non-precedential, and neither party shall be bound by the terms herein for purposes of future negotiations, disputes, or agreements.

This MOU is executed on January 19, 2024, and any subsequent amendments shall be in writing and signed by both Parties.



[District Representative] Date: 1/19/24



[RBTA Representative] Date: 1/19/24