

Minutes

RUFT Negotiations
Friday, February 16, 2018
9:00 a.m. – 2:00 p.m.
District Board Room

Attendance:

RUFT: Lynette Christensen, Sandra Cornelius, Jenn Lewis, Chris Morgan, Laurisa Stuart
District: Dustin Haley, Candice Harris, Sean Martin, and Dave Scroggins

- I. Welcome
-Thanks for Breakfast!
- II. Established Norms
 - a. Operate from a position from mutual respect and transparency
 - b. Take time to ensure that everyone is included
 - c. Pause for clarification if needed
 - d. Give full attention to the person who has the floor
 - e. Respect the Caucus
 - f. Check in for agreement
 - g. Use last 30 minutes of each session to review, edit, and approve mutually agreed upon minutes to communicate progress
- III. Review Agenda
 - a. Sean shared a document comparing Rescue Enrollment History comparing Rescue Staffing from year to year.
 - b. RUFT has requested a breakdown of specific staffing FTE for Admin, Psych, Classified Management comparing highest, lowest and median enrollment years.
- IV. Articles to Review (Mutually Agreed Upon):
 - a. Article 05: Dues Deduction
 - i. Proposed Language: *Article 5.5c: Any employee who is paying dues may stop making those payments by giving written notice to the Federation during the period not less than thirty (30) and not more than forty-five (45) days before:*
 1. *The annual anniversary date of the employee's authorization or*
 2. *The date of termination of the applicable contract between the employer and the Federation, whichever occurs sooner.**The employer will honor the employee's check-off authorizations unless they are revoked in writing during the window period, irrespective of the employee's membership in the Federation.*
 - b. Article 28: Duration
 - i. On Article 28.1 the date will be changed to: *July 1, 2016 - June 30, 2019*
 - ii. On Article 28.4 the date will be changed to: *2016-2019*

- c. Article 20: Shared Contract
 - i. The District desired to have both teachers in a job shared contract attend both Professional Development days. Article 20.2 currently states: *When a shared contract teacher attends required professional development on a non-scheduled workday, the teacher will receive hourly pay for extra-duty (per Article 32 Extra Duty)*
 - ii. It was recommended that teachers in job shared contracts be strongly encouraged to attend both Professional Development Days by their site principals and as those dates are advertised.
- d. Article 10: Class Size and Assignments
 - i. RUFT shared a Transitional Kindergarten teachers are concerned about the possibility of having 28 students in their class since they are included in the TK-3 maximum class size under Article 10.1.
 - ii. The District stated that there is no desire to have classes go to 28 and have agreed to meet with Transitional Kindergarten teachers to share the enrollment process and the process for opening new TK classes.
 - iii. Article 10.10: Change *BTSA to Teacher Induction Program (TIP)*.
- e. Addendum G: Stipends
 - i. Formatting Changes (***Bold the “Elementary” and “Others” Headings***)
 - ii. Middle School Changes/Updates:
 - 1. SST Coordinator ~~* May be part of Counselor job at MS~~
 - 2. Teacher in Charge (~~2@Elem/1 per MS~~)
 - 3. ~~Ohana~~ Climate Committee (~~OCC~~)
 - 4. CJSF/Honor Society Advisor
 - 5. *After School Intervention Coordinator - \$500 (From MOU)*
 - 6. *Independent Study Contract Facilitator - \$500 (From MOU)*
 - iii. Elementary School Changes/Updates:
 - 1. ~~ELPAC CELDT~~ Testing (per tester)
 - 2. Teacher in Charge (2 per Elem. School) - \$250 *each*
 - 3. Garden Coordinator (~~Jackson~~)
 - iv. Others Changes/Updates:
 - 1. *Teacher Induction Program (TIP) Support Provider - \$2,600.*
- f. Article 11: Duty Hours
 - i. Article 11.3.a: Add Teacher Induction Program (TIP) and change 2 (Two) to just two.
 - ii. RUFT stated that there is a desire to provide prep time for K-3
 - 1. District will share potential costs/concepts for possible prep programs
 - iii. Discussion was held regarding scheduling Early Release Days to be every week and organize them so that there is time for District, Site needs, and Teacher Academic Collaborative Planning and Individual Planning.
 - 1. Mutual agreement to open Article 30: Staff Development to discuss the potential to amend Article 30.d

2. There was mutual agreement to support moving Early Release Days to every Wednesdays
3. Discussion will be held with stakeholder groups regarding the structure of those Wednesdays.

V. Discuss/Review Minutes

VI. Other Matters for the Good of the Order

a. Next Meeting (March 16th)

i. Article 11: Duty Hours

1. K-3 Prep

2. Open Article 30: Staff Development

ii. Compensation

1. Sean asked RUFT to share any needs for specific numbers and/or information in advance to help prepare for discussion regarding compensation.

VII. Next Meetings: March 16th 9:00am - 3:00pm

Respectfully Submitted,

Dustin Haley