

March 1, 2016 Negotiations Update Prepared By

Rescue Union School District and Rescue Union Federation of Teachers (RUFT)

Facilitator: Darrien Johnson	Minutes: Both Groups
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Members Present:

Sid Albaugh	Darrien Johnson	Cheri Walswick
Sandra Cornelius	Bruce Peeters	Alayna Fredricks
Lynette Christensen	Dave Scroggins	
Lisa DiRicco	Laurisa Stuart	Guest: Jennifer Lewis, Nicole Verwayen

Negotiations between Rescue Union School District and the Rescue Union Federation of Teachers commenced at 9:15 a.m. in the District Office Board Room on February 5, 2016.

Welcome/Review Agenda/Minutes/Norms

Budget Update

- The Chief Business and Operations Official presented additional budget information.
See Appendix A

District Proposed at 9:15 a.m. *See Appendix B*

Article VII Transfers and Reassignments

a. Voluntary reassignment:

- **Selection of teachers requesting voluntary reassignment shall be based on program needs as the primary consideration. Reassignment criteria may include but are not limited to the following:**
- **Operational and educational needs of the district**
- Credential requirements
- Academic preparation and experience
- **Training**
- Satisfactory Evaluations
- Years of service
- Employee's preference
- **If all is equal, the teacher must have rights to the percentage required by the position**

a. Voluntary transfers:

- i. Employees interested in transferring shall file a written request with the District Office during the ~~five~~ **three (3)** day posting period, unless a current request is on file with the District.
- iv. **Selection of teachers requesting a voluntary transfer shall be based on program needs as the primary consideration. The qualifications criteria are listed in Article VII.3a.ii.**

Article XI Duty Hours

- 4. Beginning the 2017 – 2018 school year, all Kindergarten classes will become full-day. Classes will be supported with a two (2) hour Para-educator.

Article XXX Staff Development Days

d. Professional Development/Teacher Collaboration Time

- Each school year, fourteen early release days will be scheduled which are to be used for professional development and teacher collaboration. The district will have the discretion to determine which and how many of the early release days will be used for professional development and the focus of the professional development, and which days will be scheduled for teacher collaboration. On collaboration days, teachers will take minutes and submit them to the designated administrator.

Article XXXIV Early Retirement Work For Benefits Program

- The district's proposal does not include a retirement incentive for the 2015 – 2016 school year.

Article XXXVII Compensation

- The District's proposal is a three-percent (3%) compensation package as follows:
- An ongoing two-percent (2%) increase on the certificated salary schedule retroactive to July 1, 2015.
- A one-time one percent (1%) of annual salary lump sum payment.

RUFT Proposed at 1:15 p.m. See Appendix C

Article VII Transfers and Reassignments

a. Voluntary reassignment:

- RUFT proposed maintain current contract language.

a. Voluntary transfers:

- i. RUFT proposed maintain current contract language.
- iv. RUFT proposed maintain current contract language.

Article XI Duty Hours

- As a Memorandum of Understanding (MOU) Early/Late Start Kindergarten Pilot 2016-2017
- Early/Late Start Kindergarten shall be on a voluntary, site basis. Participating sites shall be identified and agreed upon by April 1, 2016.
- 1. Maximum class size of 24 students.
- 2. An instructional aide shall be provided for three (3) hours.
- 3. Teachers shall not supervise lunch, recess or early dismissal.
- 4. Students will be divided into two groups
 - a. Early Group: Starts at the beginning of the school day and released at 1 pm, and shall contain no more than twelve (12) students.

- b. Late Group: Starts at 1.5 hours after first group and released a 2:30, and shall contain no more than twelve (12) students.
- 5. Every Monday shall be an early release day to allow for articulation time for Kindergarten teachers.

Article XXX Staff Development Days

- The calendar year shall be 181 days (equivalent to 184 days of instructional minutes) including twelve (12) early release days. At least six (6) early release days shall be scheduled for teacher collaboration. The remaining days shall be for professional development.
 - a. Collaboration days shall be directed by principals. Principals shall survey staff before the end of the prior year to develop a menu of at least five (5) content areas for collaboration.
 - b. Teachers shall submit a collaboration form at the end of each session.

II. Compensation

- a. The teacher work year shall include one (1) district day. ~~two (2) Staff Development days.~~
- b. ~~Teachers who do not attend at least fourteen and one half (14.5) hours of staff development and have such documented prior to April 15th shall be docked for the pay for each full day not attended and will not receive credible service for that time.~~
- c. **The district shall provide one (1) district day within each academic year.**

Article XXXIV Early Retirement Work For Benefits Program

Golden Handshake

- RUFT proposed in a Memorandum of Understanding (MOU) - For the 2015 -2016 school year the district will offer a STRS Golden handshake to teachers with twenty (20) years of service and five (5) years of service with Rescue Union School District.

Article XXXVII Compensation

- Increase the salary schedule (Addendum A) by 7%.
- An increase of stipend remunerations was recommended.

District Proposed at 3:45 p.m. *See Appendix D*

Article VII Transfers and Reassignments

a. Voluntary reassignment:

- **Selection of teachers requesting voluntary reassignment shall be based on program needs as the primary consideration. Reassignment criteria may include but are not limited to the following:**
 - **Operational and educational needs of the district**
 - Credential requirements
 - Academic preparation and experience
 - **Training**
 - Satisfactory Evaluations
 - Years of service
 - Employee's preference
- **If all is equal, the teacher must have rights to the percentage required by the position**

a. Voluntary transfers:

- i. Employees interested in transferring shall file a written request with the District Office during the ~~five~~ **three (3)** day posting period, unless a current request is on file with the District.
- iv. **Selection of teachers requesting a voluntary transfer shall be based on program needs as the primary consideration.** The qualifications criteria are listed in Article VII.3aii.

Article XI Duty Hours

- 4. Beginning the 2017 – 2018 school year, all Kindergarten classes will become full-day. Classes will be supported with a two (2) hour Para-educator.

Article XXX Staff Development Days

Professional Development/Teacher Collaboration Time

- The calendar year shall be 184 days including (14) early release days. At least four (4) early release days shall be scheduled for teacher collaboration. The remaining days will shall be for professional development.
- Professional development and teacher collaboration time shall be directed by district and site administrators.
- Teachers shall submit a collaboration form at the end of each session.

Article XXXIV Early Retirement Work For Benefits Program

- The district's proposal does not include a retirement incentive for the 2015 – 2016 school year.

Article XXXVII Compensation

The District's proposal for 2015-2016 is a three-percent (3%) compensation package as follows:

- An ongoing two-percent (2%) increase on the certificated salary schedule retroactive to July 1, 2015.
- A one-time one percent (1%) of annual salary lump sum payment.
- A counter on stipend remunerations was provided

The District proposes the following for 2016-2017, contingent upon the renewal of what is now the Proposition 30 (California Children's Education and Health Care Protection Act of 2016) tax measure in the November 2016 election.

- An ongoing one-percent (1%) increase on the certificated salary schedule retroactive to July 1, 2016.