



## MINUTES

RUFT Negotiations  
Tuesday, October 30, 2018  
9:00 a.m. – 2:00 p.m.



District Board Room

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

- I. Welcome
- II. Review and Agree to Norms
  - a. RUFT and the District mutually agreed on the following norms:
    - i. Operate from a position from mutual respect and transparency
    - ii. Take time to ensure that everyone is included
    - iii. Pause for clarification if needed
    - iv. Give full attention to the person who has the floor
    - v. Respect the Caucus
    - vi. Check in for agreement
    - vii. Use last 30 minutes of each session to review, edit, and approve mutually agreed upon minutes to communicate progress
- III. Articles Left to be Discussed
  - a. Article 10: Class Size and Assignments – Tabled until Next Meeting
    - i. Desire to lower class sizes TK – 5
    - ii. Desire to have Transitional Kindergarten in a separate category
    - iii. Desire to have lower class sizes in PE classes in middle school
  - b. Article 7: Transfers and Reassignments – Tabled until Next Meeting
    - i. Article 7.4 District Proposed Language: *Any referred teacher currently in the PAR program (See Article 36) or unit member with formally documented discipline issues within the past six months shall not be permitted to transfer without approval of the site administrator which the employee is seeking to transfer to.*
  - c. Article 11: Duty Hours
    - i. Desire to provide prep time for grades K-3
    - ii. Look into providing PE prep for K-3 to make better use of 15 minutes currently designated during the PM recess
      1. RUFT requested for the Task Force to continue exploring options and possible models of prep for K-3 teachers
      2. The District will communicate with the Principals to discuss a process to continue exploring a process for looking at K-3 Prep

3. Key questions:
  - a. Minimum/Maximum Time to be effective?
  - b. Facility impacts?
  - c. Program/system impacts?
  - d. Number of days per week?
  - e. Prep Time given per week per grade level? Same number per grade level?
4. Goal is to schedule a Task Force meeting in January 2019
- iii. All Day Kindergarten – MOU expires
  1. Proposal to Develop a New MOU. Items to Review:
    - a. Delayed Start
      - i. Desire is to continue with the 6 week ramp up
    - b. Aide Time
      - i. Possible increase to 2 hours and 15 minutes to account for recess
      - ii. TK requesting 90 minute aide support
    - c. TK Push in
      - i. Ensure that TK teachers are supporting Kinder classes for 90 minutes of support daily including travel time
      - ii. TK daily support will be done a half an hour before the end of the school day.
- d. Article 37: Compensation
  - i. Desire to discuss benefits
    1. Discussion about the possible change of CVT to PERS (Opt out and/or Cash in Lieu).
    2. The District is providing a list from Fringe Benefits Committee to everyone to review and ask questions
    3. District will develop an FAQ document for everyone
    4. A few meetings will be held and the District will go to each site to hold discussions
    5. Any possible changes will be negotiated
    6. Possible vote taken by both RUFT and CSEA units
    7. The District will meet in Spring 2019 to potentially negotiate the effects if there is a decision to change to PERS.
  - ii. Desire to discuss remunerations for independent study contract work at elementary sites
    1. There was mutual agreement for a need to improve the creation of independent study contracts for elementary sites.
      - a. The District will work with teachers to develop packets that will meet the educational needs for students and teachers.
  - iii. Desire to see an Early Retirement Incentive offered
    1. Sean shared a draft of a Rescue Union School District Retirement Incentive
    2. Discussion

IV. Discuss/Review Minutes

V. Next Meetings: November 29<sup>th</sup> at 9:00am

Respectfully Submitted,

Dustin Haley