



RUSD Negotiations Update

March 5, 2018

The Rocklin Unified School District (RUSD) has an obligation to communicate with all employees, parents, and community members regarding the status and impact of negotiations.

Recent negotiations between Rocklin Unified School District and the Rocklin Teachers Professional Association (RTPA) have resulted in jointly declaring impasse after 7 negotiation sessions. The declaration of impasse means that a state-appointed mediator will work with both RUSD and RTPA to reach an agreement. This process has been used successfully by the District and RTPA in the past. The District believes that this is a positive step toward reaching an agreement.

Frequently Asked Questions:

What was the District's most recent offer at the last negotiation session?

RUSD worked diligently on a two year approach due to California's current budget constraints, including receipt of a substantial amount of the District's new revenue in one-time funding from the state. The District made the following two year offer on February 15, 2018:

The District's two-year offer is a 2.25% increase in ongoing compensation, along with a 0.50% one-time payment for all RTPA members. In addition, there will be significant ongoing stipends for special education teachers at a cost of 0.27%. The total proposed compensation increase is 3.02%.

2017-18

- Add 1% to the salary schedule effective July 1, 2017
- Add 0.25% to the salary schedule effective January 1, 2018
- Add new annual Special Education stipends to the salary schedule costing 0.27%
 - \$1,500 for Resource Specialist Program (RSP) teachers with 1-9 years of service
 - \$3,000 for Resource Specialist Program (RSP) teachers with 10 plus years of service
 - \$2,500 for Special Day Class (SDC) teachers with 1-9 years of service
 - \$5,000 for Special Day Class (SDC) teachers with 10 plus years of service

2018-19

- Add 1% to the salary schedule effective July 1, 2018
- Pay 0.50% one-time payment July 2018
- Continue annual Special Education stipends

How much has compensation increased over the past several years for RUSD employees?

RUSD employees have received well deserved compensation increases over the previous 4 years following the Great Recession totaling **17.35%**, not counting annual increases for most employees for step and column raises, resulting in most cases in 2% salary increases. The District's most recent two-year offer would increase ongoing employee compensation by **19.87%** since 2013.

How much has the state required retirement pension increases cost the District?

Over the next three years, the State is requiring an annual increase of 1.85% for State Teacher's Retirement System (STRS).

- In 2017-18 the District will spend \$7.7 million on STRS pensions, an additional \$1.4 million in new money.
- In 2018-19 the District will spend \$8.8 million on STRS pensions, an additional \$1.1 million in new money.
- In 2019-20 the District will spend \$10 million on STRS pensions, an additional \$1.1 million in new money.

What has the District done to improve special education?

The District initiated in 2015 an independent third-party study by WestEd to make recommendations on how the District could improve special education services. Since that time the District has taken the following actions to reform special education. While these efforts have been significant the reform process continues to be ongoing.

- Add additional new staff (teachers, behaviorists, mental health specialists, psychologists, instructional aides, etc) to support special education students and programs.
- Provide new curriculum and resources to strengthen programs to support students.
- Provide additional professional development and training for both special education and non-special education staff members.
- Completing a multi-year effort to update the comprehensive special education manual with input from teachers, psychologists, speech language specialists, administrators, and parents.

How is the District seeking to improve special education in the current RTPA negotiation process?

The District invited RTPA to continue the special education reform work by making the following significant offers on **November 29, 2017** to RTPA.

- The District offered to extend the RUSD-RTPA Special Education Committee for two additional years (through 2019-2020) to continue to work jointly on reforming special education.
- The District offered to expand the work of the joint committee to include input on staff development and to have an RTPA member on certificated administrator selection panels.
- In order to recruit and retain special education teachers and acknowledge their increasingly complex work, the District proposed the above annual special education stipends.

Please be assured that the District values the service of our employees. We truly appreciate the commitment to students and high quality of instruction that takes place every day. At the same time, we are obligated to ensure that RUSD remains financially sound, while representing the interests of our children and community.