



From the Table

Session 8, September 6, 2019



On September 6, the Negotiations Teams from ARE and RUSD met for the 8th session. This session reflects a change to a traditional process. This change was undertaken in order to best represent the interests of Association members in contract negotiations.

Representing RUSD

Dennis Bixler, Ass't Superintendent, Human Resources
Present for AM: Alex Flores, Ass't Supt., Admin. Svcs.
John Martinez, Principal, Rowland Elementary
Carlos Ochoa, Principal, Giano Intermediate
Shoshana Yudin, Director, Human Resources
Not Present: Mike Tincup, Director, Special Ed.

Representing ARE

Sharyn Sigler, Chair, Oswalt Academy
Derek Hollingsworth, Hurley Elementary
John Petersen, Rowland High School
Greg Pryor, Killian Elementary
Vanessa Ramirez, Nogales High School
Melissa Valore, Special Educator, Northam
Kelly Iwamoto, CTA Staff

On May 31 (session 7), the District and Association mutually agreed to each prepare a comprehensive proposal to recommence negotiations this fall. The Association prepared and presented a comprehensive proposal of all contract articles opened by ARE, summarized below. The RUSD team prepared and presented an incomplete proposal, choosing not to specify a number in their salary schedule language. In addition, the District included two articles in their proposal that were not originally opened for discussion.

ARE proposed revisions including the following articles and topics:

Article IV Association Rights/Organizational Security

- Revisions to the President's release
- Revisions to reflect new legislation and court decisions
- Notification of third-party requests for Members' information

Article VII Hours, Duties, and Work Year

- Provision of adequate supplies, maintaining work site copy machines, provision of instructional materials
- Reduction of non-classroom supervision duties and adjunct duties
- Addition of Secondary course preps language
- Propose increased support for TK classes with 20+ students
- Provisions to address the needs of Special Educators
- Tentative assignment notification earlier than end of year

Article VIII Class Size

- Revisions to combo teacher release days
- Secondary class maximums
- Revisions to compensation per student over class maximum or maximum secondary caseload
- Special Education class maximums and case load maximums

Article XIII Health and Welfare Benefits

- Proposed increases to the maximum district contribution (Cap) and the Cash-in lieu amount
- Strengthening the Health Care Committee

Article XIV Salary Schedules and Rules

- Salary increase to keep up with the rising cost of living
- Proposed revisions to Appendix B, extra duty assignments and stipends

Article XVIII Safety

- Revisions to strengthen current language to ensure that all campuses are safe and secure
- District accountability for supporting all students and educators experiencing a threat and/or assault

RUSD proposed revisions include the following articles and topics

Article IV Association Rights/Organizational Security

- Revisions to limit the President's compensation and removal of right to return to prior work location
- Revisions to reflect new legislation and court decisions
- Reduction in time allotted for new member orientation

Article VII Hours, Duties, and Work Year

- Revision of supervision duty language to expand member responsibility for non-classroom supervision of students
- Increased hours of adjunct duty and add language to allow adjunct duties to be inequitably applied
- Elimination of the three-week rotation schedule on TK-8 early release dates
- Increase secondary late start to 90 minutes or more
- Tentative assignment notification ten days prior to end of year
- Revisions to elementary planning time that would eliminate grade level team autonomy
- Revision to secondary preparation time in the event of block scheduling

Article IX Evaluation Procedures

- Revisions to evaluation forms and timelines

Article XII Leaves

- Revisions to Parental/Child Bonding Leave
- Revisions to place limitations and exclusions on personal necessity leave

Article XIII Health and Welfare Benefits

- Proposed increase to the Cash-in lieu amount
- Proposed a tiered maximum contribution with three CAP levels

Article XIV Salary Schedules and Rules

- Revisions to clarify salary schedule column definitions
- Proposed salary schedule increase language with "to be determined" phrasing
- Revisions to the salary schedule to include a column for Designated Subjects and Career-Technical without a BA
- Proposed to form a subcommittee to recommend revision of Appendix B

Article XVI Early Retirement

- Language to freeze an early retiree's benefit cap to the year of retirement
- Revisions to provide Health and Welfare benefits to the retiree only; eligible dependent coverage would have to be paid for at full cost

Proposed Revisions to Articles not opened for Negotiation

- Article I Term: RUSD proposes a three-year term with no reopeners, unless by mutual agreement.
- Article V Negotiations Procedures: RUSD proposes to significantly decrease release days for preparation and for negotiation sessions from one per week to one per month.

The ARE Bargaining Team would like to thank you for your continued support. Please check your inbox regularly for updates from our Organizing Committee on actions to support bargaining.