



RUSD Negotiations Update

April 17, 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. We believe employees and the public have a right to know the position of the District on key negotiating issues and should not be left to guess at the District's position. We also commit ourselves to ensuring that any information that is shared with our constituencies is factual and accurate.

The District and RTPA share many important goals for our school district. These include:

- Attracting and retaining highly qualified teachers and employees
- Providing the highest quality education for **every** student including special education students
- Providing a safe learning environment for students

The District has made significant offers in each of these areas. However, the parties have been unable to agree on how to accomplish these goals.

Frequently Asked Questions:

What is the current status of negotiations?

- The District and Rocklin Teacher's Professional Association declared impasse on February 15, 2018 after 7 negotiation sessions.
- The state appointed a mediator and the parties met 3 times, but were unable to reach a tentative agreement on compensation, special education, and safety. The most recent session was on April 10. The District offered to continue the mediation session into the evening and to meet on April 25 with the mediator as previously scheduled. RTPA declined to continue mediation.
- The process has now moved into fact finding.

How much has compensation increased over the past 4 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 (longevity) raises, resulting in most cases in 2% salary increases. The District's most recent offer (see below) would increase ongoing employee compensation by 18.62% since 2013. **This would be a 5th consecutive year of raises for employees.**

What compensation offers are currently on the table?

In fact finding, both parties' final offer at the declaration of impasse on Feb 15, 2018, included the following:

	District Offer	RTPA Offer
Total proposed compensation	1% increase effective 7/1/17 on salary .27% for special education teacher stipends	2.5% increase effective 7/1/17 on salary 2.5% on benefits Additional Stipends for Specific Areas

The District is deficit spending and budget reserves are being spent down to increase compensation for employees.

RTPA's offer would:

- Cost \$2.59 million for all employees; \$1.7 million for RTPA only
- Reduce available reserves to 8.65%; this equates to only one month of RUSD payroll
- Add \$2.59 million to the District's structural deficit

How much compensation do RTPA members get in addition to RUSD's current salary offer?

The District is paying 2.27% (\$1.3M) more for Step and Column (longevity) raises and STRS pension rate increases for RTPA members in 2017-18. Total compensation increases, including the offer above to RTPA, would be 3.54% totaling over \$2,000,000.

What was the District's 2 year offer?

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 that was rejected by RTPA:

The District's two-year offer was 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 salary increase was 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 stipend

How much will 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 Teachers 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.

This equals a three year cost of **\$26.5 million dollars** in STRS pensions of which \$3.6 million will come from additional State funding, spending down reserves, and/or budget cuts.

What is RUSD doing about safety?

RTPA's safety proposal is about trainings for staff. The District shares RTPA's interest and is willing to expand safety training for staff. The District is always seeking ways to improve safety at our schools. For example, the District is committed to continuing the Employee Assistance Program, funding the School Resource Officers, and to funding mental health and behavioral services for students beyond State and Federal reimbursed services. **This commitment alone comes at a cost of nearly \$800,000 to the District.**

Please be assured that the District values the service of our employees. We truly appreciate the commitment to students and the 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.