On April 4, both teams met to discuss initial proposals. Negotiations will continue with a second meeting on April 11. Below is a summary of proposed revisions from each side. Thank you for your support.

**Representing ARE:**
Sharyn Sigler, Chair, Oswalt Academy
Derek Hollingsworth, Hurley Elementary
Larry Luera, Rowland High School
Greg Pryor, Killian Elementary
Vanessa Ramirez, Nogales High School
Melissa Valore, Education Specialist, Northam
Sarah Vigrass, CTA Staff

**ARE proposed revisions:**

Article VI Hours, Duties, and Work Year
- Improvements to supervision duties language
- Improvements to early release and late start, including a 4-week rotation with two of the four meetings for grade level/departments
- Increase elementary preparation time
- Reduce required adjunct duty hours and other improvements to adjunct duty language
- Provide an equitable process for requesting professional learning
- Increase to budget for classroom supplies
- Propose collaborative process for developing elementary music schedules with goal of minimizing number of sites per teacher
- Improve language for 4 release days for Special Education classroom teachers

Article VII Class Size
- Revise Special Education class size provisions for programs that blend RSP and SDC services
- Revise TK-6 class size language to include mainstreamed students in average maximums and class maximums
- Caseload cap for SLPs
- Caseload cap for blended RSP/SDC
- Reduce caseloads for social workers

Article XII Health and Welfare Benefits
- Increase to the maximum district contribution (Cap)

Article XIV Salary Schedules and Rules
- Ongoing salary increase to keep up with rising cost of living

**Representing RUSD:**
Dennis Bixler, Asst. Sup., Human Resources
Brian Huff, Asst. Sup., Educational Services
Kevin Despard, Director, Human Resources
Stacy Berrest, Director, Special Education
Annette Ramirez, Director, Student Services
Scott Cavanais, Principal, Alvarado Intermediate

**RUSD proposed revisions**

Article VI Hours, Duties, and Work Year
- Modify supervision duty language to remove any limit to supervision duties for nonclassroom staff
- Move TK-8 early release to another day
- Eliminate report card time provided in lieu of Monday meeting
- Late Start:
  - Eliminate rotation, Increase monthly meeting time to 2x60 minutes + 2x90 minutes, 60 minutes of staff meeting time to occur in any combination of meeting days during the month instead of one 60-minute meeting
- Prep Time:
  - Principals would be able to schedule meetings or PD during 2 secondary prep periods per month, Elementary grade level controlled prep time replaced by PLC directed by site admin
- Secondary Bell Schedules:
  - Site admin could implement block schedule or other alternate secondary schedules bypassing the MOU process, without ARE input (review only), and with only 50% as the threshold for Members voting at site
- Eliminate compensation for IEPs after school
- Modify makeup of the Special Ed Committee so that 7 members would be appointed by RUSD and 3 by ARE

Article VII Class Size
- Modify secondary student contact cap language to allow intervention groups during the student day
- Caseload cap of 28 for Ed Specialists with mild-mod credential

Article XIV Salary Schedules and Rules
- A modest ongoing salary increase