



RUSD Negotiations Update

May 15, 2018

Leaders in the Rocklin Unified School District are committed to bargaining in good faith with RTPA. We believe we can disagree without being disagreeable. We believe we can resolve our differences if we work collaboratively to address real issues with respect, integrity, and common purpose. This is serious business, and we need to get serious and allow the fact finding process to build bridges of understanding and pathways to compromise.

Why are we headed into fact finding?

Three reasons:

1. The Process

Getting through the state mandated impasse process is the only way for the professional union organizers from the California Teachers Association (CTA) to push our district teachers to a strike. It is against the law to strike before you have exhausted all efforts through collective bargaining to reach a settlement.

It is no coincidence that the professional CTA regional union agent currently in Rocklin is the same individual that was instrumental in leading teacher strikes in Calaveras, Yuba City and other school districts in the past two years. The union leadership has spent more time implementing the CTA playbook and talking to teachers about striking than they have trying to find common ground on a mutually agreeable settlement. That is unfortunate and counterproductive.

It was the Rocklin Teachers Professional Association (RTPA) bargaining team that walked away from the mediation process which the district was engaged in in good faith and believed was making progress. The RTPA team also showed little interest in reaching a compromise during mediation. Their focus was to get the stalemate to fact finding as quickly as possible in order to legitimately organize for a strike.

The district team has been negotiating in good faith. We feel the union has not been bargaining in good faith to reach an agreement. Instead, they want to disagree at every stage in the process to achieve the ultimate goal for the union leadership . . . calling a strike.

2. Fact Finding Facts

The district looks forward to presenting its case before an impartial, independent state fact-finder *chosen by both sides*, who can cut through the rhetoric and misrepresentations and deal with the facts. The facts speak for themselves:

RUSD teachers have received more than 17% in compensation increases over the past four years. That raise has outpaced the rate of inflation (Consumer Price Index) that is the benchmark for employees in the private sector.

It's not a question of if our teachers are going to get a raise again this year, it's a question of how much we can afford. If we settle for more than we can afford, programs and services will need to be cut or we will jeopardize the fiscal stability of the district. We can't spend money we don't have and we shouldn't spend reserves for ongoing commitments.

Rocklin USD receives significantly less funding per student than our neighbors and comparison school districts. We have less money to work with. Nevertheless, because of the dedication and talent of our teachers and support staff, we have achieved outstanding results. These facts will be presented to the fact-finder.

The union leadership claims Rocklin teachers have been leaving the district because of low pay. That simply is not true. In fact, very few RUSD teachers-less than 3 %-leave our district every year excluding retirement. In addition, we receive an average of 1700 applications a year from fully qualified teachers wanting to come to Rocklin because it is a place where they can succeed in their career.

3. Special Education & School Safety issues can be resolved collaboratively

Instead of seeking innovative, pragmatic solutions by working together, the union leadership is trying to convince its membership that they need to lock into contract the existing system and the existing problems.

Special Education is one of the most complicated issues facing any school district. We need to sit on the same side of the table with all stakeholders to design and implement policies and procedures that work in the students' best interests.

Maintaining safe schools is not just a working condition to employees. It is a learning condition for students. The union contract is not the appropriate vehicle for dealing with this important issue affecting all segments of the school population. The insinuation in union flyers and literature is that the district does not care about safety is absolutely false. The district administration and Board of Trustees care deeply about school safety and the wellness of students. To imply otherwise is insulting and misleading to our teachers.

Special Education and Student Safety should not be used as leverage by the union.

This web page is a clearinghouse of resources and information that help to inform stakeholders about the facts, implications and consequences of our collective bargaining agreement with RTPA. We encourage you to review these materials and decide for yourself if the district is being fair, competitive and prudent as it manages scarce budget resources to achieve excellent results for students.

Some of the topics we cover in these links are:

- [How Fact Finding works](#)
- [Appropriate professional conduct during difficult negotiations](#)