

January 14, 2019

Dear Rocklin Unified School District (RUSD) Families and Staff,

RUSD and Rocklin Professional Teachers Association (RTPA) are pleased to announce we have reached a tentative labor agreement for the 2018-19 and 2019-20 school years.

After extended discussions and examining the Governor's 2019 updated budget proposal, which included additional funds for public education, below are the terms of our agreement:

**Year 1:** RTPA members will receive a 5% salary increase, retroactive to July 1, 2018.

**Year 2:** RTPA members will receive a salary compression valued at 3.4% and starting July 1, 2019, members will receive a 1.86% salary increase, a \$40 increase to health benefits and a .3% stipend for special education teachers (special education teachers years 1-9 \$2000 annual stipend, 10 years + \$4000 annual stipend).

During negotiations, our collective goal was to put our students first and remain fiscally responsible, while providing our outstanding teachers the compensation they deserve. We appreciate the patience and understanding of those involved as we worked to arrive at a mutually beneficial agreement.

"The agreement between RTPA and RUSD is forward thinking and in the interest of providing the best education that our students deserve. The new contract language on Special Education and Safety is in the best interest of our students. Other districts can look to us as a positive example on quality language. The agreement will allow us to attract and retain high quality professionals. RTPA looks forward to being a partner with the District in the years to come," says RTPA President Colleen Crowe.

Superintendent Roger Stock agrees, and adds, "As educators, our primary responsibility is to provide our students with an academic environment conducive to their growth and to do that, we must have a prosperous partnership with RTPA. We believe this agreement accomplishes both goals."

We want to acknowledge the commitment of our RUSD Board of Trustees to re-examine and prioritize spending in multiple areas, and would like to sincerely thank our families and community for their continued support. The agreement will be voted on by RTPA and is expected to be approved at the RUSD Board of Trustees meeting January 16, 2019.

We look forward to collaborating, problem solving and moving forward to best serve our families and students.

Sincerely,

**Colleen Crowe**  
President  
Rocklin Teachers Professional Association

**Roger Stock**  
Superintendent  
Rocklin Unified School District

For additional information, please visit [www.rocklinusd.org](http://www.rocklinusd.org) and [www.rocklintpa.org](http://www.rocklintpa.org)

Documents:

1-12-19 RTPA-RUSD 18-19 and 19-20 TENTATIVE AGREEMENT signed  
2018-19 Psych and Speech SS  
2018-19 SS  
2019-20 Psych and Speech SS  
2019-20 SS

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11/12/19

**TENTATIVE AGREEMENT**  
between the  
**ROCKLIN UNIFIED SCHOOL DISTRICT and the**  
**ROCKLIN PROFESSIONAL TEACHERS ASSOCIATION**  
*January 12, 2019*

The Rocklin Unified School District and the Rocklin Professional Teachers Association enter into this Tentative Agreement on January 12, 2019, to resolve the 2018-19 bargaining impasse. The parties agree to the following contract language modifications:

**The parties tentatively agree to the following:**

**Article I – Agreement:** The parties agree to enter into a two-year agreement, concluding negotiations for 2018-19 and 2019-20.

**Article XVIII – Wages:**

**For 2018-19:**

Effective 7/1/18, a 5% increase shall be applied to all salary schedules and stipends in the contract.

- Effective 1/26/19, a 5% increase on all daily and hourly rates

Effective 7/1/18, the parties agree to reinstate language to Appendix E, that had been unintentionally deleted from the parties collectively bargained agreement as follows:

“District Wide Elementary (K-6) - Curriculum-Content Liaisons Supervision Areas

1. Music (1)
2. Physical Education (1)
3. Visual and Performing Arts (1)

Curriculum-Content Liaisons stipends \$1,652.00 each”

**For 2019-20:**

Effective 7/1/19, a salary schedule restructure shall be implemented in compliance with Ed Code requirements for a uniform salary schedule to the certificated salary schedule Appendix C. The restructure consists of a schedule compression, thereby reducing the certificated salary schedule from 25 steps to 17 steps, by removing 8 stagnant steps in the schedule, those steps being 14, 15, 17, 18, 20, 21, 23, and 24. The estimated cost for this salary schedule restructure is the equivalent of 3.4%.

Effective 7/1/19, a 1.86% increase shall be applied to all salary schedules, all stipends, and all daily and hourly rates.

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**RUSD/RTPA Tentative Agreement**

**January 12, 2019**

**Page 2**

Effective 7/1/19, all special education assigned bargaining unit members shall receive additional salary compensation which shall be applied and reported to, and recognized by, STRS as creditable compensation towards the employee's STRS defined benefit, in the amount set forth below, as permitted by law. The estimated cost for this certificated salary schedule restructure is the equivalent of .3%.

Special education bargaining unit members teaching special education within RUSD from 1-9 years shall receive an additional salary compensation of \$2,000.00 annually. Special education teacher stipends will be prorated based on the unit member's full-time equivalent.

Special education bargaining unit members teaching special education within RUSD for 10 years or more shall receive an additional salary compensation of \$4,000.00 annually. Special education teacher stipends will be prorated based on the unit member's full-time equivalent.

**Article XVI – Health Welfare and Retirement Benefits**

**For 2018-19:** The parties agree to maintain status quo for 2018-19.

**For 2019-20:** Effective 7/1/19, the district's health benefits contribution shall be increased by \$40.00 per month, for an annual health benefit increase of \$480.00, bringing the district's annual health benefit contribution to \$10,176. The estimated cost for this increase is the equivalent of .44%.

**Article III – Negotiations Procedures: TA (9/24/18):** See attached language.

**Article V – Association Security: TA (10/5/18):** See attached language.

**Article VII – Hours of Employment: TA (1/12/19):** See attached language.

**Article VIII – Preparation Time:** The parties agree to maintain status quo for 2018-19 and 2019-20.

**Article IX – Leaves: TA (12/7/18):** See attached language.

**Article X – Class Size:** The parties agree to maintain status quo for 2018-19 and 2019-20.

**Article XI – Transfers:** The parties agree to maintain status quo for 2018-19 and 2019-20.

**Article XII – Evaluations: TA (9/18/18):** See attached language.

**Article XIII – Safety: TA (9/24/18):** See attached language.

**Article XIV – Instructional Aides: TA (8/31/18):** See attached language.

**Article XV – Academic Rights and Responsibilities: TA (8/31/18):** See attached language.

**Article XXII – New Article - Special Education: TA (12/7/18):** See attached language.

The parties agree to meet and negotiate the following issues within 60 days:

**Professional Development:** Professional development opportunities and process.

**Stipends:** Overnight field trip stipends and explore the possibility of adding additional stipends.

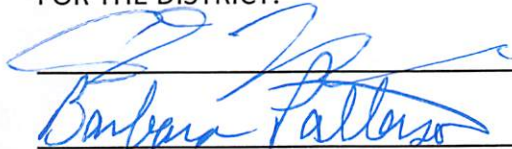

**Completion of Bargaining**

Within 60 calendar days of ratification of this tentative agreement by the Association and the Board, the parties shall meet to review the contract and make modifications to conform with the tentative agreement.

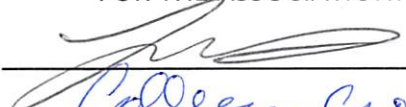
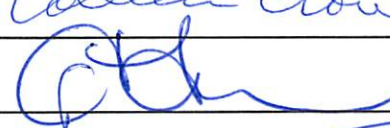
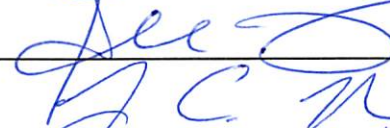
Unless specifically addressed above, the contract language shall remain status quo.

Unless otherwise specified, the effective date for each term above shall be upon ratification by the Association and the Board.

FOR THE DISTRICT:

  
\_\_\_\_\_  
Barbara Falter  
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Melody Thorne  
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Monty B. Hill  
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FOR THE ASSOCIATION:

  
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Calleen Crowe  
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A. C. Hill  
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Cecilia Moore  
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ARTICLE III  
NEGOTIATION PROCEDURES

1. ~~The Association shall present its initial proposal to the Board by the Board's first regular meeting in March.~~ Negotiations shall commence within ~~sixty (60)~~ten (10) calendar days upon initiation of the governing board adoption of sunshine proposals upon initiation of the bargaining process pursuant to the Education Employment Relations Act. ~~of such presentation except by mutual agreement.~~
2. Negotiations shall take place at mutually agreeable times and places provided that meetings shall be scheduled within five (5) working days from receipt of a written request.
3. The Association shall designate ~~five (5)~~up to seven (7) of their own representatives who shall ~~each receive a maximum of up to five (5) days~~have a reasonable amount of release time to attend negotiations without loss of compensation. ~~Additional days may be mutually agreed upon as necessary.~~ Additional members may be mutually agreed upon as necessary.
4. ~~The Board shall make available, on request, to the Association, two (2) copies of the District's detailed budget and the current J200 Form.~~
5. ~~Upon request, the Board shall make available to the Association the number of personnel on each step of the certificated salary schedule for the current year. (Scattergram)~~
- 6.4. Within ~~thirty (30)~~five (5) calendar working days of ratification of the Agreement by RTPA and approval by the Board ~~both parties herein~~, the Board shall ~~have copies~~notify all unit members that a copy of the Agreement ~~prepared and delivered to the Association for distribution to each employee in the bargaining unit.~~will be available on the RUSD webpage.
7. ~~Items which are subject to negotiations are designated as negotiable in SB160 (Rodda Act) and by the Public Employee Relations Board (PERB) or any subject mutually agreed upon by both parties unless designated as not negotiable by statute, PERB, or a court of competent jurisdiction.~~

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*[Signature]*

ARTICLE V

ASSOCIATION SECURITY

1. All current employees who are members of the Association as of June 1, 1993, shall remain members of the Association as long as they remain active employees of the District. All new certificated employees, as of June 1, 1993, shall be required to maintain membership in the Association, or pay Association fees in an amount equal to unified membership dues. All current certificated employees who are not paying members of the Association on July 1, 1993, shall not be required to become members or pay any fee to the Association under this Agreement. They shall continue to have full protection as was afforded them before July 1, 1993, from the Association.

2. Any new employee who is not a member of the Rocklin Teachers Professional Association, CTA/NEA, or who does not make application for membership within thirty (30) calendar days of the effective date of this Agreement, or within thirty (30) calendar days from the date of commencement of assigned duties within the bargaining unit, shall become a member of the Association or pay to the Association a fee in an amount equal to unified membership dues. In the event that an employee shall not pay such fees directly to the Association, the District shall immediately begin automatic payroll deduction as provided in Education Code section 45061 and in the same manner as set forth in paragraph 4 of this Article. There shall be no charge to the Association for such mandatory agency fee deduction.

3. (a) Any employee who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to join or financially support the Association as a condition of employment; except that such employee shall pay, in lieu of a service fee, sums equal to such service fee to one of the following non-profit, nonreligious, nonlabor organizations qualifying under Internal Revenue Code section 501(c)(3):

\_\_\_\_\_ 1) Foundation to Assist California Teachers

\_\_\_\_\_ 2) United Way

\_\_\_\_\_ 3) American Red Cross

\_\_\_\_\_ (b) Proof of payment and a written statement of objection along with verifiable evidence of membership in a religious body whose traditional tenets or teachings object to joining or financially supporting employee organizations, pursuant to paragraph 3(a) above, shall be made on an annual basis to the District as a condition of continued exemption from the provisions of paragraph 1 and 2 of this Article. Payment shall be in the form of receipts and/or canceled checks indicating the amount paid, date of payment, and to whom payment in lieu of the service fee has been made. Such proof shall be presented on or before September

~~15 of each school year. The Association shall have the right of inspection in order to review said proof of payment.~~

1. Dues Deduction

(a) ~~The right of payroll deduction for payment of membership dues, initiation fees, and general assessments shall be accorded exclusively to the Association.~~ The District shall deduct payment for membership dues, initiation fees, general assessments and other voluntary payments as authorized by unit members and the Association. Association members who currently have authorization cards on file for the above purposes need not be resolicited. Membership dues, initiation fees, and general assessments, upon formal written request from the Association to the District, shall be increased or decreased without resolicitation and authorization from unit members.

(b) ~~Any~~ <sup>any</sup> ~~The Association or bargaining~~ unit member who is a member of RTPA the Association or who has applied for membership, may sign and deliver to the District a form n-assignment authorizing deduction of membership dues, initiation fees, and general assessments of the Association. Pursuant to such authorization, the District shall deduct one-tenth (1/10) of such dues from the regular salary check of the unit member each month for ten (10) months. Deductions for unit members who sign such authorization after the commencement of the school year shall be appropriately prorated. ~~to complete payments by the end of the school year.~~

(c) With respect to all sums deducted by the District pursuant to ~~paragraphs 1 and 2~~ section (b) above, ~~whether for membership dues or agency fees~~, the District agrees ~~promptly~~ promptly to remit such monies to the Association accompanied by an alphabetical list of ~~employee~~ unit members, including their names, addresses, and work locations for whom such deductions have been made, ~~or nonmembership in the Association~~, and indicating any change in personnel from the list previously furnished.

5. (a) The Association agrees will ~~accept responsibility~~ to indemnify and hold the District harmless and also defend the District against any court action or administrative action before the Public Employment Relations Board challenging the legality or constitutionality of the agency fee provisions in the Agreement or challenging the deduction of dues and fees as described in paragraph 4(b) above. ~~legality or constitutionality of their implementation.~~

~~(b) — The Association shall indemnify and hold the District harmless from any award or judgment, compromise of damages, settlement, liability which may result from court action or administrative action referenced in 5(a), above.~~

~~(c) — The Association shall have the exclusive right to decide and determine whether any such claim, action, or proceeding referred to in paragraph 5(a) or 5(b), above, shall or shall not be compromised, resisted, defended, tried, or appealed.~~



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**ARTICLE VII  
HOURS OF EMPLOYMENT**

1. The standard work year is as follows:
  - ⓐ Teachers: The standard work year of teachers will be one hundred eighty-six (186) work days, six (6) more than the number of instructional days required by the State.
  - ⓑ Psychologists: The standard work year for psychologists will be one hundred ninety-two (192) work days.
  - ⓒ Counselors: The standard work year for high school and middle school counselors will be two hundred (200) work days.
  - ⓓ Librarians: The standard work year for K-12 librarians will be one hundred ninety-six (196) work days.
  - ⓔ Nurses: The standard work year for school nurses will be one hundred ninety-one (191) work days.
  - ⓕ Speech Pathologists: The standard work year for speech pathologists will be one hundred eighty-nine (189) work days.
  
2. All employees covered by this contract shall report for regularly assigned duties unless formally excused.
  - ⓐ ~~Unless otherwise assigned at the school site,~~ Employees are required to report for duty and be available to students not less than thirty (30) minutes before the beginning of the site program day.
  - ⓑ The time of departure shall be not less than thirty (30) minutes after the end of the site program day and, ~~unless otherwise assigned at the school site,~~ employees shall be available to students during this 30-minute time period. Prior to their daily departure, teachers shall ascertain that professional responsibilities and assigned duties for the day have been discharged. The immediate supervisor shall have the authority to excuse employees earlier than the time states; however, such authority is at the discretion of the administrator and shall not serve as a precedent for any like request. Each request for an early dismissal shall be individually considered by the administrator.
  - ⓒ Every teacher shall be entitled to one (1) duty-free lunch period equal to thirty (30) minutes.

- ⓐ Except in cases of an emergency, any school-wide faculty meeting will be scheduled at least twenty-four (24) hours in advance.
- ⓑ Single grade level kindergarten teaching assignments shall include a minimum of 200 minutes with the teacher's assigned class. An additional 130 minutes of instruction will be assigned by the site administrator in conjunction with the affected teachers. These assignments shall provide at least 65 minutes of instructional support to each single grade level kindergarten class. The single grade level kindergarten teacher's instructional day will be commensurate with elementary grade level teachers. Assignments shall be within the school's instructional day.

ⓐ Site Duties

- ⓓ ~~The RUSD Master Adjunct Duty list for elementary sites shall be reviewed and negotiated annually by the RTPA and RUSD bargaining teams prior to the end of the school year preceding the year in which new adjunct duties are implemented.~~
- ⓔ ~~The RUSD Master Adjunct Duty list for middle school sites shall be reviewed and negotiated annually by the RTPA and RUSD bargaining teams prior to the end of the school year preceding the year in which new adjunct duties are implemented.~~
- ⓕ ~~The RUSD Master Adjunct Duty list for high school sites shall be reviewed and negotiated annually by the RTPA and RUSD bargaining teams prior to the end of the school year preceding the year in which new adjunct duties are implemented.~~
- ⓖ ~~Assignment to site and/or District committees is required duty and will be equitably rotated on an annual basis. Any inequities in assigned extra adjunct duty assignments shall be brought to the attention of the site administrator, who will make a good faith effort to equalize the extra adjunct duty work load.~~
- ⓗ ~~Each employee may be assigned to site committees as a professionally required duty and these duties will be rotated among staff on an equitable basis.~~
- ⓘ ~~Each staff member grades K-6 may be assigned no more than three (3) extra adjunct duty assignments per year. Each staff member grades 7-8 may be assigned no more than five (5) extra adjunct duty assignments per year.~~

- a) ~~Any single adjunct duty assignment shall not exceed three (3) hours.~~
  - b) ~~Adjunct duties list shall be uniform across all elementary sites~~
  - e) ~~Adjunct duties list shall be uniform across all middle school sites~~
- ~~u) Each staff member grades 9-12 may be assigned extra adjunct duty assignments as follows:~~
- a) ~~Duty requirements will be between (14) fourteen and (17) seventeen hours of extra adjunct duty assignments per year.~~

~~Site administrators will only assign extra adjunct duties as needed up to the maximum number established and will strive to have the average number of duty hours fall in the middle of the range between (14) fourteen and (17) seventeen hours of adjunct duty assignments per year.~~  
~~by 2010-2011.~~

~~Staff preference for specific extra adjunct duty assignments will be considered.~~

- ~~u) The following list of professional activities will not receive additional compensation and do not fulfill extra adjunct duty assignments:~~

- ~~• Back to School Night~~
- ~~• Open House~~
- ~~• Staff Meetings: Staff meetings shall last no longer than one (1) hour in duration and shall not exceed two meetings per month.~~
- ~~• Grade Level, Departmental, and Subject Area Meetings.~~
- ~~• Individual Teacher/Child Study Team Meetings~~
- ~~• Parent Conferences~~
- ~~• Site Committee Meetings.~~

- ~~i) Each staff member may be required to serve on no more than one (1) site committee per year. Site committee shall not exceed 10 hours for the school year. If a staff member is assigned to a site committee which requires unusually frequent (more than once a month) or unusually lengthy meetings (more than one (1) hour in duration), the staff member may request a reduction in adjunct duty assignments or committees in order to equalize the adjunct duty work load.~~

### 3. Site Duties: Adjunct Duties and Site Committees

- 1) Each staff member grades TK-6 will not be assigned site duties, including adjunct duties and site committees, adjunct duties in excess of ~~20 total~~ 10 hours for any school year.
  - a) Site administrators will only assign site adjunct duties as needed up to the maximum number established not to exceed 10 hours.

- i) ~~Any single duty assignment for grades TK-6 is not to exceed three (3) hours in duration.~~
- b) Each staff member may be required to serve on no more than one site committee per year.
- (1) ~~Included in the aforementioned 20 hours.~~ Site committee assignments shall not exceed 10 hours for the school year.
- c) Any single duty assignment for grades TK-6 is not to exceed three (3) hours in duration.
- 2) Each staff member grades 7-8 will not be assigned site adjunct duties in excess of ~~25-15~~ hours for any school year.
- a) Site administrators will only assign site duties as needed up to the maximum number established.
- b) Each staff member may be required to serve on no more than one site committee per year.
- (1) Site committee assignments shall not exceed 10 hours for the school year.
- c) Any single duty assignment for grades 7-8 is not to exceed three (3) hours in duration.
- 3) Each staff member grades 9-12 will not be assigned site duties in excess of ~~30-14-17~~ hours for any school year.
- a) Site administrators will only assign site duties as needed up to the maximum number established.
- b) Each staff member may be required to serve on no more than one site committee per year.
- (1) Site committee assignments shall not exceed 10 hours for the school year.
- 4) ~~The site administrator will create a comprehensive list of site duties (adjunct duties, site committees) and the corresponding time required for each duty and/or committee annually. The site administrator will meet and confer with the RTPA site bargaining representatives to review the list and the time requirements. The site administrator will create a comprehensive list of adjunct duties and site committees and the corresponding time required for each duty and/or committee annually. The site administrator will meet and confer with all RTPA site representatives at the site. The site administrator will send a copy to the Associate Superintendent of Human Resources at the District office for both RTPA and the District to review and approve.~~
- 5) Staff preference for specific adjunct duties and site committee assignments will be considered. Each site will develop an annual process to assign site duties in an equitable manner. The assignment process will be shared with the RTPA site representative prior to the start of the school year. Any inequities in the assignment of site duties shall be brought to the attention of the site administrator, who will make a good-faith effort to equalize the site duty workload.
- 6) The following list of professional activities will not receive additional compensation and do not fulfill extra-duty assignments:
- Back-to-School Night
  - Open House
  - Staff Meetings: Staff meetings shall last no longer than one hour and fifteen minutes and shall not exceed two meetings per month.
  - Grade-level, Departmental, and Subject-Area Meetings; these meetings shall be conducted during Monday PLC times, excluding monthly Special Education Articulation meetings.
  - Parent Conferences
  - ~~The above professional activities shall not exceed one hour in duration.~~

① District Duties

~~1) Each staff member may be required to serve on no more than one (1) District committee per year. Participation on a District committee shall be purely voluntary. In the event a unit member is requested to serve on a District committee, the request shall be made by the Associate Superintendent of Human Resources and the selection and appointment of the RTPA unit member shall be made by the RTPA President. A unit member may be requested to serve on a District committee each year. A staff member may be requested to serve on one District committee each year. Any unit member who serves on a District committee shall be compensated for work done outside of their contract day at the unit members hourly rate. Assignment to a District committee shall be purely voluntary with no repercussion for denial of participation.~~

1. A unit member may be requested to serve on a District committee each year. Participation on a District committee shall be purely voluntary.

2) If a staff member ~~is assigned to~~ participates on a District committee which requires unusually frequent or lengthy meetings, the staff member may request a reduction in site extra-duty assignments or committees in order to equalize the extra-duty work load.

3) A list of all District committees and committee members will be provided to the RTPA President. ~~RTPA~~ The President may appoint additional members to each committee if they desire.

4. A calendar review committee comprised of three (3) administrators and three (3) Association members (one from elementary, middle, and high school) will have input into the development of the calendar before District commitments are made to other school districts. The Association President and the ~~Assistant~~ Associate Superintendent of Human Resources shall convene the committee by October 1. The timeline for this calendar committee will be as follows:

December 1	-	Provide a draft calendar to the Leadership Team, Association membership, and the Board of Trustees
January 15	-	Receive input from the Leadership Team, Association membership, and the Board of Trustees
February 1	-	Submit finalized calendar recommendations to the District administration leadership team

Final calendar recommendations shall be submitted to the Board for approval no later than March 15.

5. Supplemental Duties:

~~The hourly rate of pay for summer school, field trips, and supplemental instructional programs, including but not limited to providing training and~~

~~support to interns and education specialists on emergency credentials, unit members shall be compensated at the unit member's pro rata hourly rate of pay based on the unit member's placement on the regular certificated salary schedule during the year in which the work is performed.~~

In the event a field trip requires a bargaining unit member to stay overnight, the bargaining unit member shall be paid an additional \$250.00 per night, in addition to their hourly/daily rate of pay.

Any unit member who is acting as the program coordinator for a school-based field trip, including but not limited to Sly Park, Science Camp, etc., shall receive a stipend of \$1500 per year.

6. Professional Development

The primary purpose of professional learning is to improve teaching and student learning. The District believes it is essential for teachers and other school staff to have input about the content and processes used in the professional development in which they engage. Therefore, a Professional Development Committee consisting of representatives from elementary and secondary levels, including Teachers on Special Assignment and Special Education and CTE teachers, will meet with Educational Services annually each spring to provide input into District-wide professional learning, along with administrative representatives.

To determine the professional development focus of each year in the rolling three-year plan, the Professional Development Committee will review State mandates, Strategic Plan initiatives, student achievement data and teacher input from survey information. This will provide a basis for the focus of 1.5 of the 3 RUSD District-wide professional development days and inform the site's use of the other 1.5 days.

The Professional Development Committee will be provided summary survey data of the RUSD District-wide professional development days within a month of implementation.

Teachers will also participate in monthly "RUSDlearns" professional development days at school sites except for the months of November and June. Districtwide Special Ed staff will utilize two of these Mondays each fall and spring for professional learning including updates on best practices. The content of RUSDlearns days will be determined by each school site leadership team and be communicated to all staff no less than 1 week ahead of the scheduled day. All other early release Mondays will be dedicated to time for professional learning communities to meet, whereupon agenda/minutes for these sessions will be shared with site administrators.



TA 822 12/7/18  
12/7/18

RUSD: 12/7/18 @ 2:09pm

RUSD: 12/7/18 @ 3:55pm

Article IX - Leaves - Section 8, Personal Necessity Leave

8. Personal Necessity Leave

Sick leave credited under this Article may be used at the sole discretion of the unit member ~~employee's~~ election, for purposes of personal necessity, provided that use of sick leave, for this purpose, does not exceed seven (7) days in any school year. ~~For purposes of personal necessity leave and leave without pay, "employee's family" means employee's spouse, mother, step mother, father, step father, guardian, child, step child, grandparent, grandchild, son-in-law, daughter-in-law, brother, step brother, or sister, step sister, cousin, niece, nephew, aunt or uncle (all above of the employee or of the employee's spouse) or any relative living in the immediate household of the employee.~~

- No unit member shall use personal necessity leave for engaging in other employment, ~~vacation~~, to extend a holiday or weekend, or for concerted activities against the district.
- These days shall not be used for staff development days or the first or last student contact days of the year.
- No adverse payroll deduction shall be made without written direction from the Associate Superintendent of Human Resources or designee following a meeting between the unit member, RTPA, and Associate Superintendent of Human Resources or designee.

(a) Personal Necessity Leave Without Prior Notification

- 1) ~~Death or illness of a member of the employee's family;~~
- 2) ~~Accident involving the employee's person or property, or the person or property of a member of the employee's family.~~
- 3) ~~Unavoidable transportation delay of an employee or family member;~~
- 4) ~~Emergency child care problems.~~

~~Immediate telephone notification is required in lieu of prior notification.~~

(b) Personal Necessity Leave With Prior Notification

- 1) ~~Legal or financial matters which can only be accomplished during school hours;~~
- 2) ~~Marriage of the employee or family member;~~

~~3) Attendance at graduation, special awards ceremony, conferences or counseling appointments for the employee or family member which can only be accomplished during school hours;~~

~~4) Participation in college graduation ceremonies of the employee or family member;~~

~~(c) The Superintendent or designee has the right to require employee verification of the use of personal necessity leave per Education Code Section 44981. Under all circumstances, an employee shall verify in writing that sick leave for personal necessity was not used for vacation, recreation, seeking or engaging in other employment, to extend a holiday or for concerted activities against the District.~~

~~(d) Discretionary Days~~

~~Three of the seven Personal Necessity Days with pay may be used at the discretion of the employee, subject to the following:~~

~~1. These days shall not be taken on staff development days, seeking or engaging in other employment, to extend a holiday, first or last student contact days of the year or for concerted activities against the District.~~

~~(e) Permission must be obtained forty eight hours in advance from his/her immediate supervisor.~~

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9-18-18

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## ARTICLE XII EVALUATIONS

1. It is understood and agreed by the parties that their principal objective is to maintain or improve the quality of education in the District. It is further understood and agreed that this objective can be more readily achieved by the manifest willingness on the part of the District to assist all employees in improving their professional skills.
2. Evaluation Procedure (See Appendix "B.")
  - (a) Every probationary employee shall be formally evaluated by the site administrator, in writing, at least once each school year based on at least two formal observations but not more than four unless mutually agreed otherwise, with informal observations taking place as needed.
  - (b) Every permanent employee with less than ten years of teaching experience shall be formally evaluated by the site administrator, in writing, at least once every other school year, with informal observations taking place as needed. ~~Teachers with at least ten years of teaching experience in the District will be formally evaluated in writing at least once every third year, with informal observations taken place as needed, based on the determination of their immediate evaluator. Consistent with California Education Code, a teacher with permanent status and at least 10 years with the school district may be formally evaluated every 5 years if their previous evaluation rated the employee as meeting or exceeding standards. The evaluator and the certificated employee must agree to the 5 year term. The certificated employee or the evaluator may withdraw consent at any time.~~
  - (c) Evaluation Sequence
    - 1) A general conference and staff orientation shall be held prior to September 30.
    - 2) A goal-setting conference between the evaluator and the employee shall be held prior to the end of November.
    - 3) Pre-observation conference: Prior to the formal observation, the evaluator and the employee shall meet and mutually agree to the elements, including goals and objectives, upon which the evaluation is to be based; however, no aspect of the educational program over which the teacher has no authority or responsibility shall be included.
    - 4) The formal observation(s) shall be arranged by the evaluator and the employee at least two (2) working days in advance of the observation.

- 5) The post-observation conference shall be held within five (5) working days following the formal observation.
  - 6) Informal observations may be held at the discretion of the evaluator with appropriate conferences as needed any time during the year.
  - 7) Summary Evaluation: Except for probationary employee, each formal evaluation shall be based upon at least one (1) observation, lasting a minimum of twenty (20) minutes or a maximum of one (1) hours. A Summary Evaluation shall be delivered to the employee at least thirty (30) calendar days prior to the last day of school.
  - 8) A Summary Evaluation conference shall be held prior to the last day of school in which the evaluator and the employee shall review what is incorporated in the written evaluation.
  - 9) The evaluatee may request, at any time, an additional formal observation by an evaluator mutually agreed upon.
- (d) The evaluator shall delineate a positive course of action to help correct any cited deficiencies. The employee will cooperate in working to improve such cited deficiencies. The evaluator's action may include specific recommendations for improvement, direct assistance in implementing such recommendations, and reasonable release time as determined by the site administrator for the employee to visit and observe other similar classes.
- (e) The evaluation instrument in Appendix "B" shall be used in all evaluations of employees.



### Article XIII Safety

Consistent with Rocklin Unified School District Board Policies, the District recognizes that students and staff have the right to a safe and secure campus where they are free from physical and psychological harm. The District is fully committed to maximizing school safety and in creating a positive learning environment for all members of the District.

1. A District/student ~~discipline policy protocol~~ will shall be formulated developed and made available to support teachers with students exhibiting challenging behaviors, each teacher and administrator. This protocol policy will shall enumerate the options teachers have in the disciplining of students addressing these behaviors.
    - (a) The District shall provide employees access to training for the purpose of providing a safe learning environment. These trainings shall include but not be limited to the following:
      - (i) Programs developing action plans related to safety concerns.
      - (ii) Programs that relate to anti-bullying
      - (iii) Programs that relate to proactive behavior supports of all students.
      - (iv) Programs that relate to culture and climate.
    - (b) The District shall provide employees access to training appropriate to addressing challenging behaviors of any student. These trainings shall include but not be limited to the following:
      - (i) Programs related to restorative justice
      - (ii) Programs relating to crisis situations.
        - (1) External situations
        - (2) Internal situations
    - (c) In addition, assistance shall be provided by behaviorists, mental health professionals or others to advise employees on how to handle any and all students with extreme behaviors.
      - (i) Referral process shall be ~~found~~ developed and made available on the District web page staff room.
  - (a) ~~The District shall provide appropriate training to affected employees on proper restraint of students who may be harmful to themselves or others.~~
  - (b) ~~The District shall provide access to training in the areas of restraint and behavior supports for the purpose of providing a safe learning environment. In addition assistance will be provided by behaviorists, mental health professionals or others, to advise employees on how to handle students with extreme behaviors.~~
  - (c) ~~The District will make every effort to provide a safe environment for students and staff.~~
2. Teachers shall immediately report cases of assault, battery, or threats suffered by them in connection with their employment, to their Principal or other immediate supervisor who, with the teacher, shall decide if the incident warrants further action. If affirmative, the incident shall then be reported to the appropriate law enforcement agency. Every effort ~~will~~ shall be made to settle minor problems at the building level. If they are not settled to mutual satisfaction at the building level, the Superintendent or designee ~~will~~ shall be informed and the Superintendent or designee shall act in an appropriate way per Education Code section 44812.
    - (a) Administration shall inform the appropriate site and district personnel of each pupil who has engaged or is reasonably suspected to have engaged in any suspendable/expellable offense consistent with California Education Code. ~~communicate to all appropriate personnel any behavior that shall result in safety concerns for students and staff.~~

3. Education Code section 212.6 effective January 1, 1993, requires each educational institution in California to have a written policy on sexual harassment that includes information on where to obtain the specific rules and procedures for reporting charges of sexual harassment and for pursuing available remedies. This policy is to be posted in a prominent location and be made available on the District Web Page.
4. The District shall work with site administrators to provide adequate time during the contract day at the beginning of the school year to allow unit members to complete the required training on sexual harassment, blood borne pathogens, mandatory reporting and/or any other required training.
  - (a) The District ~~will~~ shall provide adequate time for CPR/1st Aid Training during the contract day for any RTPA unit member who ~~is mandated~~ may need and/or would like to have CPR/1st Aid Training certification. ~~as part of their work or extra-curricular duties.~~
  - (b) ~~CPR/1st Aid Training will be made available with adequate time during the contract day to all unit members who choose to have CPR/1st Aid training.~~
5. The District shall, during the duration of this contract, provide liability insurance for all certificated personnel in accordance with Education Code section 35208
6. RTPA and the District agree to establish a Joint Safety Committee comprised of at least three Association Representatives from each level of elementary, middle and high school appointed by RTPA to implement, monitor, and continually review and update an injury prevention program, a plan for district safety, emergency and disaster preparedness. Association representatives shall receive release time without loss of compensation of their hourly rate of pay for committee work.
  - (a) A district wide School Site Council training on an annual basis and shall include the school safety criteria for each site. The training shall occur no later than October prior to November 1st.
  - (b) The School Site Councils shall may make recommendations to the Joint District Safety Committee following each meeting throughout the school year.
  - (c) The Joint District Safety Committee shall review identified concerns and make recommendations. take appropriate action and respond accordingly in a timely manner.
  - (d) Negotiable times-items shall be remanded back to the respective bargaining teams.

## ARTICLE XIV

### INSTRUCTIONAL AIDES

1. Sections 45340 through 45349, and 35021 of the Education Code dealing with instructional aides and volunteer aides are incorporated into this Agreement and shall be supplemented as follows:

(a) Instructional Aides

- 1) An instructional aide will not be assigned without such teacher's consultation.
- 2) The duties to be performed by an instructional aide will be assigned by the supervising teacher with the approval of the site administrator.
- 3) A teacher who is supervising an instructional aide shall be responsible to evaluate and be empowered to recommend termination or reassignment of such aide if such teacher alleges that the aide is interfering with the teacher's performance or is not performing services satisfactorily.
- 4) The district will make every available effort to secure a substitute aide who will be assigned to a special education class in the event an instructional aide supporting a special education class calls in sick or is absent for any reason.

(b) Volunteer Aides

- 1) Volunteer aides shall not be assigned to a teacher without mutual consent between teacher and site administrator.
- 2) The duties to be performed by a volunteer aide shall be the responsibility of the supervising teacher with the approval of the site administrator.
- 3) The site administrator shall supply all known pertinent background data of a voluntary aide to the teacher who is being asked to supervise such aide.
- 4) A teacher who is supervising a voluntary aide shall be empowered, after consultation with the site administrator, to terminate the services of such aide, through the procedure determined by the site administrator.

TA Article XIV

  
RTPA Signature / Date 8/31/18

  
RUSD Signature / Date 8/21/18

**ARTICLE XV**

**ACADEMIC RIGHTS AND RESPONSIBILITIES**

1. The interests of the students are served through the open exchange of ideas and positions which include popular and unpopular views. Bargaining unit members may include controversial issues and material as provided by courses of study and within the scope of the law.
  - (a) Bargaining unit members shall provide balanced presentations regarding a range of points of view concerning controversial issues.
  - (b) In dealing with controversial issues as part of the curriculum, bargaining unit members may express their own opinions or points of view, so long as they indicate clearly that it is a personal opinion and, while being valid for the unit member, may not be valid for others.
  - (c) Teachers exercising their academic rights and responsibilities shall not be retaliated against for expressing their professional viewpoints and opinions.

TA Article XV

 8/31/18  
\_\_\_\_\_  
RTPA Signature / Date

 8/31/18  
\_\_\_\_\_  
RUSD Signature / Date



TA 822 12/7/18  
12/7/18

RTPA Dec. 7, 2018 @ 12:15pm  
RUSD 12/7/18 @ 2:13pm  
RTPA 12/7/18 @ 3:25pm

## Article XIV: Special Education

### Special Education Handbook-Development Resource Guide

When developing and/or updating the Special Education Handbook Resource Guide, the District shall notify the Association of its intent to do so and shall inform the Association of the opportunity for bargaining unit members to participate in the process.

### Coordination Between Special Education and General Education Classrooms

The District supports the successful placement of special education students in general education classrooms and recognizes the impact on workload of classroom teacher. Principals shall assign students in such a way as to minimize the impact and to equalize the student load unless prohibited by instructional design (i.e.: Co-teaching). The District and RTPA expects all teachers to fully support the inclusion of special education students in their classes.

When the timeline is practical, the District shall notify affected unit member(s) prior to assigning a special education student to a general education classroom and shall provide the general education teacher with any necessary documentation or recommendations regarding the proper inclusion of that student so that the student may be served appropriately.

In the event the student receiving special education services spends more than 30% of their core instructional day in the general education classroom, said student shall be included on the general education teacher's class list.

1. Paragraph 1 of Article X – Class Size, shall apply in these situations as well.

### Individualized Education Programs (IEP)

When the current teacher(s) and/or teacher(s) for the subsequent school year are known, the bargaining unit members whose duties are impacted by an IEP shall be provided the opportunity to serve on the team responsible for developing, reviewing, and/or revising the students IEP. Any bargaining unit member serving as an administrator (or one representing the district in an administrative capacity) in any IEP process shall do so on a volunteer basis.

### Due Process

When a bargaining unit member is required to participate in a due process procedure, the District shall provide the unit member with release time without loss of compensation, when necessary. If the due process procedure is held during prep time or after regular hours of employment, unit members shall receive the hourly rate of pay.

Counsel retained to represent the District in any such hearing shall meet with the unit member regarding preparation for the hearing.

### Caseloads/Class Sizes

The District agrees to honor all special education class sizes and/or specialist caseloads as dictated by California Education Code.

The District shall make a reasonable effort to maintain the following special education classes and/or specialist caseload limits which apply to all pupils for whom ongoing direct service is required:

Special Day Classes Non-categorical	15
Emotional Disturbance	8
Communication Delays	15
ILS (Functional Academic Skills)	12
SDC Autism (STP) M/S	7
Resource Specialist Programs	28
Designated Instructional Services Adaptive PE	55
Speech Therapists	55
Speech and Language exclusively for students with exceptional needs between the ages of three and five years.	40

In the event the class size and/or caseload exceeds 2 students more than the aforementioned limits, due to fluctuating special education numbers or if a request is made in the best interest of the students by the teacher, the teacher shall notify the site administrator. If further support is necessary, the site administrator and/or teacher shall notify the Education Services Department and the District shall evaluate the following considerations:

- Support Least Restrictive Environment (LRE) for all students
- Safety as outlined in Article XIII
- Capacity and design of facilities, including equipment for student services
- Geography and location of assigned sites
- Intensity and impact of student behaviors
- Severity of individual student needs and healthcare needs
- Diversity of student needs in a single class
- Time required for positioning, nutrition, specialized healthcare and toileting
- Number of assigned adults
- Scheduling multidisciplinary staff services
- Scheduling students with multi-grade, age, and educational needs.
- Impact of intensive curricular, assessment or methodological demands
- Multiple session IEP's
- Unanticipated impact on class manageability

- Impact of on-going training and monitoring staff
- Working with interpreters
- Effects of legal mandates

An evaluation shall be completed within ten days from the notification of caseload excess. Once the evaluation is complete, the District shall determine if the appropriate response is to reconfigure the current class size and/or caseload or add additional staff into the classroom. The response will be implemented as soon as feasibly possible.

The Special Education Department will provide monthly class size/caseload reports to RTPA and the Special Education Solutions Panel for inspection and review.

### **Speech Therapists**

When a speech therapist's caseload is increased beyond the aforementioned guidelines due to another unit member's leave of absence or unfilled vacancy, he/she shall be compensated at his/her per diem rate, including any applicable stipend amounts, for such extra work.

### **School Psychologists**

In the event a School Psychologist is required to assume the responsibilities of another unit member due to a leave of absence or unfilled vacancy, he/she shall be compensated at his/her per diem rate, including any applicable stipend amounts, for such extra work.

### **Instructional Materials**

The District shall ensure that each unit member serving as a Special Education teacher has sufficient core curriculum textbooks, and teacher editions (electronic and/or hard copy), as well as any specialized curriculum to meet the individual needs of the special education students on their caseload.

### **Instructional Aides/Paraprofessionals**

Instructional aides supporting ILS, FSP, STP classes shall be staggered throughout the day to support a bus to bus schedule as needed. The district will make every attempt to provide no less than one instructional assistant throughout the instructional day to support Special Education programs.

### **Professional Development**

1. Universal Staff Development
  - a. All staff shall be trained annually on District special education policies and practices.
2. Staff Development for Special Education Teachers
  - a. Special education teachers shall be provided opportunities for staff development to meet the unique needs of their student populations.
  - b. Special education teachers shall have the opportunity to receive the same

curriculum and instructional training as general education teachers as long as the training provided aligns with and is relevant to the teachers current curricular offerings.

## Communication:

### 1. Special Education Communication Protocol

The District and RTPA believe that effective communication is essential to providing high quality programs for students with disabilities and creating and maintaining a positive and productive culture and climate. For these reasons, the following procedure is intended to mitigate communication breakdowns, ensure resolution, and improve operational effectiveness. Specifically, pursuant to the attached RUSD Special Education Department Communication Agreement, communication breakdowns will be addressed in the following manner:

**Step 1** When a Unit member emails Special Education Department staff, they should expect to receive a response within 2 business days unless otherwise noted in an out of office message.

Responses will do one of the following:

- Provide an answer to the question asked;
- Timeline for when it will be answered; or
- Date and time to meet if appropriate

**Step 2** If there is no response received within 2 business days, the unit member will resend the email to the Special Education Department staff and cc: the Assistant Director of Special Education and Director of Special Education.

**Step 3** If there is no response within 2 business days, the unit member will resend the Step 2 email and cc: the Deputy Superintendent of Educational Services, Associate Superintendent of Human Resources, and the RTPA President.

Special Education Department staff and members of RTPA share responsibility for maintaining positive communications by ensuring emails are clear, concise, and productive. Unit members using this protocol shall not be subject to retaliation as a result.

### 2. District Committees

RTPA and the District are committed to using an interest-based problem-solving approach to addressing special education concerns not resolved to the satisfaction of unit member by their school site administrator or the special education department. The District and RTPA agree to the establishment of a joint Special Education Solutions Panel (Panel) for this purpose.

### **Panel Purpose**

The panel will use a consensus-building approach in generating solutions. Unresolved concerns could include, but not be limited to, the following:

- Class size/caseload concerns
- Instructional materials
- Professional Development
- Instructional Aide support
- New program models
- Protocols, Flowcharts, Compliance
- Curriculum
- Policies and procedures

Solutions generated by the Panel will be evaluated against objective standards and/or criteria agreed upon by the panel members and the extent to which they satisfy their shared interests. Every effort will be made to reach a consensus decision. When and if consensus is not possible, the decision of the Panel will be based on a super-majority vote (no less than three RTPA votes to support and not less than two District votes to support).

### **Panel Membership**

The panel would be comprised of four (4) RTPA members and three (3) District administrators. RTPA members would receive an annual stipend of \$3,600 for their Panel participation.

### **Implementation and Training**

During the first year of implementation, the Panel will:

- Participate in a 2-full days of Interest-Based Problem-Solving (IBPS) training. The training would be available to a large number of District and RTPA participants (no more than 30 representatives each) but would be mandatory for members of the panel.
- Following training, and in the first four months of implementation, the Panel will meet two times per month.
- All meetings of the Panel will be facilitated by a neutral third party and may schedule meetings during or after the school day.
- The Panel will prepare and present to the Superintendent's Cabinet and RTPA Executive Board a report of the Panel's progress annually during the spring semester.

- The Panel will prepare and present to the Governing Board a report of their first-year annual progress during the fall semester.

The panel will establish a reporting schedule in year two that, at a minimum, will provide the Governing Board and the Superintendent's Cabinet and RTPA Executive Board with an annual report of progress.

2019-20 Salary Schedule							
		A	B	C	D	E	F
1	\$42,930	\$50,330	\$50,701	\$51,073	\$51,441	\$51,813	\$53,626
2	\$45,151	\$51,073	\$51,441	\$51,813	\$52,183	\$54,774	\$56,689
3	\$47,372	\$51,813	\$52,183	\$52,555	\$54,774	\$57,732	\$59,755
4	\$47,372	\$52,555	\$52,921	\$56,996	\$59,685	\$62,375	\$64,559
5	\$47,372	\$53,849	\$56,542	\$59,234	\$61,925	\$64,620	\$66,882
6	\$47,372	\$53,849	\$58,786	\$61,482	\$64,171	\$66,863	\$69,203
7	\$47,372	\$53,849	\$61,029	\$63,728	\$66,415	\$69,107	\$71,525
8	\$47,372	\$53,849	\$63,274	\$65,965	\$68,660	\$71,353	\$73,852
9	\$47,372	\$53,849	\$65,523	\$68,212	\$70,902	\$73,596	\$76,172
10	\$47,372	\$53,849	\$67,762	\$70,455	\$73,146	\$75,842	\$78,497
11	\$47,372	\$53,849	\$67,762	\$72,699	\$75,387	\$78,084	\$80,817
12	\$47,372	\$53,849	\$67,762	\$72,699	\$77,634	\$80,323	\$83,136
13	\$47,372	\$53,849	\$67,762	\$72,699	\$79,500	\$83,716	\$86,647
14	\$47,372	\$53,849	\$67,762	\$72,699	\$81,418	\$87,340	\$90,397
15	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$90,302	\$93,462
16	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$94,741	\$98,058
17	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655
18	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655
19	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655
20	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655
21	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655
22	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655
23	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655
24	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655
25	\$47,372	\$53,849	\$67,762	\$72,699	\$84,381	\$99,184	\$102,655

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2019-20 Salary Schedule		
Step	Psychologists	Speech Language Pathologists
1	\$85,474	\$81,157
2	\$89,378	\$84,603
3	\$93,285	\$88,049
4	\$97,192	\$91,494
5	\$101,097	\$94,940
6	\$105,003	\$98,385
7	\$108,909	\$101,831
8	\$112,816	\$105,277

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2018-19 Salary Schedule							
		A	B	C	D	E	F
1	\$42,146	\$49,411	\$49,775	\$50,140	\$50,502	\$50,867	\$52,647
2	\$44,327	\$50,140	\$50,502	\$50,867	\$51,230	\$53,774	\$55,654
3	\$46,507	\$50,867	\$51,230	\$51,595	\$53,774	\$56,678	\$58,664
4	\$46,507	\$51,595	\$51,955	\$55,955	\$58,595	\$61,236	\$63,380
5	\$46,507	\$52,866	\$55,510	\$58,152	\$60,794	\$63,440	\$65,661
6	\$46,507	\$52,866	\$57,713	\$60,359	\$62,999	\$65,642	\$67,939
7	\$46,507	\$52,866	\$59,915	\$62,564	\$65,202	\$67,845	\$70,219
8	\$46,507	\$52,866	\$62,119	\$64,760	\$67,406	\$70,050	\$72,503
9	\$46,507	\$52,866	\$64,327	\$66,966	\$69,607	\$72,252	\$74,781
10	\$46,507	\$52,866	\$66,525	\$69,168	\$71,810	\$74,457	\$77,064
11	\$46,507	\$52,866	\$66,525	\$71,371	\$74,010	\$76,658	\$79,341
12	\$46,507	\$52,866	\$66,525	\$71,371	\$76,216	\$78,856	\$81,618
13	\$46,507	\$52,866	\$66,525	\$71,371	\$78,048	\$82,187	\$85,065
14	\$46,507	\$52,866	\$66,525	\$71,371	\$78,048	\$82,187	\$85,065
15	\$46,507	\$52,866	\$66,525	\$71,371	\$78,048	\$82,187	\$85,065
16	\$46,507	\$52,866	\$66,525	\$71,371	\$79,931	\$85,745	\$88,746
17	\$46,507	\$52,866	\$66,525	\$71,371	\$79,931	\$85,745	\$88,746
18	\$46,507	\$52,866	\$66,525	\$71,371	\$79,931	\$85,745	\$88,746
19	\$46,507	\$52,866	\$66,525	\$71,371	\$82,840	\$88,653	\$91,755
20	\$46,507	\$52,866	\$66,525	\$71,371	\$82,840	\$88,653	\$91,755
21	\$46,507	\$52,866	\$66,525	\$71,371	\$82,840	\$88,653	\$91,755
22	\$46,507	\$52,866	\$66,525	\$71,371	\$82,840	\$93,011	\$96,267
23	\$46,507	\$52,866	\$66,525	\$71,371	\$82,840	\$93,011	\$96,267
24	\$46,507	\$52,866	\$66,525	\$71,371	\$82,840	\$93,011	\$96,267
25	\$46,507	\$52,866	\$66,525	\$71,371	\$82,840	\$97,373	\$100,780

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2018-19 Salary Schedule		
Step	Psychologists	Speech Language Pathologists
1	\$83,913	\$79,675
2	\$87,746	\$83,058
3	\$91,582	\$86,441
4	\$95,417	\$89,823
5	\$99,251	\$93,206
6	\$103,086	\$96,588
7	\$106,920	\$99,972
8	\$110,756	\$103,355

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