

Tentative Agreement Between the  
**RED BLUFF UNION ELEMENTARY SCHOOL DISTRICT**  
and the  
**RED BLUFF ELEMENTARY EDUCATORS' ASSOCIATION**

This agreement is entered into by and between the Red Bluff Elementary School District ("District") and the Red Bluff Elementary Educators' Association ("Association") and concludes successor contract negotiations and salary and benefits negotiations for the 2021-2022 school year:

Article I (Agreement) See Attached

Article VI (Salaries)

- A. On-schedule salary increase of three percent (3%) commencing in the 2021/22 school year.
- B. For the 2020/21 school year: 2% on-schedule/ongoing (retro to July 1, 2020); 2% one-time off-schedule; and a \$1,500 payment to each employee.
- C. 6.11 Professional Growth Requirement-See Attached
- D. 6.25 Coaching and League Representative Pay-See Attached

3. Article VIII (Hours of Employment)

- A. Article 8.10- Students may enter classrooms from 8:00-8:20 for a "soft start." This language will sunset at the end of the 2021-22 school year. See Attached
- B. Adjust the 2021/22 calendar in the following manner: (See attached Calendar)
  - Add staff development days on August 2, 3 and 4 (1 staff directed day, 1 district directed in service, split third day in half).
  - Student instruction year starts on August 5. This is offered with the caveat that the District needs to confirm transportation.
  - Staff will be paid for 3 additional days at the daily rate.
  - This provision will sunset at the end of the 2021/22 school year, and the calendar will revert to a standard 185 day work year

4. Article X (Assignments and Transfers)


- A. The District reserves the right to seek out candidates for hard-to-fill assignments and for any such identified positions, the District shall have the authority to offer a one-time signing bonus to assist in filling those positions. The District agrees to

consult with the Association when the specifics of these assignments and the terms of their employment become clear.

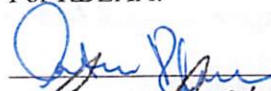
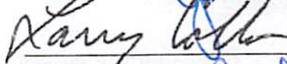


5. Appendix J (Summative Evaluation)

A. Delete Section 3 (See Attached)

For the Red Bluff Elementary School District:

  
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For RBEAA:

  
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Date: 5/7/21