

10/28/20 – RTPA Counter Proposal
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Impacts of Increase to Substitute Pay
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MEMORANDUM OF UNDERSTANDING
BETWEEN ROCKLIN UNIFIED SCHOOL DISTRICT
AND
ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION/CTA/NEA
Impacts of Increase to Certificated Substitute Pay

The Rocklin Unified School District (“District”) and Rocklin Teachers Professional Association/CTA/NEA (“Association”) enter this Memorandum of Understanding regarding the impacts of the District’s increase to certificated substitute pay during the Covid-19 pandemic.

Therefore, the Parties agree to the following terms and conditions:

1. Effective retroactive to the date in which the District increased the daily rate for certificated substitutes, the District shall cover the gap in differential pay and shall only deduct the previous daily rate of \$115/day or the long-term substitute rate of \$188/day, as applicable, from the pay for any bargaining unit member requiring a certificated substitute, during the term of this MOU.
2. ~~The previous daily rate of \$115/day shall apply to the Association when requesting the release of individual bargaining unit members to participate in union business during the term of this MOU.~~
3. ~~The previous daily rate of \$115/day shall apply to any program and/or group requiring certificate substitute coverage during the term of this MOU.~~
4. This agreement shall remain in effect until such time as the certificated substitutes’ daily rates of pay are returned to ~~the status quo ante~~ at the daily rate of \$115/day or the long-term substitute rate of \$188/day, ~~and/or as re-established by the District,~~ as applicable.
5. ~~As is the case with all other MOUs between the Parties,~~ This MOU shall be subject to all the provisions of the Parties’ collectively bargained agreement, including but not limited to the grievance arbitration procedure. ~~and this MOU shall be incorporated into the Parties’ negotiated agreement appendix.~~
6. The parties agree that the provisions of this MOU shall not be considered past practice or establish binding precedent.
7. This Agreement is entered into on February 12, 2021 ~~November 4, 2020, October 28th, 2020,~~ and hereby resolves the Association’s demand to bargain the impacts of certificated substitute pay dated October 8, 2020.

[Handwritten initials]

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For the District:

Date:

For the Association:

Date:

[Signature] 2/12/21
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