

Joint Negotiations Communication

Prepared By

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

April 13, 2016

On Wednesday, April 13, 2016 the Rescue Union School District and Rescue Union Federation of Teachers (RUFT) commenced negotiations at 8:15 a.m. A Tentative Agreement (TA) for 2015-2016 was reached by the District and RUFT. A synopsis of the TA is as follows:

Article VII Transfer and Reassignments:

- The District's will post open teaching positions for three (3) days.
-Formally it was five (days)

Article XXX Staff Development Days:

- The calendar year shall be 183 days including fourteen (14) early release days. At least seven (7) early release days shall be scheduled for teacher collaboration. The remaining days shall be for professional development.
- Collaboration and staff development days shall be directed by district and site administrators. Principals shall survey their staff to develop a menu of possible topics for collaboration and staff development.
- Teachers shall submit a collaboration form at the end of each session.

II. Compensation

- The teacher work year shall include two (2) Staff Development days. Consideration will be given to providing collaboration on staff development days.

Article XXXVII Compensation:

Salary Schedules and Remunerations

(A two-year package for compensation only)

- For the 15/16 school year, increase the salary schedule (Addendum A) by 4.5% retroactive to July 1, 2015.
- For the 16/17 school year increase the salary schedule (Addendum A) by 1% retroactive to July 1, 2016, contingent upon the passage of the California Children's Education and Health Care Protection Act of 2016 tax measure on the November 2016 election.
- Salary increases occurred on the Stipend remuneration schedule.



Tentative Agreement for 2015-2016
between
RUFT and Rescue Union School District

ARTICLE VII TRANSFERS AND REASSIGNMENTS

3. Reassignment Procedures:

a. Voluntary reassignment:

i. It will be the off duty employee's responsibility to contact the District

Office or the site administrator to find out about site vacancies.

ii. If more than one employee applies for a vacancy and they have essentially equal qualifications, the most senior employee shall be granted the position, unless senior teacher does not have rights to the percentage required by the position. The qualifications for considerations are: *(Maintain current contract language.)*

- Credential requirements
- Academic preparation and experience.
- Satisfactory Evaluations
- Years of service
- Employee's preference

iii. All positions posted at a site and unfilled by the reassignment process shall be posted for district wide transfers.

iv. The District shall give employees denied a reassignment a written explanation for the denial within ten (10) working days.

4. Transfer Procedures:

- a. Voluntary transfers:
 - i. Employees interested in transferring shall file a written request with the District Office during the three (3) day posting period, unless a current request is on file with the District.
 - ii. No current employee will be required to go through an interview process for a transfer. The employee requesting a transfer is encouraged to visit the site and meet with the staff.
 - iii. An employee requesting a voluntary transfer or responding to a posting may be assigned to the requested position based upon the following factors:
 1. Unit member's area of credential
 2. Applicable state and federal laws
 - iv. If more than one employee applies for a vacancy and they have essentially equal qualifications, the most senior employee shall be granted the position. The qualifications are listed in Article VII.3a.ii. (*Maintain current contract language.*)
 - v. Upon approval of a voluntary transfer, the transferee shall become a member of the new school site at the close of the new site's school year.
 - vi. The District shall give employees denied a transfer a written explanation for the denial within ten (10) working days.

ARTICLE XXX: STAFF DEVELOPMENT DAYS

I. STAFF DEVELOPMENT

- a. The staff development program focus is to be on instructional methods, teaching strategies, and classroom management in an attempt to improve pupil performance, conflict resolution, intolerance and hatred prevention, and academic content in the core curriculum areas.
- b. Staff Development days will be equivalent to seven and one quarter (7.25) hours of service.
- c. The District must pre-approve any activities credited for the Staff Development Program.
- d. *Professional Development/Teacher Collaboration Time*

The calendar year shall be 183 days including fourteen (14) early release days. At least seven (7) early release days shall be scheduled for teacher collaboration. The remaining days shall be for professional development.

- a. Collaboration and staff development days shall be directed by district and site administrators. Principals shall survey their staff to develop a menu of possible topics for collaboration and staff development.
- b. Teachers shall submit a collaboration form at the end of each session.

II. COMPENSATION

- a. The teacher work year shall include two (2) Staff Development days. Consideration will be given to providing collaboration on 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 two (2) staff development days within each academic year.
- d. A sign-in sheet will be completed at the beginning and the end of any session in order to document attendance.
- e. A staff member may submit a written proposal for alternative staff development activities that meet the criteria specified in I. The proposal must be approved in advance by the Superintendent or designee to meet the member's staff development obligation.
- f. Staff members enrolling in professional growth courses may submit request to use credit time earned and apply it toward staff development if pre-approved by the district.
- g. Staff members using units to satisfy requirements for staff development may not use the units toward the salary schedule.

ARTICLE XXXVII: COMPENSATION

Salary Schedules and Remunerations

(A two-year package for compensation only)

For the 15/16 school year, increase the salary schedule (Addendum A) by 4.5% retroactive to July 1, 2015.

For the 16/17 school year increase the salary schedule (Addendum A) by 1% retroactive to July 1, 2016, contingent upon the passage of the California Children's Education and Health Care Protection Act of 2016 tax measure on the November 2016 election.

1. For salary schedule see Addendum A.
2. Units earned after Bachelors Degree (BA/BS) shall be compensated at \$80 per semester unit over 30 units up to 78 units; and prorated based on the employee's FTE.
3. A Masters Degree (MA/MS) Stipend shall be compensated at \$750; and prorated based on the employee's FTE.
4. Transportation Allowance – An employee who is required by the Superintendent to use his/her automobile on district business shall be reimbursed for such necessary and appropriate business mileage at the appropriate I.R.S. rate.
5. Stipends – A stipend is a fixed payment to a current employee for services rendered that are usually for a fixed time period.
6. Extra Duty – Work required by the district of an hourly nature over and above the regular workday.

Fringe Benefits

1. See Addendum B.
2. It is agreed that the Board of Trustees is free to select the carrier for the above mentioned insurance and that the coverage for teachers under any new carrier will be equal to the coverage by the policy presently in force.
3. Eligibility for family and single coverage will be determined by the carrier company.

Stipend Recommendations 2016

Position at Middle Schools	Current		Recommendations
Athletic Director	1794		1850
Basketball	1150		1200 (per team)
Track	850		1500 x 2 (3 boys' teams, 3 girls' teams)
Cross Country	750		1500 x 2 (3 boys' teams, 3 girls' teams)
Wrestling	1150		1200 (per team)
Volleyball	850		1200 (per team)
Student Council Advisor	1550		1600
ASB Bookkeeper	750		850
Club Advisor	200		240
Music Director	2040		2040
SIP Coordinator	500/1000		600/1200
Test Coordinator	200		240
Safety Patrol Advisor	200		240
Yearbook Coordinator	500		1200
SST Coordinator	1500		1800
Teacher in Charge	150		300
Intramural Coordinator	1200		1400
Club Live Advisor	1500		1500
GLOBE Coordinator	600		650
CJHS/Honor Society Advisor	400		400
BTSA Support Provider	2600 1184.49		2600
MS teacher subbing during prep period	hourly rate		hourly rate
PC Pals Coordinator	0		400

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Stipend Recommendations 2016

<i>Position at Elem. Schools</i>	<i>Current</i>		<i>Recommendations</i>
SST Coordinator	1500		1800
Student Council	405		450
Coaches all sports	500		550 (per team)
Music Coordinator	300 (tri.)		350 (tri.)
Test Coordinator	200		225
Safety Patrol Adv.	200		225
Yearbook Coor.	500		550
CELDT testing	200		225
Teacher in Charge	150		250
LIP	400		450
PC Pals	0		400
Health/Fitness	500		550
Garden Coordinator	4000		4000
Outdoor Ed	70 (per night)		75 (per night)
<i>Others</i>			
PAR Panel	500		500
PAR Panel Facilitator	750		750
PAR Consult. T 1	2600		2600
PAR Consult. T 2	2000		2000

BTSA Sup. Pro.	2600		2600
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Labor Negotiations Updates](#)