



Redondo Beach Teachers Association

President's Message

May 2010

The WHO Award is given to an RBTA member who has selflessly given time and effort for the entire membership. It is an honor to receive the We Honor Our Own Award and this year RBTA was proud to give the WHO to Monica Joyce, your bargaining team chair-special education advocate-teacher advocate-student advocate.



Over the last decade, Monica has brought an invaluable degree of expertise to the Redondo Beach Teachers Association. Her professional perspective on Special Education issues and the insight she brings to a wide range of concerns at the elementary level has been a wonderful asset to RBTA's Rep Council and the bargaining team that she chairs.

A site rep for the last ten years, Monica is always willing to step in and help out wherever necessary. In 2008, Monica participated in the campaign for Bond Measure C which brought a \$145 million bond to Redondo Beach schools. The magnitude of those efforts is now underscored as our campuses are being transformed before our eyes.

While no doubt a daunting task, Monica stands firm as she leads the bargaining team through this climate of economic woe. She spends countless after school hours working on behalf of our members. Her cool, calm, and collected demeanor at the table has enabled this year's negotiations to be professional and focused.

Monica takes her commitment to represent all RBTA members seriously. She is a person of honor and conviction and RBTA is very lucky to have her on our side.

Member Questions/RIF/Bargaining

The district has brought back to the table furlough/no pay days. And we have had questions from teachers asking why RBTA is not endorsing furlough/no pay days to save teacher jobs.

There is no guarantee that furlough days would save any teacher jobs in the district. There's nothing to keep the district from taking the days and continuing the layoff—or instituting a summer layoff after the days are taken. The District has the reserves to maintain the current level of staffing, but clearly the district is choosing reserves over people (teachers). The projected deficits that have been disclosed can be covered for one more year by using some (.6%) of the 3.8% reserve and by using the \$200,000+ that the district will receive from the early retirement settlement (PARS). The district has other options that could create unexpected revenue such

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Rena Roberts (PV)
Kisha Williams (PV)

as a shortened administrator work year.

RBTA feels strongly that it is teachers who make the greatest impact on the lives of students and we are fighting hard to maintain the gains made by the profession over the last 3 decades. In addition to our recommendation that the district cut the administrative work year back, we are talking at the bargaining table about a teacher incentive plan for using fewer sick leave days which would save money spent on subs throughout the district, but remember, the District doesn't have to do either of these to save teacher jobs. They just need to be willing to spend a bit more of the reserves.

Again, furlough days should not come into play when a district has the funds available in the reserves to continue business as usual. The membership ranked ***no furlough*** as extremely important/high in the responses to the input piece. The district is waiting for the May Revise to come out (May revision of the state budget) and as such the next bargaining date is set for June 7th. The Ed Foundation has raised \$200,000 to help offset other costs to the district which would release monies for salaries also.

Member Questions/Misc.

If you ever have a question about the contract, don't forget to log onto www.sbut.org and click the RBTA tab. That webpage has tons of information for our members. Especially interesting right now would be the listing of teacher statements made at school board meetings lately. Go to the News/Publications to view them all! Get involved and come to a Board Meeting!

-Amy Santa Cruz, President of RBTA

*Because every child deserves a chance to learn
and no child succeeds alone.*