



**October 23, 2018**

Dear Rocklin Unified School District Families and Staff:

We write to update you on labor negotiations between the Rocklin Teachers Professional Association (RTPA) and the Rocklin Unified School District (District). Last month we settled the 2017-18 school year and are now in negotiations for the current school year.

RTPA has requested a compensation increase of 14.7%. The District has offered a compensation increase of 4.65%. The increase for the current year will be in addition to this year's longevity increase and pension contribution increase. Employee compensation increases, consisting of salary increases, benefits increases and increased pension contributions, total 30.69% over the past five years (through the 2017-18 school year). (See chart below)

During the last eight weeks, RTPA and the District have met in good faith, bargained eight times and reached six tentative agreements including safety and one memorandum of understanding. We believe that is significant momentum and are encouraged by our progress. We know both teams have worked extremely hard and we appreciate their commitment to completing this work.

Despite this progress, on October 12, RTPA notified the District it was formally asking the state Public Employment Relations Board (PERB) to declare impasse. Asking PERB to declare impasse means RTPA believes a settlement with the District is not possible without an outside mediator. On October 19 PERB notified RTPA and the District it will appoint a mediator. Mediation will begin on November 1<sup>st</sup>.

We remain committed to working in good faith with RTPA to reach an agreement expeditiously. We seek an agreement that respects and values our teachers, provides fair and competitive compensation, continues high quality programs for our students, and maintains the District's long-term fiscal integrity.

We are grateful for our community's support of its children and their schools. Our families' and citizens' participation in our education system is foundational to the success of our District. RUSD is a terrific school district with high-achieving students and quality teachers and support staff. Our goal continues to be collaboration and communication. You have our commitment that the District's Board of Trustees and administration will continue to focus our energies on the best interests of our students and the employees who serve them.

Information about the negotiations process, District's finances and the parties' offers can be found on the District's website: <http://www.rocklinusd.org/Negotiation-News/RTPA--/index.html>

Sincerely,  
 Todd Lowell  
 School Board President

Roger Stock  
 Superintendent

**State Funding and Employee Compensation at a Glance:**

**State (Base) Funding / Student**

	2013-14	2014-15	2015-16	2016-17	2017-18
State (Base) Funding per Student	\$6,137	\$6,768	\$7,572	\$7,967	\$8,148
Year to Year Increase - %		10.28%	11.88%	5.22%	2.27%
Increase since 2013-14		10.28%	23.38%	29.82%	32.77%

**Employee Compensation**

	2013-14	2014-15	2015-16	2016-17	2017-18
Longevity Increase*	1.05%	1.06%	0.79%	1.32%	1.19%
Pension Cost Increase*		0.76%	1.77%	1.70%	1.52%
Negotiated Salary and Benefit Increase	4.33%	5.00%	6.02%	2.00%	2.17%
Total Increase	5.38%	6.82%	8.58%	5.02%	4.88%
<b>Cumulative Increase*</b>	<b>5.38%</b>	<b>12.21%</b>	<b>20.79%</b>	<b>25.81%</b>	<b>30.69%</b>
Benefits Increases/Month Included in Total Settlement % Above	\$22/mo		\$211/mo		\$20/mo

\* These increases are represented as a % of salary increase.

For example, a longevity Increase of 1.05% = the amount of a salary increase of 1.05%