



**RUSD Negotiations Update: Impartial Fact Finding Report Release**  
***The Rocklin Unified School District makes multi-year offer to Rocklin Teachers Professional Association***

July 27, 2018

The Rocklin Unified School District (RUSD) and the Rocklin Teachers Professional Association (RTPA) have been engaged in collective bargaining throughout the year and were unable to reach an agreement. As part of the negotiation process, a three-member fact finding panel was convened to assist RUSD and RTPA in reaching a settlement. The panel included a representative from RUSD and RTPA and a neutral chairperson agreed upon by both sides. The chairperson's role was to help secure a settlement by closely reviewing the school district's finances and both parties' offers.

The neutral chairperson recommended a fair settlement to both parties in a Fact Finding Report issued Tuesday, July 24, 2018. The parties met that day to continue negotiations around the neutral's findings. No settlement was reached.

**The district agrees with the Fact Finding Report and accepts its recommendations. Here are important highlights of the Fact Finding Report:**

***On Salary/Compensation:***

**The Fact Finding Report recommends "a 1.4% increase effective July 1, 2017 and a .5% one-time payment for the 2017-18 school year." No changes in health benefits.**

The RUSD's previous offer was a 1% salary increase (plus additional compensation to retain and recruit Special Education Teachers).

The RTPA's proposal was a 2.5% salary increase and a 2.5% increase on health benefits.

The Fact Finding Report also says that a two-year agreement would best serve both parties and further recommends that RUSD and RTPA expedite their negotiation for the 2018-19 school year.

As a result of these findings and in the spirit of reaching a fair settlement to start the 2018-19 school year off in the best way possible for all parties, the school district made the following offer to the RTPA bargaining team leaders:

**The RUSD Offer Made to RTPA Bargaining Team Leaders July 24, 2018**  
*(Continues on page 2)*

## Salary:

- For the 2017-18 year, the District proposes adoption of the Fact Finding Panel's recommendation:
  - A 1.4% salary increase effective July 1, 2017
  - A .5% one-time-off-schedule payment.
- For the 2018-19 year, based on the newly adopted state budget, the District proposes the following:
  - A 3% salary increase effective July 1, 2018
  - A .25% one-time-off-schedule payment
- The creation of a \$2000 stipend provided to unit members serving as special education teachers. This is equivalent of an additional .3% to the RTPA bargaining unit.
  - After serving 10 years as a District special education teacher, the stipend will increase to \$4000 per year
  - Special education teacher stipends will be prorated based on the unit members full-time equivalent
- **TOTAL PACKAGE: 5.45%** with 4.7% ongoing (4.4% ongoing for all members, .75% one-time money, .30 % Special Education stipends)

## Special Education:

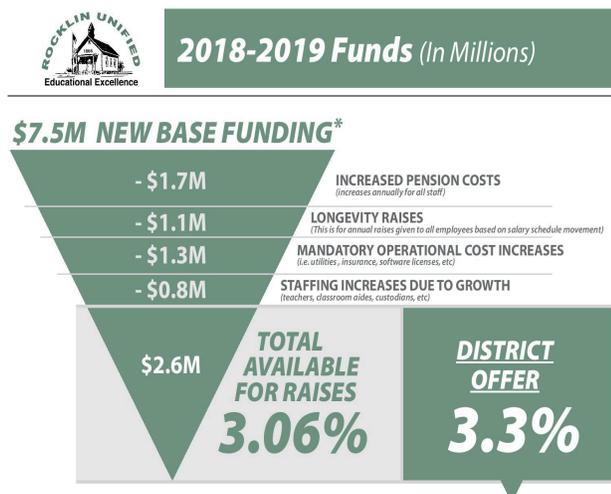
The District proposes adopting the Fact Finding Report's recommendation to "agree to the Draft Memorandum of Understanding establishing the Special Education Problem Solving Panel and Memorandum of Understanding establishing the Special Education Communication Protocol" (Appendices A and B respectively, in the Fact Finding Report) that were jointly composed by the District and RTPA bargaining team.

## Safety:

The District/student discipline policy will be formulated and made available to each teacher and administrator. Highlights of that policy are to include training, reporting, policy creation and liability.

The school district presented this offer at the meeting held on July 24th. No agreement was reached. District leadership is still hopeful we can continue to work together to reach a fair agreement before the start of the 2018-19 school year.

The entire fact Finding Report is available at [www.rocklinusd.org](http://www.rocklinusd.org).



\*Includes additional revenue for student growth.  
For 2017-2018 See Fact Finding Recommendation for what the district can afford.  
Source: FCMAT LCFF Calculator - State Adopted Budget

**This District offer would make for a total of 22% in compensation increases**



August 7, 2018

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reaching a settlement. **The panel included a representative from RUSD and RTPA and a neutral chairperson agreed upon by both sides.** The chairperson's role was to help secure a settlement by closely reviewing the school district's finances and both parties' offers.



RUSD accepts **FACT FINDING REPORT** recommendations and updates offer to RTPA.

The neutral chairperson recommended a fair settlement to both parties in a **Fact Finding Report** issued Tuesday, July 24, 2018. The parties met that day to continue negotiations around the neutral's findings. No settlement was reached.

RUSD accepts the recommendations and provided an updated proposal.

### Impartial Fact Finding Report recommendations:

### RUSD accepts Fact Finding Report recommendations and proposes:

#### Salary



**1.4%**  
Increase effective July 1, 2017

**2017-18**

**1.4%**  
Increase effective July 1, 2017



**2018-19**

**3%**  
Increase effective July 1, 2018

#### Compensation



**.5%**  
One-time payment for 2017-18 school year

**2017-18**

**.5%**  
One-time-off-schedule payment



**2018-19**

**.25%**  
One-time-off-schedule payment

#### Special Education



RUSD proposes adopting the Fact Finding Report's recommendation to "agree to the Draft Memorandum of Understanding establishing the Special Education Problem Solving Panel and Memorandum of Understanding establishing the Special Education Communication Protocol"



**.3%**  
Retain and Recruit Special Education Teacher Stipend (\$2,000/\$4,000 Salary Increase)

#### Safety



Safety has always been a top priority. The District/Student Discipline Policy highlights important topics including training, reporting, policy creation and liability.