

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

## AN RBTA NEGOTIATIONS BULLETIN TO TEACHERS

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

March 24, 2010

Your RBTA bargaining team wants every bargaining unit member in the district to know that we have been diligently representing you in the four bargaining sessions that have occurred. Having heard what the membership wanted when we visited the school sites in regard to furloughs, increasing class size, layoffs and calendar, we are in the process of representing you at the table.

Today we met with the district team. We brought forward a calendar that would have begun at the end of August and ended mid-June. That calendar reflected everything that you told us you wanted:

1. no additional non-holiday day(s) that would impact the academic climate for every student in Redondo the second week after school would begin and
2. fewer holiday days in February which would mean an earlier out in June

The District came to the table with the exact same proposal as they did last meeting. The District has indicated that the Jewish holiday of Rosh Hashanah must be included in the calendar. They also want us to take 2 furlough days, meaning that each of you would have a pay cut equal to approximately 1% of your salary.

**Health benefits are going up again and you will incur that cost as well.** (Come to the General RBTA Membership Meeting- March 31<sup>st</sup>- 3:30 PM at Adams Cafeteria).

You will not be receiving a salary increase. *We don't consider Step and Column a salary increase.*

**We know that there is money that the district can use to offset 2 furlough days without making class size K-3 go above 24.9-1.** RBTA knows that the district could use Aviation Fund monies and/or interest OR they could use part of the .8% overage of the district reserve and still be at a healthy 3%, even though the state will allow the district to go down to just 1% reserve. A furlough day equals \$220,000 and .8% of the reserve equals \$526,318 therefore there is more than enough money to keep the pay cuts out of the teachers' wallets.

The District is making the cuts at the teacher level and not at the administration level. They are choosing to lay off teachers, but not management, as a measure to save dollars. Crowding classrooms does not provide an educationally sound environment. The Board has publically stated that they want to keep the cuts as far away from the classroom as possible. The District proposal does not reflect that.

**RBTA brought a teacher attendance incentive program to the table (which was promoted by one of our members).** Such a dollar saving incentive would pay teachers for using only up to 3 sick leave days in a year. There would be potential dollar savings from this program yet the district team would not discuss it unless we agreed to furlough days.

Support the bargaining process! Attend the board meetings!

April 6, April 27, May 11, May 25, June 8, June 22

AND

Email your board members telling them that  
**THIS IS THE RAINY DAY!!**

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**Your RBTA Bargaining Team,**

Monica Joyce, Chair; Amy Santa Cruz, RBTA President;  
Barbara Barr; Linda Dillard; Hilary Berry-Cahn; Donna  
Pattillo; Sandra Goins, SBUT Executive Director