

REDLANDS TEACHERS ASSOCIATION/CTA/NEA

Initial Proposal 2024-2025

and

REDLANDS UNIFIED SCHOOL DISTRICT

XXXXXXXXXX

Board Approved:

XXXXXXXXXX

Article 10

10.2.1 Classroom Teachers

Mandatory meetings shall not exceed sixty (60) minutes in duration. Morning meetings shall end ten (10) minutes prior to the start of the student day. Afternoon meetings shall start ten (10) minutes after the student day. A minimum of two (2) of the four (4) meetings referenced above shall be dedicated to teacher collaboration, ~~and one (1) for professional development, and no more than two (2) of the four (4) meetings one (1) will be used for general staff meetings. Topics will be determined by site administration and leadership team. Administration will consider teacher input regarding non-staff meeting topics.~~ This section shall not be applicable to non-student attendance days or shortened days. At the discretion of the site administrator, issues discussed at voluntary staff meetings shall be summarized at the next mandatory staff meeting or provided to the staff in writing.

10.4.1.1 Elementary Preparation Period(s)

Transitions and/or Kindergarten teachers who teach a full day or early bird/late bird model, all general education, and Separate Class (Self-Contained) Special Education classroom teachers teaching in grades one through five (1-5) shall receive nine (9) half-days per year to schedule professional activity time. This time must be used for preparation and/or planning in support of the classroom instruction program (including grading, assessment, or collaboration with other teachers), and may be used at the worksite or at the District office. Scheduling of the professional activity time must be scheduled at least one week prior to the use with the site administrator.

10.4.1.1.1 Elementary Resource/Inclusion Preparation

Special education resource/inclusion teachers teaching in grades TK through five (TK-5) shall receive one day per week for professional activity time. This time must be used for preparation and/or planning in support of the classroom instruction program (including grading, assessment, or collaboration with other teachers), and may be used at the worksite or at the District office. Professional activity time must be routinely scheduled with special services.

10.4.1.3 VAPA (would require renumbering of the article, not to replace current language)
*RTA and District will negotiate VAPA language during the 2024-2025 bargaining cycle.

10.5 Lunch Periods

The lunch period shall be not less than the student lunch period and not less than thirty (30) minutes exclusive of passing periods, regardless of inclement weather conditions absent emergency circumstances.

10.5.1 At elementary school sites where teachers are required to have additional student contact time and supervision at lunch because of inclement weather, said employees shall be given commensurate compensatory time the same day or the following day upon approval of the site administrator.

10.5.2 At middle school sites, lunch time may not begin until after the third instructional hour of the day. All lunches must end before the fifth instructional hour of the day.

10.7 After-Hour Duties

Uncompensated supervisions which are outside the regular workday will be limited to two (2) assigned events per year. **Five (5) weeks of scheduled or served non-classroom supervision shall fulfill this requirement (per Articles 10.4.1.7 and 10.4.2.4).** Such duties shall be filled voluntarily first, with remaining duties to be equitably distributed among remaining staff members. Each assigned supervision exceeding these two assignments shall be compensated at the certificated miscellaneous hourly rate, **or will be given commensurate compensatory time to be utilized prior to the end of the school year.** Such compensatory time shall be utilized during non-instructional periods with the approval of the immediate supervisor. Compensatory time must be utilized by mutual agreement of the employee and supervisor prior to the end of each school year.

Article 12

12.1 Unit Member Notification (would require renumbering of the article, not to replace current language)

The District shall inform unit members, in writing, of any pupil under the member's direct supervision who has engaged in, or is reasonably suspected to have engaged in, any of the acts described in Education Code section 48900 (except in sub-division H) or in Section 48900.2, 48900.3, 48900.4, or 48900.7 and required to be disclosed to teachers under Education Code section 49079, not later than the 3rd business day after the District is notified. The written notification will provide unit members with information relevant to their safety.

12.5 Discipline Guidelines

A written description of the rights and duties of all administrators and employees with respect to student discipline and the rights of suspended students, shall be presented to each employee in writing on the first day of each school year or as soon as possible thereafter.

12.5.1 Unit Member Education

The Redlands Teacher Association will be provided one hour during the first staff professional development day prior to the start of the student year to educate unit members regarding their employee protections.

12.6 Employee Control Over Learning Environment

A unit member may utilize the same degree of physical control over a pupil that a parent would be legally privileged to exercise, but which in no event shall exceed the amount of physical control reasonably necessary to maintain order, protect property, or protect the health and safety of pupils, or to maintain proper and appropriate conditions conducive to learning. **Administration must support unit members who enforce School Board Policy 5131(9), regarding student cell phone use. The Board shall hold harmless unit members who enforce Board Policy.** The Board shall not take disciplinary action against a teacher who uses demonstrably justifiable force in the performance of professional duties.

12.7.2 A unit member who **intervenes in or** is the victim of an assault, battery, attack or threat, verbal or physical, and who so requests, **may will** be immediately granted the remainder of the day of the assault, attack, or threat released from duty. This release day shall not be charged against any of the unit member's accrued or accumulated leaves specified in Article 8 – Leaves.

12.9 Reputational Protection (would require renumbering of the article, not to replace current language)

The immediate supervisor shall promptly investigate allegations of defamation, bullying, or impersonation by means of an electronic act against a unit member. The District will take all reasonable steps to protect the unit member's reputation. The unit member will be given written notification of actions taken by the District within ten (10) days from the completion date of the investigation.

12.10 Investigation Results (would require renumbering of the article, not to replace current language)

After a unit member is placed on paid administrative leave and returned to the classroom, the unit member is entitled to a copy of all investigatory reports at no cost. Such reports shall redact personal identifying information as required by law. Such a member, upon request, will be granted a transfer to any available open and comparable position in the district for which they are qualified.

12.11 Section 527.8 of the Code of Civil Procedure: Restraining Orders and Workplace Violence Prevention Plan (will require a renumbering of the articles)

Any unit member who has suffered unlawful violence or a credible threat of violence from any individual (including students), that can reasonably be construed to be carried out or to have been carried out at the workplace may request that the Redlands Unified School District seek a temporary restraining order under Section 527.8 of the Code of Civil Procedure. The District will have three (3) business days to respond to the request. If the District accepts the request, they will be responsible for all costs of obtaining the restraining order. If the District denies the request, the Association may pursue a restraining order on behalf of the member. If the restraining order is granted, the District will reimburse the Association for all costs and expenses expended to attain the restraining order.

The District agrees to establish, implement, and maintain an effective workplace violence prevention plan at all times in all work areas containing the following specified information:

1. The District will maintain a record of information in a violent incident log for every workplace violence incident,
2. The District will provide annual effective training to unit members on the workplace violence prevention plan,
3. The District will provide additional training when a new or previously unrecognized workplace violence hazard has been identified and when changes are made to the plan,
4. The District will make five (5) years' worth of incident logs, violence prevention plans, and all training materials available to unit members and their representatives upon request.

12.13 Personal Property Verification

An inventory of personal property used by employees for instructional purposes shall be filed with and approved by the appropriate supervisor prior to classroom use. The form for this inventory shall be made available to all employees by August 30. In the case of loss by theft, vandalism, or accident to inventoried materials, the District shall reimburse the employee to the extent not covered by the employee's own applicable insurance protection, provided the employee has, when appropriate, filed a report with the law enforcement agency having jurisdiction. Such reimbursement shall not be made for losses of less than \$25.00 aggregate, nor of more than \$1,500.00 maximum per incident.