

MEDIATOR'S PROPOSED TENTATIVE AGREEMENT
Between the
REDDING TEACHERS ASSOCIATION
and the
REDDING SCHOOL DISTRICT

The parties have met and agreed to the following for the 2018-19, 2019-20 & 2020-21 school years. This completes the agreement of the parties on all topics within the scope of negotiations for all three years. All proposals not included herein are withdrawn. Neither party is required to negotiate further on any topic within the scope of negotiations for the 2018-19, 2019-20 & 2020-21 school years without the consent in writing of the other party.

1. Compensation – The Certificated Salary Schedules will be increased by 3% effective November 1, 2018, 3% effective July 1, 2019 and 2.5% effective July 1, 2020.
2. Article 3 will be revised per the attachment.
3. The following will be added to article 4.1.2:
The District will use strategies, including but not limited to, the use of substitutes to facilitate multiple SST & IEP meetings during the same day when possible.
4. The District's Evaluation Handbook referenced in Article 6.1.1 has been revised per the attachment.
5. Article 8.13, Family and Medical Leave Act, will be moved up to Article 8.11 with the remainder of article to be re-numbered.
6. The following will be added as Article 9.1.1.4 to the bargaining unit agreement with remaining items being re-numbered:
Effective July 1, 2019, bargaining unit members using the required Preliminary or Clear credential to teach Resource or Special Day Class shall receive a \$1,500 annual Stipend.
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.
7. The following will be added as Article 9.1.1.5 to the bargaining unit agreement with remaining items being re-numbered:
Effective July 1, 2019, 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. (see attached description of duties)
8. Article 9.1.6 – Home & Hospital compensation will increase from \$30 to \$40 per hour.
9. Article 9.1.7.1 – Independent Study compensation will increase from \$30 to \$40 per hour.
10. The school district agrees with the Teacher Association's desire to maintain small class sizes in the best interests for the students. As long as Grade Span Adjustment is in effect and the

district is participating, the district shall continue to comply with the LCFF K-3 standard. To that end, Article 11.1.1 will be revised to read:

Grades K-8 shall be based on averages as follows:

Grades K-3 = 27 (Site Based Averages)

Grades 4-6 = 29.9 (District Wide Averages)

Grades 7-8 = 33 (District Wide Averages)

Language on Special Day Class shall remain the same.

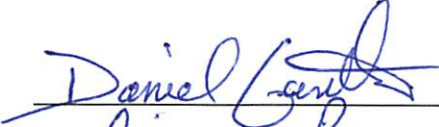
11. Article 19 – Summer School Compensation will increase from \$30 to \$40 per hour.


12. Article 22 – Extended Day Program compensation increase from \$30 to \$40 per hour.


13. Article 24 – Term of Agreement will be from July 1, 2018 to June 30, 2021 with no designated reopeners or contingencies.

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

FOR THE ASSOCIATION



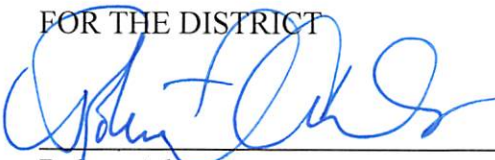




RTA Negotiating Team

Date: 1/16/19

FOR THE DISTRICT



Robert Adams
Superintendent

Date: 1/16/19