

## Minutes

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

### Attendance:

RUFT: Lynette Christensen, Sandra Cornelius (via phone), Jenn Lewis, Chris Morgan,  
Laurisa Stuart

District: Dustin Haley, Candice Harris, Sean Martin, and Dave Scroggins

- I. Welcome
- 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 including a breakdown of specific staffing FTE for Admin, Psych, Classified, Management, and Confidential as requested.
- IV. Articles to Review (Mutually Agreed Upon):
  - a. Article 32: Stipends and Extra Duties
    - i. Review Stipend List
      1. Stipend positions were organized alphabetically and notes were placed to the right
      2. Updates (Mutually Agreed Upon)
        - a. Add *School* to the Elementary heading so it is consistent with Middle School
        - b. Place *WEB Advisor* in the Middle School Section
        - c. Update the notes for Cross Country and Track to (*3 boys' and 3 girls' teams*)
        - d. Remove the indentation for the *Other* heading
        - e. Update stipend for Coach - All Sports from *500 to 550*
        - f. Include *PC Pals Coordinator* under both Middle School and Elementary School heads

- ii. Consolidate with Article 37 (Mutually Agreed Upon)
  - 1. Article 32 will be dropped into Article 37
    - a. Eliminate the definition: *A stipend is a fixed payment to a current employee for services rendered that are usually for a fixed time period.*
    - b. *Write a number in word form and include the numeral in parentheses for Article 32.1-9*
    - c. Change *RUFT* to *The Federation*
    - d. Change *RUSD* to *The District* on Article 32 and 37
    - e. Relocate Article 32 numbers 1 - 9 to be located under Article 37.5 under Stipends
    - f. Transfer *(including but not limited to summer school, intersession, homework club, Saturday school, Step-Up)* to Article 37.6
    - g. Remove the underline for up to on Article 37.2
- b. Article 11: Duty Hours
  - i. K-3 Prep Time
    - 1. Sean shared a prep analysis for two K-3 models of prep
    - 2. Discussion was held regarding the positives and concerns to implementing a prep schedule
    - 3. There was a mutual desire to develop a task force to explore the viability of a prep schedule.
- c. Article 30: Staff Development (Mutually agreed upon at the February meeting)
  - i. Professional Development/Teacher Collaboration Time
    - 1. Dave shared proposed draft language moving to every Wednesday of each month for Early Release
      - a. Language provided two Early Release days for professional development and two for teacher-led collaboration
      - b. A 5th Wednesday would be professional development directed by the District
        - i. If no district level training is needed, the day will be used for teacher-led collaborative academic planning
    - 2. There was mutual agreement on the Early Release Language and organization of Early Release days. See language below:
    - 3. *Proposed Early Release Language*
      - a. *Each Wednesday of the student calendar, all schools will be dismissed one hour earlier than regular dismissal to allow for professional development, data review, and collaborative academic planning for teachers. Each early release work-session shall run from 15 minutes after dismissal to the end of the duty day. Early release Wednesdays will be scheduled as follows:*
      - b. ***First Wednesday of the Month*** – *This Wednesday shall be directed by district level staff for the purposes of professional development, academic planning, and data*

*analysis. If no district level training or discussions are needed, the day will be used for principal directed professional development, data review, or collaboration.*

- c. **Second Wednesday of the Month** – This Wednesday shall be reserved for teacher-led collaborative academic planning. Teachers will be free to choose the topics of focus. Work during this time must include all grade level or department members and shall pertain to the academic interests of the students and/or the instructional pedagogy for teachers. To ensure that site administrators can best support the needs of the teachers, minutes shall be taken each meeting and submitted to the site administrator no later than the end of the following day.*
  - d. **Third Wednesday of the Month** – This Wednesday shall be reserved for principal directed professional development, data review, or collaboration. If no principal-directed training or discussions are needed, the day will be used for teacher-led collaborative academic planning.*
  - e. **Fourth Wednesday of the Month** – This Wednesday shall be reserved for teacher-led collaborative academic planning. Teachers will be free to choose the topics of focus. Work during this time must include all grade level or department members and shall pertain to the academic interests of the students and/or the instructional pedagogy for teachers. To ensure that site administrators can best support the needs of the teachers, minutes shall be taken each meeting and submitted to the site administrator no later than the end of the following day.*
  - f. **Fifth Wednesday of the Month** – This Wednesday shall be directed by district level staff for the purposes of professional development, academic planning, and data analysis. If no district level training or discussions are needed, the day will be used for teacher-led collaborative academic planning.*
4. Early Release Language will go under Article 30.1d under Professional Development/Teacher Collaboration Time
    - a. Current language will be replaced (d)
  5. Dave shared a draft of an Early Release schedule (last used in 2013-14) for people to review instructional minutes.
  6. Changes
    - a. Article 30.1b ~~Seven and one quarter~~ will be removed
    - b. Article 30.2b ~~Fourteen and one half~~ will be removed

- c. Article 302.c remove italics for (2)
- d. Article 7: Transfers and Reassignments (Mutually agreed upon by Negotiators)
  - i. Determine Seniority Placement
    - 1. Discussed adding language to Article 7.1.e regarding determining seniority placement.
    - 2. RUFT will work on language and will provide it at the next meeting
- e. Article 37: Compensation
  - i. Salary and Benefits
    - 1. Sean provided the following documents to review for the next meeting:
      - a. 2nd Interim Budget
      - b. Salary and Benefits Comparables Report for 2016-17
      - c. Certificated Salary Schedules for El Dorado County Districts 2016-17
    - 2. RUFT will review and provides questions to Sean in advance so he can provide any clarification at the April 20th meeting.
    - 3. Discussion will resume at the April 20th meeting.

V. Discuss/Review Minutes

VI. Other Matters for the Good of the Order

VII. Next Meetings: April 20th 9:00am - 3:00pm

Respectfully Submitted,

Dustin Haley