

TENTATIVE AGREEMENT
Between the
REDDING TEACHERS ASSOCIATION
and the
REDDING SCHOOL DISTRICT

The parties have met and agreed to the following for the 2021-22, 2022-23 school years. This completes the agreement of the parties on all topics within the scope of negotiations for two years of the three-year contract. All proposals not included herein are withdrawn. Neither party is required to negotiate further on any topic within the scope of negotiations for the 2021-22, 2022-23 school years without the consent in writing of the other party.

1. Compensation – The Certificated Salary Schedules will be increased by 2.5% effective July 1, 2021 and 2.5% effective July 1, 2022.
2. Article 3 will be revised per the attachment.
3. Article 4.1.2 will have the following correction – “IEP’s” will be updated to read “IEPs”.
4. Article 4.2 bullets will read as follows:
 - \$200 per day for overnight attendance at Environmental School, or
 - one comp day per day for overnight attendance at Environmental School, or
 - a combination of the above.
5. Article 4.3 will be revised as follows:
 - 4.3 Preparation Time
 - 4.3.1 Bargaining unit members teaching at the sixth through eighth grade levels in departmentalized programs shall have a daily preparation period.
 - 4.3.2 SDC teachers shall have the option to work one (1) day prior to the first duty day of a school year to prepare for IEP caseload management. Compensation will be based on the bargaining unit members rate of pay.
6. Article 4.4 will be revised as follows:
 - 4.4 Work Year
 - 4.4.1 A bargaining unit member's work year shall be a total of one hundred eighty-five (185) days of which there shall be one hundred eighty (180) teaching days.

[Effective July 1, 2015]

Two (2) days shall be for purposes of classroom preparation. One (1) of the two (2) days shall be for the purpose of on site preparation by the bargaining unit member. No meetings or other obligations will be scheduled on the day reserved for on site preparation. The remaining three (3) days shall be staff development days.
 - 4.4.2 A district calendar committee which includes two members from the Association (appointed by the Association President) will review and discuss a draft calendar to be presented to the Association and the District prior to February 1st of each year. The Association will provide input to the District regarding the draft calendar not later than March 1st. The snow day(s) and staff development days will be determined in conjunction with calendar negotiations.

Following board approval, a calendar for each year of this contract shall be attached to this Agreement as Exhibit A and shall include five (5) minimum days in November for conferencing plus one (1) minimum day on the last day of school, all to be built into each year's calendar, along with Wednesday collaboration meeting days excluding the first and last week of school. The principal will solicit input and conduct interactive planning with the school site leadership team, which may include an Association representative, to align with the School Plan for Student Achievement with the content of the meetings.

7. Article 5.1.3 will be reformatted as follows:

5.1.3 For purposes of this Article, a "transfer" shall consist of a change in work location of a Bargaining unit member from one school or work site to another school or work site within the District. Such a transfer does not encompass the process of assignment to a specific position and responsibilities within the school, or department, or work location.

5.1.3.1 A bargaining unit member assigned to more than one work site shall be considered as being transferred only when moved from one District-wide program to another program.

5.1.3.2 Voluntary transfers for the next school year will be considered from January 31 until the first day teachers report to work.

8. The second sentence of Article 5.1.5 will be updated as follows:

“In making assignments, the principals shall consider the bargaining unit...”

9. Article 5.5 will be updated as follows:

5.5 Compensation

Bargaining unit members who are transferred, or who have a change of assignment on or after the first teacher report day shall receive the following:

Description	On or after the start of the first teacher report day
Transferred to a different site, regardless of assignment change.	Four (4) days of release time or \$150 per day up to \$600 or any combination thereof.
1. Non traveling teacher relocated to another room at the same school site on or after the first teacher report day and keeps the same assignment. 2. Change in assignment (new grade level, from a single grade to a combo class, and /or new subject matter) and remain in the same room on or after the first teacher report day.	Two (2) days of release time or \$150 per day up to \$300 or any combination thereof.
Change in assignment and a change of classroom at the same school site.	Three (3) days of release time or \$150 per day up to \$450 or any combination thereof.
Change from a combo class to a single grade (example 2/3 to 2; 4 periods math and 2 periods PE to 6 periods math)	One (1) day of release time for preparation or \$150 per day.

Bargaining unit members required to involuntarily change classrooms or sites outside of the work year shall receive \$150 for the move.

Note: Release time (time on campus with a substitute in place) must be taken within six (6) weeks of the move.

Bargaining unit members shall be provided with assistance in moving their materials.

One move is defined as "packing and unpacking".

10. Article 8.2.5 will be revised to read as follows:

8.2.5 When a bargaining unit member is absent due to illness for a period of five (5) months or less and has exhausted his/her sick leave, the amount which is paid to a substitute or would have been paid a substitute will be deducted from his/her salary.

11. Article 8.7.1 will be revised to read as follows:

Bargaining unit members shall be allowed up to four (4) days of sick leave per year for personal leave.

12. Article 8.10 will be renamed as follows: Child Bonding Leave (Parental Leave)

13. Article 8.10.1 will be revised to read as follows:

A bargaining unit member shall be eligible for Parental Leave as defined in Education Code 44977.5.

14. Article 8.12 Other Leaves will be revised to read as follows:

Article 8.12.1 All other leaves of absence not provided for above must be granted by a special action of the Superintendent or Board of Trustees. Failure on the part of any bargaining unit member to secure a grant for such other leave, before being absent from his/her assigned duties, may be considered as a resignation of that bargaining unit member from the teaching staff of the District.

Article 8.12.2 All bargaining unit members on leaves of absence during the last semester of the school year shall notify the Superintendent prior to January 15th of each year whether or not they intend to return to their assignment the following school year. Failure to notify the District of their intent to return may be interpreted as a resignation. Prior to January 1 of each year, the Superintendent shall notify, in writing, any bargaining unit member on leave of this requirement.

15. Article 8.13 paragraph one will be revised to read as follows:

The Association and the District agree to establish the Redding Teachers Association Catastrophic Leave Bank.

[Effective July 1, 1993]

16. Article 9.1.1 will be revised to read as follows:

Bargaining unit members shall be compensated on the salary schedule attached as Exhibit B.

1. The stipend for a Masters Degree and a Doctorate Degree will be the same as the step increment. The stipend for a Masters/Doctorate Degree will be one and one-half of the Masters Degree (Effective 7/1/00). The stipend for a Masters/National Certification will be one and one-half of the Masters Degree stipend.

[Effective 7/1/04]

2. When offered, new bargaining unit members to the district will work the equivalent of up to an additional five (5) days per year and receive a \$750 stipend within their first two (2) years of service.

[Effective 7/1/21]

3. A \$400 stipend will be paid to those who have a license used to collect MediCal reimbursements.

[Effective 7/1/99]

4. Bargaining unit members using the required Preliminary or Clear credential to teach Resource or Special Day Class shall receive a \$1,500 annual Stipend.

[Effective 7/1/19]

Any Special Day Class teacher that, by March 1st or, if hired after March 1st, within 30 days of hire, indicates in writing they are willing to take up to two (2) additional students over the maximum number of students noted in 11.1.1 during the upcoming school year shall receive an additional \$1,000 stipend in their August paycheck. The additional students will not be included in the 11.1.1 District-wide averages.

5. A \$2,000 stipend will be paid to the selected bargaining unit member at each site that performs the duties of Student Study Team Coordinator.

[Effective 7/1/19]

6. Bargaining unit members who have obtained a BA plus 75 units or a Masters plus 27 units will be placed on Column D provided they have completed the equivalent of nine (9) semester units within the areas of district designated priorities.

A professional growth committee comprised of three (3) teachers, one (1) principal and the Superintendent or designee will meet to approve, by majority vote, course work or workshops that meet the above requirement.

Bargaining unit members may earn one (1) unit for every fifteen (15) hours in verified attendance at workshops and training programs which comply with the Professional Growth Committee's criteria.

17. Article 9.1.3 items 1-4 will be updated as follows:

1. Curriculum Writing and Planning - Summer School Rate
2. Attendance at Workshops - Substitute Daily Rate
3. Workshop Presenters -
 - Half Day: Two (2) Times Substitute Rate
 - Full Day: Four (4) Times Substitutes Rate
4. Direct Writing Stipends-
 - \$150 per day (scorers)
 - \$175 per day (table leaders)

(Added 7/1/05)

18. The last sentence of 9.1.4.1 will be updated to read as follows:

To qualify for compensation under this section, the training or presentation must be for a period of two (2) or more hours.

19. Article 9.1.6.1 will be updated to read as follows:

A bargaining unit member who elects to serve as a home and hospital teacher shall be compensated at the rate of sixty dollars (\$60) per hour. In addition, a bargaining unit member who is required by the District to travel in the course of the bargaining unit member's duties shall receive a mileage allowance from the regular work assignment to home and hospital site at the

per mile rate established by the Internal Revenue Service. Mileage shall not be paid for travel to and from home to regular work assignments.

(Revised 7/1/2021)

20. Article 9.1.7.1 will be updated to read as follows:

Bargaining unit members will receive forty dollars (\$40) per completed independent study packet. Packets are considered complete (regardless of work completion) following the exit date of the Master Agreement when the teacher has signed the packet and it is approved and verified by the site administrator.

21. Article 9.3.3 will be updated to read as follows:

The District will contribute a pooled annual contribution equal to \$ 10,200 per eligible bargaining unit member participating in medical, dental and vision coverage beginning in 2021-22 open enrollment. From this money, the dental and vision benefit coverage will be paid in full. The remaining pooled money will be used toward the cost of medical benefit coverage. This money shall be distributed among all eligible employees in a manner that is agreed upon by both the Association and the District. If RTA does not provide an estimated breakdown for open enrollment or the final calculation, the District will institute distribution of the pooled contribution in a fair and equitable manner using criteria from the previous year. Bargaining unit members will be responsible for the remaining balance of the monthly premium via payroll deduction. Bargaining unit members can participate in the IRS 125 plan.

In no instance will the total district contribution exceed the total pooled district contribution in the final share of cost of calculation. Additionally, no unit member will receive cash back from the pooled contribution.

22. Article 10.1.3.1 will be revised to read as follows:

The District will pay up to \$10,200 annually toward the cost of medical benefits and dental benefits for the bargaining unit member age fifty (50) or older and dependents for ten (10) years or becomes eligible for Medicare benefits, whichever comes first if.

For those employees who are not eligible for Medicare benefits, the District will pay up to \$10,200 annually toward the cost of medical and dental benefits to the bargaining unit member age fifty (50) or older and dependents for ten (10) years or until the bargaining unit member reaches the age of (65), whichever comes first.

23. Article 10.1.3.2 will be removed and 10.1.3.3-10.1.3.6 will be renumbered.

24. Article 11.3.3 will be added and will read as follows:

For all non-departmentalized full day general education classes, bargaining unit members teaching a combination class after the 15th day of school shall receive a \$1,000 stipend for the year. College Prep Academy Homeschool, SDC classrooms and multi graded electives do not meet the criteria for stipend inclusion.

25. The first sentence of Article 13.1.2 will be updated to read as follows:

The District shall provide a place of employment which is as safe as the nature of employment and assigned duties reasonably permits.

26. Article 13.2 – Short Term Pupil Suspension will be added to the contract and will read as follows:

13.2.1 A teacher may suspend a pupil from class as described in Education Code 48910.

27. Article 13.3 – Assault will be added to the contract and will read as follows:
13.3.1 Education Code 44014 shall be followed for reports of assault or threats by the pupil against school employees.
28. Article 24.1 – Term of Agreement will be from July 1, 2021 to June 30, 2024.
29. Article 24.2 – Designated Reopeners will be added and will read as follows:
Negotiations for the 2021-22 and 2022-23 school years have concluded.

The parties agree to reopen Exhibit B and Insurance Benefits for the 2023-24 school year. Additionally each party shall have the option to reopen two single items within the articles of the bargaining unit agreement no later than April 1, 2023 for the 2023-24 school year.

The signatures below signify that members from all parties are in agreement to recommend, ratify and adopt the tentative agreement.

FOR THE ASSOCIATION

FOR THE DISTRICT

Robert Adams
Superintendent

RTA Negotiating Team

Date:_____

Date:_____