

FROM THE TABLE

A NEGOTIATIONS BULLETIN TO EDUCATORS

REDONDO BEACH TEACHERS ASSOCIATION 2627 Manhattan Beach Blvd., SUITE 212 Redondo Beach, CA. 90278
(310) 921-2500 rbta@sbut.org

RBTA Bargaining will continue September 2026, dates TBD.

Greetings RBTA Unit Members!

On Wednesday, June 24, RBTA’s Bargaining Team met with the district to negotiate the Collective Bargaining Agreement. Although we have not finished negotiations, RBTA and RBUSD made the following progress:
Thank you to the kindergarten teachers who completed the minimum day survey. Your prompt response and detailed comments really helped at the bargaining table. We have shared the results of the kindergarten minimum day poll with the district. The poll showed that an overwhelming number (87%) of kindergarten teachers feel the minimum days are important for students to start the year and build stamina. We proposed that the district agree to an MOU allowing kindergarten to keep their minimum schedule for the 26-27 school year. The district will be letting us know before July 1 if the MOU can be created. If they decline the MOU, then we will need to organize and attend the July board meeting in order for the board to understand how important the minimum days are to kindergarten. If you are willing to speak at the meeting that will be even more impactful and appreciated!
*Note: RBTA withdrew the articles we will not be opening. The district is still able to open these articles, if they desire.

Article 1: Recognition

- RBTA opened. District and RBTA will work together to update current job titles, and remove non-existing titles.

Article 2: District Rights

- District opened, RBTA struck. Remaining status-quo

Article 3: Association Rights

- In negotiations

Article 4: Hours

- In negotiations: hoping for an MOU for kinder minimum days to start the school year. We’ll need to organize and attend the July and fall board meetings, if they decline an MOU.

Article 5: Safety

- Close to TA

Article 6: Class Size

- RBTA opened, in negotiations

Article 7: Salary

- 7.1 “*All certificated bargaining unit members salary schedules shall be increased by 2.5% effective July 1, 2025 and 2.0% effective July 1, 2026.*” will not be open this year due to the two year agreement last year.
- Other sections of the article will be open at a later date.

Article 8: Health and Welfare

- RBTA and the District agreed that the District will increase its H&W contributions by \$239,191 annually.
- Agreed that this will be an MOU Ratified by RBTA Members
- Agreed upon Annual contributions:
 - Employee: \$7,950.00
 - Employee + Spouse: \$15,580.00
 - Employe + Child(ren): \$12,720.00
 - Employee + Spouse + Child(ren): \$20,340.00
- The overall District contributions vary in order to help offset the cost of the actual plan. For example: adults cost more to insure than children, so the Employee + Spouse costs more to insure than Employee + Child(ren).
- Total District : Employee coverage ratio will be 71.6% : 28.4%

Article 9: Evaluation Procedures

- Reached a TA. Updated language on what to do if site admin miss the final meeting deadline.

Article 10: Leaves

- Not open yet

Article 11: Transfers and Reassignments

- Bargaining in session: rewrote entire article. Close to TA

Article 12: Concerted Activities

- Withdrawn by RBTA

Article 13: Grievance Procedures

- Withdrawn by RBTA

Article 14: Intermediate Discipline

- Not Open Yet

Article 15: Savings and Separability

- Withdrawn by RBTA

Article 16: Anti-Discrimination Policy

- Withdrawn by RBTA

Article 17: Notices

- TA- updated new SBUT address

Article 18: Summer School

- Not Open Yet

Article 19: Special Education

- RBTA opened, in negotiations. Expect a SPED MOU before the start of the school year.

Calendar

- 27/28 in Tentative Agreement

We will continue to provide updates as we make progress in negotiations. Be sure that the SBUT Office has your most current contact information-including a non-district email address so we can stay connected.

In Solidarity,
RBTA Bargaining Team:
Ayn McGuire, Chair
Holly Frame
Kristen Hoyem
Leinna Huante
Ilana Fous