

FROM ^THE ^HE ^ETABLE

A NEGOTIATIONS BULLETIN TO EDUCATORS

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Tentative Agreement Reached for 2024-2025!

Greetings RBTA Unit Members!

January 15, 2025

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

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

Article 7: Salary

- **1.75% one-time**, off-schedule payment of salary earned 2024-2025 to be paid no later than May 23, 2025. This one-time payment is in part to help offset health benefit increases.
- Stipend table adjustments:
 - Science Olympiad HS now per semester.
 - Elementary School added to Math Olympiad.
 - High school head coach CIF playoff compensation restructured.

Article 4: Hours

- Revised language to create a uniform bell schedule for elementary schools based on the recommendation from the joint RBTA and RBUSD Bell Schedule Committee and the majority of RBTA elementary members who took the Elementary Bell Schedule Feedback survey.
- Clarified language for substitution for a class outside of a member's assignment.
- Updated language for elementary members to opt for compensatory time for substitution.

Article 6: Class Size

- Added language to minimize combination classes in Elementary.
- Added language to avoid newly enrolled students to combination and co-teach classes.

Article 8: Health and Welfare

- District contribution towards health benefits will remain the same. Members are responsible for any increases to premiums. 1.75% one-time, off-schedule payment of salary earned 2024-2025 is to help offset this increase.

Article 10: Leaves

- Moved job share and personal unpaid leaves notice to return date and notice to go on leave to the last working day of February to ensure schools can appropriately staff for the following school year in a timely manner.
- Adjusted language for personal necessity leave to clarify that no permission is required.

Article 19: Special Education

- Clarified language to provide more flexibility on co-teach planning days.
- Updated language to provide ALL special education teachers to receive 4 days per year to address need on their caseload.

Calendar

- 2025-2026 calendar has a teacher start date of August 18, 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): Special Education Advisory Committee

- Special Education teachers who reach a caseload of 25 will meet with supervisor to discuss needed support.
- All Special Education staff, including Psychologists can seek support from their supervisor regarding concerns about their caseloads, including pending cases.
- See attached PDF for further details.

Memorandum of Understanding (MOU): Elementary Bell Schedule

- As recommended by Elementary Bell Schedule Committee.
- Site Admin will reach out to Site Reps to work on bell schedule.
- See attached PDF for further details.

We will hold a general meeting to discuss the tentative agreement and answer any questions on Tuesday, January 28 at 3:45 via Zoom. Our ratification vote will be held via electronic ballot from Tuesday, January 28 to Tuesday, February 4. If you would prefer a paper ballot, you must request it via email at rbta@sbut.org and it must be returned to the SBUT office by Monday, February 3.

We are pleased to have received a competitive off-schedule salary increase during a challenging economic year, recognizing the hard work of our members. The district has minimized cuts and maintained essential supports for our members.

In Solidarity,
Geoff Watts, Chair
Holly Frame
Ali Daly
Kristen Hoyem
Leinna Huante
Merlan Land
Ayn McGuire