



## **Rocklin Unified School District Negotiation Update**

September 11, 2018

The Rocklin Unified School District (RUSD) and Rocklin Teachers Professional Association (RTPA) met on Tuesday, September 11, 2018. We are pleased to report, a tentative salary agreement has been reached for 2017-2018 which means that a strike has been averted for the 2017-18 negotiations.

The parties agreed to:

- 1.95% increase across all salary schedules and stipends in the contract
- \$20/month increase on the health benefit cap

We continue to negotiate with RTPA and are committed to reaching a fair agreement for 2018-19. For additional information and the latest on negotiation news, please check our website: [www.rocklinusd.org](http://www.rocklinusd.org).

Additional Documents:

**TENTATIVE AGREEMENT**  
**BETWEEN**  
**ROCKLIN UNIFIED SCHOOL DISTRICT**  
**AND**  
**ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION**

Rocklin Unified School District and Rocklin Teachers Professional Association, hereby agree to the following changes to the current RTPA Collective Bargaining Agreement to conclude 2017-2018 negotiations.

Salary Schedules

Effective July 1, 2017

- 1.95% increase across all salary schedules and stipends in the contract.
- 2.5% (\$20/month) increase to the health and welfare benefit cap
- These shall be retroactive to all unit members employed during the 2017/2018 school year.

Article XVIII – Wages (TA reached 11/1/17):

5. Step and Column Requirements

- (a) The advancement on the salary schedule shall be at the rate of one (1) step each year of experience; however, no employee shall advance more than one (1) step per year.
- (b) The employee will be responsible for notifying the District by April 15 if he/she is to move on the salary schedule, but the District may provide a form for this purpose as a reminder in April.
- (c) Units for salary advances must be completed by August 25. Official verification of same is required.
- (d) No employee shall advance on the salary schedule unless the employee has worked at least seventy-five percent (75%) of the work year.
- (e) Employees will advance on the salary schedule based on working at least seventy-five percent (75%) of a full time equivalent (FTE). For employees working less than a .75 FTE, advancement on the salary schedule will occur when the individual accrues a minimum of .75 of an FTE in consecutive work years. For example, a .20 FTE employee will advance on the salary schedule following completion of four consecutive work years at a .20 FTE position. This step advancement will be effective July 1 of the following school year.
- (f) For the purpose of this section, “work” shall be defined as performing one’s normal duties or being on District fully paid leave status for up to 90 days of the member work year in any given school year. Unpaid or partially paid leaves of absence and/or days on District fully paid leave status beyond 90 days of the member work year in any given school year shall not be counted as “work” for the purpose of this section.

Article IX – Leaves, Section 8, Personal Necessity Leave (TA reached 11/1/17):

1. Personal Necessity Leave

Sick leave credited under this Article may be used at the employee's election, for purposes of personal necessity, provided that use of sick leave does not exceed seven 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.

(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; taking examinations which are not available outside of school hours and are related directly to the educational field
- 2) Marriage of the employee or family member; attendance at graduation, special awards ceremony, conferences or counseling appointments for the employee or family member which can only be accomplished during school hours; attendance at the funeral of a family member
- 3) Religious holidays (employee only).
- 4) Time taken off from work by an employee to take a member of his/her immediate family, except a child as specified under sick leave in this article, to a medical appointment when such appointments cannot be made outside of work hours.

(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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Colleen Crowe, RTPA President

Date

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Tony Limoges, Associate Superintendent

Date

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Salary Schedules

Effective July 1, 2017

**Option A:**

- 1.4% across all salary schedules and stipends in the contract.
- 1.1% one-time off-schedule payment

**Or**

**Option B:**

- 1.4% across all salary schedules and stipends in the contract
- 2.5% increase to the health and welfare benefit cap

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Article VII – Hours of Employment – status quo

Article VIII – Preparation Time – status quo

Article X – Class Size – Status quo

Article XIX – Peer Assistance and Review Program – Status quo

Article XI – Transfers – Status quo

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 protocol will be developed and made available to support teachers with students exhibiting challenging behaviors. This policy will enumerate the options teachers have in addressing these behaviors.
  - (a) The District shall provide training to employees appropriate to addressing challenging behaviors. (Examples: PBIS, Restorative Practices, Culturally Responsive Teaching and Learning, CPI, et.)
  - (b) The District shall provide access to trainings for the purpose of providing a safe learning environment. In addition, assistance may be provided by behaviorists, mental health professionals or others to advise employees on how to handle students with extreme behaviors.
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 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 be informed and the Superintendent or designee shall act in an appropriate way per Education Code section 44812.
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 a reasonable amount of time during the contract day at the beginning of the school year to allow teacher to complete the required training on sexual harassment, blood borne pathogens, mandatory reporting, and/or any other required training.
  - (a) District will provide a reasonable amount of time during the contract day for any unit RTPA unit member who may need and/or would like CPR/First Aid Training certification.
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. Annually, and prior to November, a district-wide School Site Council training will take place. The training will address the school safety criteria at each site.

Special Education MOU – See attached document.