

FROM ^T_H^E TABLE

A NEGOTIATIONS BULLETIN TO TEACHERS

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July 19, 2021

Tentative Agreement Reached for 2021-22!

The full text of the agreement can be read at wearerbta.org, under "Current News & Events."

Highlights of the tentative agreement:

Article 7: Salary & Stipend Table

- 4% increase to the salary schedules.
- Increase to the overnight program stipend to 1 night \$300, 2 nights \$400, 3 Nights \$500 and 4 or more nights \$600
- Addition of CJSF stipend for middle school advisor of \$600 **per year** and CSF for high school advisor of \$300 **per year**.
- Bargaining unit members who do not receive a stipend and mutually agree with their supervisor to work at events beyond the contractual work day shall be paid at the extra duty rate.
- New language to clarify salary schedule effective date for Unit Credit for Salary Schedule Placement.

Article 8: Benefits

- The District will continue to make monthly contributions to health and welfare benefits at the 20-21 rate. All increases to health care premiums will be paid by bargaining unit member.

Article 4: Hours

- Effective **August 2022**, Senate Bill No. 328 requires grades 9-12 school day to begin no earlier than 8:30AM. Unit members' (at 9-12 sites) contractual hours will be 8:15 A.M. – 3:38 P.M.
- Language removed regarding PD geared towards Common Core Standards implementation.
- Language clarifying who is assigned to the teacher workday: removal of educational advisors and inclusion of speech & language therapists.
- Language added that conferences may be held virtually at the request of parents or guardians.

Article 6: Class Size

- Class size overage stipends will go into effect 15 work days after the start of the new year or semester.

Article 9: Evaluations

- The timeline to submit the Tier 1 Final Reflection has been changed to 45 days before the last day of school.

Article 10: Leaves

- Language regarding leave for birth, adoption, or placement of a child has been updated to reflect current law.
- The seniority of job sharing shall be defined as the seniority of the least senior member of the job share. Job share proposal must be received on or before April 15 of each school year prior to the year of job share assignment request. Both job share unit members shall be notified of decision of job share request by May 15. Language updated to job share meeting timeline with principal to discuss responsibilities of member's working days. Clarifying language on job share member's placement on seniority list. Job share reapplication due date is now April 15, with the Principal's decision in writing by May 15.

Article 19: Special Education

- Language removed regarding 2017-18 SPED task force.
- Language added that beginning 2021-22, RBUSD and RBTA will collaborate on a joint Task Force focusing on feedback and recommendations for:
 - Placement of students in co-teach classes (i.e. students with IEPs, 504s and EL students)
 - Guidance for co-teach assignments and partners
 - Input on co-teach 3-year plan
 - Efficacy of program

- Professional development and training to support co-teach
- Secondary special education teachers will receive **one half-day per quarter** and elementary special education teachers will receive **one half-day per trimester** to address needs of students on their caseload. Half-day must be requested two-days in advance.

Calendar

- The 2022-23 calendar rolls the current year calendar forward with slight modifications due to changes in the days on which certain holidays fall.

More information on a general meeting and ratification vote will be coming soon.

We also reached an agreement to the Returning to School in Covid-19 Environment MOU. The still relevant COVID safety protocols were copied from the 2020-21 COVID MOU. The document was signed by RBTA President Sarah Robinson. The highlights include:

Masking Guidelines

- All staff and students shall wear face coverings, as per the LACDPH guidelines.
- The District shall provide disposable masks if a staff member or student does not have face covering.
- The District shall provide other protective equipment, as outlined by the LACDPH.

Daily Cleaning and Disinfecting

- The District shall ensure that all classrooms, restrooms, and workspaces are cleaned and disinfected prior to the start of each school day.
- The District will provide sanitizing materials and supplies.
- Unit members may assist, as needed, with sanitizing their classroom, office or work location.
- The District shall provide other protective equipment, as outlined by the LACDPH.

Daily Self-Screening

- Unit members shall daily self-screen at home prior to 7:30 a.m. (30 minutes prior to zero period). The district's screening tool will no longer be used.
- Unit members shall stay home if they have symptoms consistent with COVID-19, or are unvaccinated and have been exposed to a person diagnosed with COVID-19.
- Members who decline to state vaccination status will be assumed to be unvaccinated.
- Absence verification as outlined in Article 10 remains in effect.

COVID Contact Notification

- The District shall notify members who may have been exposed to COVID-19 at work.
- The District will continue to utilize and update the COVID-19 dashboard.

In Solidarity,

RBTA Bargaining Team

Rick Crump

Ayn McGuire

Jennell Tanaka

Laurel Wade

Geoff Watts

Sarah Robinson, RBTA President

Merlan Land, Bargaining Chair