

## ARE & RUSD Bargaining Proposals: Side-By-Side Summary December 12, 2019

ARE has been bargaining with RUSD since January 2018. As of December 6, we have completed fourteen (14) sessions, nearly 100 hours, and continue to remain substantially far apart on numerous issues. ARE's proposals are focused on improving learning environments for students and working conditions for Members. Our desire is for Rowland Unified to be the best school district for all students, parents, community, and educators.



### SALARY

- Increase salary by 5%, effective July 1, 2019
- Increase the Special Education stipend
- Increase the combination class stipend
- Establish paid elementary extra duty assignments
- Create a column 1 on the salary schedule for CTE instructors.
- Create a joint committee to review the extra duty assignments and make recommendations to the bargaining teams

### SALARY

- RUSD continues to negotiate using a fixed-amount of ongoing money that they are willing to spend. This approach is simply unacceptable as they continue to hoard financial resources and sit on a reserve of over \$54 million.
- RUSD continues to offer salary packages that do not keep up with the cost-of-living, and that are below recent increases in neighboring districts.
- RUSD continues to reject increases to the Special Education and combination class stipends
- Create a column 1 on the salary schedule for CTE instructors
- Propose a joint committee to review the extra duty assignments and make recommendations to the bargaining teams

### HEALTH & WELFARE BENEFITS

- Increase the District's contribution toward our Health Benefits from \$11,000 to \$15,000.

### HEALTH & WELFARE BENEFITS

- RUSD has continued to propose benefit offers that do not provide parity with our neighboring districts.

### CLASS SIZE

- Establish a class period cap of 36 for secondary core classes
- Establish a class period cap of 52 for secondary PE classes
- Establish class size caps for Mild to Moderate and Moderate to Severe classes
- Establish a caseload cap for Speech and Language pathologists
- Establish a caseload cap for RSP teachers

### CLASS SIZE

- RUSD continues to propose class size language that either rejects ARE's proposals or is not enforceable
- Establish a caseload cap of 28 for RSP teachers

## DUTIES

- Eliminate supervision duty
- Reduce the requirement for adjunct duties to 15 hours
- Guarantee a minimum 10-minute duty-free morning relief break
- Relief for secondary teachers teaching more than 2 core preps
- Establish an equitable process for teaching additional sections at the secondary level
- Increase time for Instructional Aide assistance in TK classrooms with more than 20 students
- Provide relief for general education and special education teachers participating in IEPs during and beyond the workday
- Extend the current late start MOU for both high schools

## SPECIAL EDUCATION DUTIES

- Guarantee equitable prep time in grades 7-12
- Guarantee equitable planning and prep time in grades 1-6
- Release time for co-teaching educators to prepare for the assignment
- Release time for Speech and Language pathologists for preparation
- Establish a process for clerical support to assist with IEP scheduling and other types of clerical responsibilities
- Establish a Special Ed. committee to discuss and resolve special education concerns which directly impact the learning environment for our students

## WORK YEAR

- Improve the daily rate of pay for our members working 200 days a year such as Counselors, Psychologists, Program Specialists, & Health Specialists in order to attract and retain educators who are serving our most vulnerable students

## DUTIES

- RUSD continues to reject ARE's proposal to eliminate supervision duty
- After numerous proposals to increase adjunct duty hours, RUSD has proposed maintaining status quo.
- Expand the type of activities that count for adjunct duties
- RUSD continues to reject ARE's proposal to bring relief to secondary teachers teaching more than 2 core preps
- Guarantee a minimum 10-minute duty-free morning relief break
- Increase time for Instructional Aide assistance in TK classrooms with more than 20 students
- Only provide relief for members participating in IEP's after posted school office hours
- Extend the current late start MOU for all secondary schools

## SPECIAL EDUCATION DUTIES

- Guarantee equitable prep time in grades 7-12
- Guarantee equitable planning and prep time in grades 1-6
- Release time for co-teaching educators to prepare for the assignment
- Release time for Speech and Language pathologists without the guarantee of a substitute
- RUSD rejects establishing a process to help members with clerical duties for IEPs
- Establish a Special Ed. committee to discuss and resolve special education concerns which directly impact the learning environment for our students

## WORK YEAR

- RUSD continues to reject ARE's proposal to improve the daily rate for members working 200 days a year
- RUSD withdrew its prior proposal of Sept. 25, to cut salary for Psychologists commensurate with a 185-day work year

## ASSIGNMENTS

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- Guarantee an earlier notification of tentative assignments for the upcoming year
- Guarantee workshop rate of pay for members who are required to pack and move to a new classroom

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- Guarantee workshop rate of pay for members who are required to pack and move to a new classroom

**INSTRUCTIONAL MATERIALS & RESOURCES**

- Provide adequate supplies throughout the school year
- Ensure copy machines are working and maintained
- Provide District approved textbooks, consumables and/or materials to special education teachers

**INSTRUCTIONAL MATERIALS & RESOURCES**

- RUSD continues to reject ARE's proposal for adequate supplies and working copy machines
- Provide District approved textbooks, consumables and/or materials to special education teachers

**STUDENT DISCIPLINE/SAFETY**

- Increase administrator support for teachers in addressing student discipline concerns
- Form a site discipline committee at each site to develop, review and/or revise discipline policies and procedures
- Ensure ARE representatives are appointed to the District safety committee
- Ensure site safety committees have teacher input
- Stronger protections and support for educators who are threatened and/or assaulted at work
- Guarantee first aid kits are replenished annually

**STUDENT DISCIPLINE/SAFETY**

- RUSD continues to reject many proposals holding principals accountable for supporting educators
- Form a site discipline committee at each site to develop, review and/or revise discipline policies and procedures without ARE selected representatives
- Ensure ARE representatives are appointed to the District safety committee
- Ensure site safety committees have teacher input
- Stronger protections and support for educators who are threatened and/or assaulted at work
- Guarantee first aid kits are replenished annually

**ASSOCIATION RIGHTS/ORGANIZATIONAL SECURITY**

- Guarantee the president returns to his/her work site
- Eliminate all language pertaining to union dues to address the recent change in law
- Guarantee 90 minutes for ARE during the district's new employee orientation
- Guarantee ARE will receive new employee and all bargaining unit member information once a month
- Protect personal member information from third-party requests

**ASSOCIATION RIGHTS/ORGANIZATIONAL SECURITY**

- Guarantee the president returns to his/her work site
- Rejected ARE proposal to eliminate indemnification sections of the contract which are covered in existing law
- Guarantees ARE will receive new employee and all bargaining unit member information once a month
- Protect personal member information from third-party requests
- RUSD continues to limit ARE's time during the district's new employee orientation

**LEAVES**

- Defend current contract language for personal necessity leave
- Update parental leave language to address the recent change in law (AB 2012)

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- RUSD continues to propose severe restrictions on the use of PN leave
- Update parental leave language to address the recent change in law (AB 2012)
- RUSD withdrew a new unpaid Family School Partnership Leave proposal of Oct. 25

**EARLY RETIREMENT**

- Increase PPO benefit to 7 years

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- Increase PPO benefit to 7 years
- RUSD withdrew its prior proposal of Sept. 6 to limit early retirement benefits to employee only & wishes to maintain status quo

**EVALUATION PROCEDURES**

- Maintain current contract language for the non-classroom path
- Clarify the frequency for the standard path
- Maintain current contract language for the alternative path
- Create a subcommittee to review forms, review professional standards for various certificated positions, & recommend new forms to the bargaining teams

**EVALUATION PROCEDURES**

- RUSD withdrew its prior proposal of moving dates for the non-classroom path to Sept. 6, & wishes to maintain status quo
- Clarify the frequency for the standard path
- RUSD withdrew its prior proposal of moving dates for the alternative path to Sept. 6, & wishes to maintain status quo
- RUSD offers to develop a subcommittee to review forms, review state and national standards of various certificated positions, & recommend new forms to the bargaining teams

**NEGOTIATION PROCEDURES**

- Maintain current contract language

**NEGOTIATION PROCEDURES**

- RUSD continues to attack ARE's bargaining team by proposing significant cuts to the number of release days for preparing & negotiating our contract

**DUES DEDUCTION**

- Remove the article entirely to comply with changes to the law.

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**DUE PROCESS**

- Remove the sentence in 25.1 which applies only to members with permanent status

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- Remove the sentence in 25.1 which applies only to members with permanent status
- RUSD rejects ARE's proposal to remove language for suspension and dismissal

**CONCERTED ACTIVITIES**

- ARE no longer waives its rights and demands the removal of the entire article

**CONCERTED ACTIVITIES**

- RUSD continues to reject ARE's proposal to remove the entire article

### MANAGEMENT RIGHTS & RESPONSIBILITIES

- Form a joint facilities committee to determine if properties are and facilities are safe, secure & well maintained.
- Require principals to ensure every member receives a 10-minute relief break each day
- Form a joint promotion committee to determine the qualifications and process used to hire and assign principals, asst. principals, directors, & asst. superintendents
- Form a joint assessment committee to review the required standardized assessments for students
- Ensure educators are provided electronic devices needed to fulfill job requirements, as well as access to the district internet system
- Partner to pass a resolution in support of the Schools and Communities First funding initiative
- Post current salary schedules for the Superintendent, Asst. Superintendents, directors, principals, & asst. principals
- Guarantee all parents, students, & employees are notified within 24 hours of a catastrophic circumstance that poses an immediate threat to the safety of students and employees
- Require principals to plan and facilitate a school wide assembly to address the catastrophic circumstance
- Require principals to plan and facilitate a parent meeting to address the catastrophic circumstance
- Asst. Supt of Business Services and ARE president shall meet to ensure staffing ratios are within contractual requirements, as well as review budget procedures & allocation.

### MANAGEMENT RIGHTS & RESPONSIBILITIES

- RUSD continues to reject ARE's proposals
- Asst. Supt of Business Services and ARE President to meet to ensure staffing ratios are within contractual requirements, as well as review budget procedures & allocation.