

**MEMORANDUM OF UNDERSTANDING
BETWEEN
ROCKLIN UNIFIED SCHOOL DISTRICT
AND
ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION**


The Rocklin Teachers Professional Association (RTPA) and the Rocklin Unified School District (District) agree to increase the amount of release time stipulated in the RTPA contract for the Association president from 20% to 40% of his/her contract to conduct Association business for the 2006-2007 school year. Upon approval by the District and RTPA leadership the change will be implemented with an effective date of November 1, 2006.

1. Association Business Leave

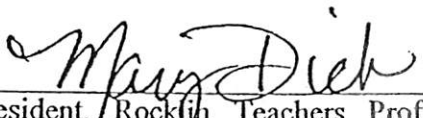
The Association will reimburse the District the actual costs of salary plus fringe benefits including health, medical, dental, and vision benefits for the Association president. During this leave, the designated person will continue to be compensated by the District and will retain all rights and benefits as though in regular service

If, for any reason, a mutual agreement is not reached prior to the opening of school, parties will continue to meet until an agreeable solution is determined. Upon said agreement, release time will be implemented as quickly as reasonably possible.

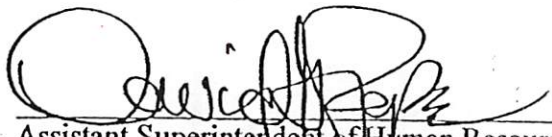
The Association President and/or designee shall have up to three days per year to attend workshops and/or conferences relating to Association business without loss of pay. These days shall not be deducted from personal necessity or sick leave. In the event that professional negotiators are employed to negotiate for the Association or the District this provision is null and void.



Superintendent, Rocklin Unified School District



President, Rocklin Teachers Professional Association



Assistant Superintendent of Human Resources
Rocklin Unified School District

Date 10/26/06

Date 10/27/06

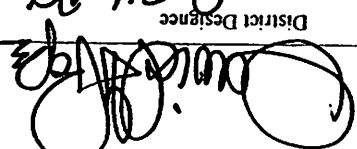
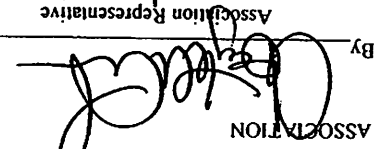
(a)

The benefits provided in this Article shall remain in effect during the term of this Agreement. Should an employee's employment terminate during the school year, the employee shall be entitled to continued coverage under the health, dental, and vision plans for two (2) months. The employee shall pay the District for continued coverage on or before the fifteenth (15th) calendar day of each month preceding the benefit coverage, if authorized by the carrier.

(b)

Should an employee's employment terminate following the last day of the school year and before the commencement of the ensuing school year, such employee shall be entitled to continue coverage under the health, dental and vision plans until October 1 of the ensuing school year. Such employee shall pay the premium for the continued coverage on or before the fifteenth (15th) calendar day of each month preceding the benefit coverage, if authorized by the carrier.

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT	ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION
By 	By 
District Designee	Association Representative
Date 9-24-08	Date 9-24-08

- (b) An employee may participate in this program for not more than five (5) years, or age seventy (70), whichever comes first.
- (c) The employee shall be paid a salary which is the pro-rata share of the salary he/she would be earning had he/she not been granted a "Reduced Work Schedule Program." The employee shall receive health, dental and vision benefits as provided in Section 53201 of the Government Code, in the same manner as a full-time employee.
- (d) An employee on a part-time basis under this program shall receive retirement credit on the same basis which he/she would receive if employed on a full-time basis. The employee and the District will both contribute to the STRS fund the amount prescribed by STRS for full-time employment.
- (e) The employee shall have been employed full time in a position requiring membership in STRS for at least ten (10) of which the immediately preceding five (5) years were full-time employment.
- (f) During the period immediately preceding a request for a reduction in workload, the employee shall have been employed full time in a position requiring membership in STRS for a total of at least five (5) years without a break in service. For purposes of this section, sabbaticals and other approved leaves of absence shall not constitute a break in service. Time spent on a sabbatical or other approved leave of absence shall not be used in computing the five (5) year full-time service requirement prescribed by this section.
- (g) The minimum part-time employment shall be the equivalent of one half ($\frac{1}{2}$) the number of days of service required by the employee contract of employment during his or her final year of service in a full-time position.
- (h) Prior to the reduction of an employee's workload under this section, the District, in conjunction with the administrative staff of the State Teachers' Retirement System and the Public Employees Retirement System, shall verify the eligibility of the applicant for the reduced workload program.
- (i) The District shall contribute to the Teachers' Retirement Fund an amount based upon the salary that would have been paid to the member had the member been employed full time and at the rate specified by the District.
- (j) The "Reduced Work Schedule Program" will be granted only in those instances where an assignment is mutually agreeable.

8. Duration of Benefits

benefits from retirement until they reach age sixty-five (65) or qualify for Medicare, and at that time they will be provided a secondary plan as a secondary carrier. Employees who do not qualify for Medicare will continue to receive the above dollar amount toward the purchase of health benefits. No qualifying retired employees will be provided coverage unless proof of Medicare ineligibility is provided. If the District provider refuses service, the District will pay premium to an insurance company selected by the employees for the amount not to exceed the District's contribution at that time.

- (b) Any employees who retired from the District prior to the effective date of this Agreement shall continue to receive whatever, if any, retiree benefits were provided by the agreement that was in effect at the time of their retirement.

5. Medical Examinations and Tests

All medical examinations and tests required by the District for employees shall be paid for by the District.

6. Early Retirement

The parties agree to implement Education Code Section 44929 for employees who desire to retire and meet the following conditions.

- (a) Age is between fifty-five (55) and sixty (60);
- (b) Eligible to retire under STRS rules; and
- (b) Submit a letter of retirement, effective at the end of the current school year, between March 1 and June 30.

As per Education Code Section 44929, the last year to offer this early retirement program will be the 1998-99 school year.

7. Reduced Workload

The District may grant a "Reduced Work Schedule Program" pursuant to Education Code section 22713 to an employee subject to the following conditions which are in addition to the minimum requirements set forth in Section 22714:

- (a) An employee must have reached the age of fifty-five (55) years, but may not be older than sixty-four (64) years of age prior to reduction of workload.

ARTICLE XVI

HEALTH, WELFARE, AND RETIREMENT BENEFITS

1. Health Insurance

Effective with the October 31, 2008 pay warrant, the District will pay up to five hundred ~~thirty~~ *fifty-five* dollars (~~\$530.00~~) (*\$555.00*) per month toward the actual cost of health, dental, and vision benefit premiums for a full-time employee for any plan available through the Central Valley Trust.

Effective July 1, 2010, the monthly amount of the District contribution, \$555.00, shall be increased by the same percentage increase, if any, that is applied to the 2010- 2011 salary schedule.

The formula used for benefits to 2010-2011 does not establish a past practice and is not in effect after 2010-2011.

2. Exhaustion of District-Paid Sick Leave

Employees who are absent because of illness and who have exhausted all District-paid sick leave shall continue to receive full insurance coverage to be paid by the District for that period of illness not to exceed twelve (12) months or until termination.

3. Retirement - No District-Paid Benefits

Any employee hired after February 6, 1991, will receive no District-paid benefits after retirement. Employees who are retiring under STRS and who have served the District for a minimum of five (5) years may remain part of the group medical program, the group dental program, and the group vision program unless not permitted by the carrier. Such employee must prepay the District quarterly for such coverage except as provided below. The District will offer an open enrollment period for retirees into health plan.

4. Retirement - District-Paid Benefits

- (a) For employees who are commencing retirement under STRS on or after the ratification date of this agreement, the District will pay up to four hundred ninety dollars (\$490.00) per month toward the cost of the group health, dental and vision insurance for retireant only for any employee hired on or before February 6, 1991, who retires from the District after a minimum of fifteen (15) years, as and if permitted by the carrier. The retireant may prepay the District for spouse's coverage whenever permitted by the carrier. Qualifying employees will be covered for health

District proposal to RTPA
DRAFT

DRAFT

9-24-08
DRAFT

Appendix E will be Change to match the language below.

3. Pursuant Article XVIII, Section 1 and 6 of this agreement, the same "percentage" will be added to all Extra Compensation Pay salary schedules.

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT	ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION
By _____	By _____
District Designee	Association Representative
Date: 9-24-08	Date: 9-24-08

(b) The employee will be responsible for notifying the District by April 15 if he/she is to move on the salary schedule, but the District may provide a form for this purpose as a reminder in April.

(c) Units for salary advances must be completed by August 25. Official verification of same is required.

(d) A one-half (1/2) increment each year on the salary schedule will be given to employees who work fifty percent (50%) to seventy-five percent (75%) of their contract time. A full increment will be given to employees who work seventy-five percent (75%) or more of their contract time.

Extra Compensation Pay Schedule

Employees serving in extra compensation positions shall be paid in accordance with the Extra Compensation Pay Schedule as found in Appendix "E." The same percent shall be added to the negotiated salary schedule and section 1 shall apply to the entire Extra Compensation Pay Schedule beginning in the 1998-99 school year.

Additional Work Pay

For a project that requires a credential, the District shall establish the amount to be paid on a project-by-project basis and offer it to the certificated employees through the regular posting process. Selection will be made according to Article X, Section 2(b).

Employee Travel

(a) Employees who are authorized to use their own automobiles in the performance of their duties, and employees who are assigned to more than one (1) school per day, shall be reimbursed for all authorized travel at the rate established by the District.

(b) Employees who are authorized to use their personal cars for field trips or other business of the District shall receive the benefits provided in Paragraph 8(a) above.

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT
 District Designer
 9-24-08

ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION
 Association Representative
 9-24-08

The District agrees to a twelve (12) month pay period for all employees except the first year for new hires to become effective July 1, 1989. Salary payments shall be made no later than five (5) working days after the last day of the pay period.

3. Classification by Professional Preparation

Employees shall be placed on the appropriate class of the salary schedule with approval of the District Superintendent, in accordance with the degrees and advanced preparation they have completed. The stipend amount reflected on the Certificated Salary Schedule in Appendix C for a Master's Degree, and the stipend amount reflected on the Certificated Salary Schedule in Appendix C for a Ph.D./Ed. D will be paid where appropriate.

4. Initial Step Placement

- (a) Teachers shall be given credit for previous teaching experience on a year-for-year basis, up to a maximum of ~~thirteen (13)~~ *twelve (12)* years *with placement on Step 13*, at the time of initial placement on the salary schedule. Teaching experience, for salary schedule purposes, shall include only full-time paid experience in positions requiring certification qualifications.
- (b) Teachers who have served in less than full-time positions elsewhere prior to becoming a District teacher, including any required internship after receipt of a Bachelor's Degree, shall be allowed to compute acquisition of a full year's credit over a two or more consecutive year period. When the teacher's aggregate over a two or more consecutive year period equals a full year's credit, the teacher shall be given one year's credit for purposes of initial salary schedule placement. When the teacher's aggregate of equivalent teaching experience exceeds seventy-five percent (75%) but less than one hundred percent (100%) of a full teaching year, the teacher shall be given credit for one full year for purposes of initial salary schedule placement.
- (c) Teachers who serve in less than full-time District positions shall be allowed to compute acquisition of a full year's credit over a two or more consecutive year period. When the teacher's aggregate over two or more consecutive year period equals a full year's credit, the unit member shall be granted credit for a year of experience for salary schedule purposes beginning the following school year.

5. Step Requirements

- (a) The advancement on the salary schedule shall be at the rate of one (1) step each year of experience; however, no employee shall advance more than one (1) step per year.

ARTICLE XVIII

WAGES

1. Salary Schedule

For purposes of this paragraph 1, "per diem rate" shall mean the employee's annual salary divided by the required number of days of service as set forth in the employee's contractual work year.

(a) Effective for one quarter of each employee's work year, the salary schedule shall be increased by 4.0% for 2007-2008 and will be applied to all the 2006-2007 Certificated Salary Schedules.

(b) Effective mid-year 2008-2009, defined as one half of each employee's work year, the salary schedule shall be increased by .68% for 2008-2009 and will be applied to all the 2007-2008 Certificated Salary Schedules.

(c) Effective July 1, 2009, the salary schedule shall be increased by the funded increase in Base Revenue Limit per unit of average daily attendance between 2008-2009 and 2009-2010 minus 1%. That percentage will be applied to all 2008-2009 Certificated Salary Schedules.

(d) Effective July 1, 2010, the salary schedule shall be increased by the funded increase in Base Revenue Limit per unit of average daily attendance between 2009-2010 and 2010-2011 minus 1%. That percentage will be applied to all the 2009-2010 Certificated Salary Schedules.

The formula used for salary for 2009-2010 and 2010-2011 does not establish a past practice and is not in effect after 2010-2011. In no event shall this formula reduce the current salary schedule.

(e) The following employees work above the standard one hundred eighty-six (186) day work year for teachers and will be compensated at the *employee's* per diem rate: counselors (high school and middle) work fourteen (14) *additional* work days; K-12 librarians work ten (10) *additional* work days; nurses work five (5) *additional* work days; speech pathologists work three (3) *additional* work days.

(f) The unit member's hourly rate for curriculum and staff development and teacher prep coverage shall be the same as the hourly rate paid to summer school, independent study and adult education.

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT	ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION
By _____	By _____
District Designee	Association Representative
Date 4-21-08	Date 4/21/08

**ROCKLIN UNIFIED SCHOOL DISTRICT
CERTIFICATE EMPLOYEE'S REQUEST FOR (1) ADVANCE APPROVAL FOR
PERSONAL NECESSITY LEAVE AND (2) INDIVIDUAL ABSENCE REPORT**

Name: _____ Date: _____
Employee #: _____ Location: _____ Position: _____

1. **Request for Advance Approval for Personal Necessity Leave** (48 hours in advance, except in emergency situations): I hereby request advance approval of personal necessity leave as per District policy and certify that sick leave for personal necessity was not used for vacation, recreation, seeking or engaging in other employment, to extend a holiday or for concerted activities against the District.

Dates: _____

Reason:

- | | |
|---|--|
| <input type="checkbox"/> Legal or financial matters which can only be accomplished during school hours | <input type="checkbox"/> Attendance at the funeral of an immediate family member (See 2.5 Bereavement below.) |
| <input type="checkbox"/> Marriage of the employee or immediate family member | <input type="checkbox"/> Taking examinations which are not available outside of school hours and are related directly to the education field |
| <input type="checkbox"/> Attendance at graduation, special awards ceremony, conferences or counseling appointments for employee or immediate family member which can only be accomplished during school hours | <input type="checkbox"/> School board member attendance at conferences (employee only) |
| <input type="checkbox"/> Participation in college graduation ceremonies of the employee or immediate family member | <input type="checkbox"/> Religious holidays (employee only) |
| <input type="checkbox"/> Medical appointment for immediate family member (other than child) | <input type="checkbox"/> <i>Discretionary Personal and Compelling Reasons - (Limited to 3 2 days)</i> |

Employee's Signature: _____ Date: _____
Supervisor's recommendation: Approved Denied Supervisor's comments: _____

Supervisor's Signature: _____ Date: _____

2. **Individual Absence Report:** Complete and submit to supervisor first day after ANY absence.

I was absent on the following dates for the reason indicated. Enter date(s) on the appropriate line:

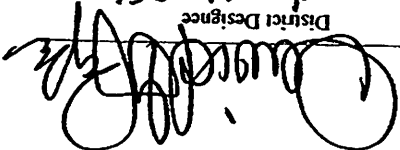
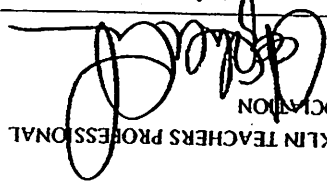
Reason	Date(s) of Absence	OFFICIAL USE ONLY	
		Salary Deduction	No Salary Deduction
2.1 Illness, Medical appointment-Sick Leave (Employee Only)			
2.2 Child Care: Illness, Medical Appointment (Sick Leave)			
2.3 Personal Necessity (Check Reason Above)			
2.4 Industrial Accident/Illness			
2.5 Bereavement			
a. Relationship to Employee _____			
b. Travel: <input type="checkbox"/> Out of state			
<input type="checkbox"/> More than 300 miles one way			
2.6 Jury Duty			
2.7 Court Subpoena for District Business			
2.8 Authorized School Business (District Paid)			
Explanation:			
2.9 Authorized School Business (Site Paid)			
Explanation:			

Employee's Signature _____ Date _____

Supervisor's Signature _____ Date _____

Summary Evaluation Report

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT	ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION
By: 	By: 
District Designee	Association Representative
Date: 4-21-08	Date: 4/21/08

Summary Evaluation Report

Teacher: _____

Status:

Site: _____

Probationary 1 _____ Permanent _____

Grade Level/Subject: _____

Probationary 2 _____ Temporary _____

Year of Evaluation: _____

Definitions

1. Consistently exceeds the professional standards of competence
2. Meets and/or occasionally exceeds the professional standards of competence
3. Infrequently meets the professional standards of competence, Needs Improvement*
4. Rarely meets the professional standards of competence, Unsatisfactory*

*Requires written plan for improvement

EVALUATION

1	2	3	4	
				1. Engages and Supports All Students in Learning
				2. Creates and Maintains a Suitable Learning Environment for Students
				3. Understands and Organizes Subject Matter
				4. Plans Instruction, Designs Learning Experiences for All Students, and Demonstrates Effective Instructional Techniques and Strategies
				5. Assesses Student Learning (Adherence to curricular objectives)
				6. Fulfills Instructional Duties and Professional Responsibilities
				7. Promotes Student Progress Toward District Standards of Expected Student Achievement
				8. Summary Evaluation

Commendations: _____

Plan for improvement (see attachment):

Continuation Recommended _____

Improvement Plan to be Developed, Modified, or Continued _____

Not Recommended for Continuation _____

EVALUATOR'S SIGNATURE _____

DATE _____

EVALUATEE'S SIGNATURE _____

DATE _____

SUPERINTENDENT'S SIGNATURE _____

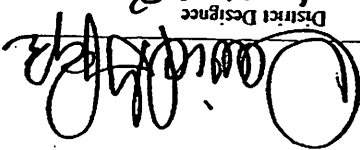
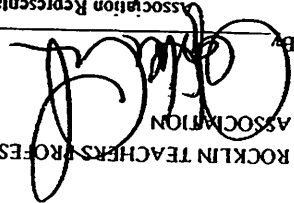
DATE _____

ATTACHMENT YES NO

Ten Year teacher: This teacher's next evaluation will be on: _____

* SIGNATURE DOES NOT INDICATE AGREEMENT. A WRITTEN RESPONSE MAY BE ATTACHED WITHIN 10 WORKING DAYS.

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT	ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION
By: 	By: 
District Designee	Association Representative
4-21-08	4/21/08
Date	Date

DRAFT

ROCKLIN UNIFIED SCHOOL DISTRICT
Evaluation Goal-Setting Conference Form Attachment

DRAFT

Teacher: _____

Date: _____

STANDARD

OBJECTIVES
(Teacher's Action Plan)

SUPPORTIVE EVIDENCE

1

2

3

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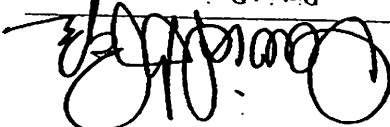
Teacher _____

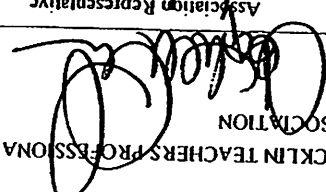
Date _____

Principal _____

Date _____

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT
By: 
District Designee
Date: 4-21-08

ROCKLIN TEACHERS PROFESSIONAL
ASSOCIATION
By: 
Association Representative
Date: 4/21/08

EVALUATOR'S SIGNATURE _____ DATE _____ ATTACHMENT ~ Yes ~ No
 SUPERINTENDENT'S SIGNATURE _____ DATE _____

Supportive Evidence: Examples: Journal: _____ Student Work: _____ Surveys: _____ Assessment Tools: _____ Lesson Plans: _____ Other: _____
 The principal will discuss and review with the teacher the supportive evidence as part of the summary evaluation conference at the end of the year. The principal and the teacher will collaborate, select and mutually agree to the evidence and the method of presentation.

COMMENTS: _____

OTHER STANDARDS AS ESTABLISHED BY ADMINISTRATORS AND TEACHER:

5	5.1	Establishes learning goals for all students based on district-adopted curriculum	5.1		
	5.2	Collects and uses multiple sources of information to assess student learning	5.2		
	5.3	Involves and guides students in assessing their own learning	5.3		
	5.4	Uses the results of assessments to guide instruction	5.4		
	5.5	Communicates with students, families, and other audiences about student progress	5.5		
6	6.1	Reflects on teaching and learning	6.1		
	6.2	Engages families in student learning	6.2		
	6.3	Utilizes available community resources to support student learning	6.3		
	6.4	Works with colleagues to improve teaching and learning	6.4		
	6.5	Pursues opportunities to contribute and grow professionally	6.5		
	6.6	Fulfills non-instructional duties as assigned	6.6		
	6.7	Demonstrates ability to work effectively and professionally with individuals and groups; communicates effectively orally and in writing; fulfills Board-adopted Code of Ethics of the Teaching Profession; endeavors to grow professionally	6.7		
	6.8	Attends required meetings	6.8		
	6.9	Maintains records and equipment	6.9		
	6.10	Supervises students outside classroom	6.10		
7	7.1	Promotes Students' Progress Toward District Standards of Expected Student Achievement	7.1		
	7.2	Assesses students' progress towards standards	7.2		
	7.2	Communicates results of assessment to evaluators	7.2		

Teacher: _____
 Site: _____
 Grade Level/Subject: _____
 Probationary 1 _____
 Probationary 2 _____
 Status: _____
 Permanent _____
 Temporary _____

Year of Evaluation: _____

Purpose: The purpose of the goal-setting conference is to provide an opportunity for a conversation about good teaching as reflected in the California Standards of the Teaching Profession and to establish an evaluation focus. In addressing the six ^{gover} standards, you may select one to three standards as specific areas of focus. However, in the evaluation process, you are responsible for satisfactory performance in all six standards.

OR given

Administrators' Initials	Date of Conference	Circle Focus Standards for the Year	STANDARDS Select one to three standards as specific areas of focus
			1. Engages and Supports All Students in Learning
		1.1	Connects students' prior knowledge, life experience, and interests with learning goals
		1.2	Uses a variety of instructional strategies and resources to respond to students' diverse needs
		1.3	Facilitates learning experiences that promote autonomy, interaction, and choice
		1.4	Teaches subject matter, problem solving, critical thinking, and skills in meaningful activities
		1.5	Promotes self-directed, reflective learning for all students
			2. Creates and Maintains a Suitable Learning Environment for Students
		2.1	Organizes the physical environment to promote student learning
		2.2	Plans and implements classroom procedures and routines that support student learning
		2.3	Establishes a climate of fairness and respect
		2.4	Promotes social development and responsibility in independent and group learning
		2.5	Establishes and maintains standards for student behavior
		2.6	Uses instructional time effectively
			3. Understands and Organizes Subject Matter
		3.1	Demonstrates knowledge of subject matter and student development
		3.2	Organizes curriculum to support student understanding of subject matter
		3.3	Interrelates ideas and information within and across subject matter areas
		3.4	Develops student understanding of subject matter through instructional strategies
		3.5	Uses available materials, resources, and technologies to make subject matter accessible to students
			4. Plans Instruction, Designs Learning Experiences for All Students, and Demonstrates Effective Instructional Techniques and Strategies
		4.1	Draws on and values students' backgrounds, interests, and developmental learning needs
		4.2	Establishes and communicates goals for student learning
		4.3	Develops and sequences instructional activities and materials for student learning
		4.4	Designs long- and short-term plans to support student learning based on district-adopted materials
		4.5	Modifies instructional plans to adjust for student needs

EVALUATIONS

ARTICLE XII

1. It is understood and agreed by the parties that their principal objective is to maintain or improve the quality of education in the District. It is further understood and agreed that this objective can be more readily achieved by the manifest willingness on the part of the District to assist all employees in improving their professional skills.

2. Evaluation Procedure (See Appendix "B.")

(a) Every probationary employee shall be formally evaluated by the site administrator, in writing, at least once each school year based on at least two formal observations but not more than four unless mutually agreed otherwise, with informal observations taking place as needed.

(b) Every permanent employee with less than ten years of teaching experience shall be formally evaluated by the site administrator, in writing, at least once every other school year, with informal observations taking place as needed. Teachers with at least ten years of teaching experience in the District will be formally evaluated in writing at least once every third year, with informal observations taken place as needed, based on the determination of their immediate evaluator.

TENTATIVE AGREEMENT

By _____ District Designee 4-21-08 Date	By _____ Association Representative 4/21/08 Date
ROCKLIN UNIFIED SCHOOL DISTRICT	ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION

District proposal to RTPA

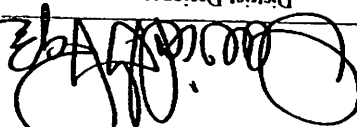
Tentative Agreement

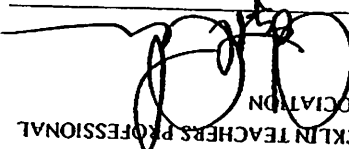
Tentative Agreement

4-21-08

LEAVES

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT
 By 
 District Designee
 Date 4-21-08

ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION
 By 
 Association Representative
 Date 4/21/08

ARTICLE IX
LEAVES

7.

Bereavement Leave (page number IX-3)

In the event of death in the employee's family, three days paid leave shall be granted, or five days paid leave if out-of-state travel is required, or if travel one way for more than three hundred miles is required. Distance shall be established by miles traveled one way on the main road between the points of origin of trip and destination. These bereavement days, whether three or five days; must be used within a three week window commencing on the first day of leave. If more days are needed, personal necessity days must be used to the extent they are available to the employee. For purposes of bereavement leave, "employee's family" means mother, father, grandfather, grandmother, grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, or sister of the employee, or any relative living in the immediate household of the employee. (Ed. Code 44985)

8.

Personal Necessity Leave (page number IX-3-4)

Sick leave credited under this Article may be used at the employee's election, for purposes of personal necessity, provided that use of sick leave does not exceed seven days in any school year. Subject to the restrictions described in (c), below, three two of the seven Personal Necessity Days with pay may be used for reasons deemed at the discretion personally compelling by the employee. of the employee without explanation. Additionally, such days shall not be taken on consecutive work days. For purposes of personal necessity leave, "immediate family" means mother, step-mother, father, step-father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee, and the spouse, son, step-son, son-in-law, daughter, step-daughter, daughter-in-law, brother, step-brother, or sister, step-sister, cousin, niece, or nephew of the employee, or any relative living in the immediate household of the employee.

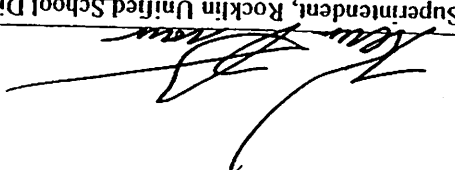
(c)

The Superintendent or designee has the right to require employee verification of the use of personal necessity leave (including the three discretionary day described above) per Education Code Section 44981. Under all circumstances, an employee shall verify in writing that sick leave for personal necessity was not used for vacation, recreation, seeking or engaging in other employment, to extend a holiday or weekend or for concerted activities against the District. (See Appendix "G")

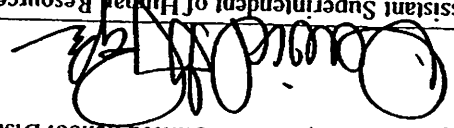
MEMORANDUM OF UNDERSTANDING
BETWEEN
ROCKLIN UNIFIED SCHOOL DISTRICT
AND
ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION

This Memorandum Of Understanding (MOU) is entered into between the Rocklin Teachers Professional Association (RTPA) and the Rocklin Unified School District (District) until the both parties agree to deactivate. The District shall provide three (3) minimum days per school year on the three (3) Mondays before the distribution of grade report cards. The purpose of this time will be for fourth through sixth grade teachers to prepare and work on student report cards and/or parent conferences.

Additionally, the District will convene a representative committee of fourth through sixth grade teachers and district administrators to review the current dual grading system and make recommendations to the Board of Trustees regarding appropriate changes/modifications to assist teachers in reducing their workload. It is the intent of both parties to begin this process before the end of the 2007-2008 school year and complete this work no later than the second trimester of the 2008-09 school year.

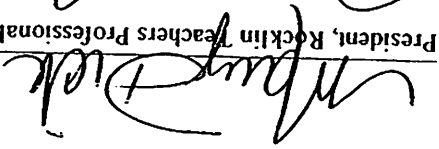


Superintendent, Rocklin Unified School District

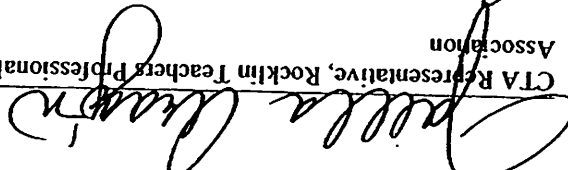


Assistant Superintendent of Human Resources
Rocklin Unified School District

Date: 4-21-08



President, Rocklin Teachers Professional Association



CTA Representative, Rocklin Teachers Professional Association

Date: April 21, 2008

ARTICLE VII
 HOURS OF EMPLOYMENT

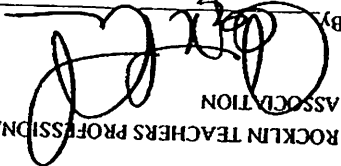
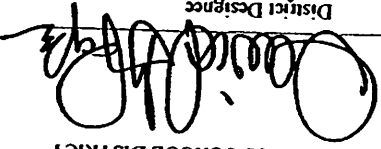
(I) Site Duties

- 1) Each staff member grades K-6 may be assigned no more than three (3) extra-duty assignments per year. Each staff member grades 7-8 may be assigned no more than five (5) extra-duty assignments per year. Each staff member grades 9-12 may be assigned between (18) eighteen (16) sixteen hours and twenty-one (21) nineteen hours of extra-duty assignments per year. extra-duty assignments as follows:
 - a) 2008-2009 duty requirement will be between (16) sixteen and (19) nineteen hours of extra-duty assignments per year.
 - b) 2009-2010 duty requirement will be between (14) fourteen and (17) seventeen hours of extra-duty assignments per year.

Site administrators will only assign extra duties as needed up to the maximum number established and will strive to have the average number of duty hours fall in the middle of the range by 2010-2011. Staff preference for specific extra-duty assignments will be considered.

- 2) The secondary extra-duty assignment lists will be provided to a joint committee which will convene on or before October 30, 2006 to examine the number of hours required. The purpose of this committee is to review the minimum number of extra-duty hours and make a recommendation to the RTPA President and the Assistant Superintendent of Human Resources as to the feasibility of reducing extra duty hours. This committee will consist of (3) three district representatives and (3) three RTPA representatives.

TENTATIVE AGREEMENT

By  ASSOCIATION ROCKLIN TEACHERS PROFESSIONAL Association Representative Date 4-21-08	By  District Designer ROCKLIN UNIFIED SCHOOL DISTRICT Date 4-21-08
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Tentative Agreement

Agreement to Withdraw Unfair Labor Practice Charges

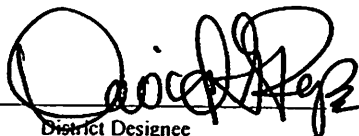
In recognition of the parties contractual agreement for the period July 1, 2008 through June 30, 2011 which settles all outstanding issues, both parties agree to withdraw all unfair labor practices related to these negotiations.

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT

ROCKLIN TEACHERS PROFESSIONAL
ASSOCIATION

By _____



District Designee

By _____



Association Representative

Date _____

9-24-08

Date _____

9-24-08

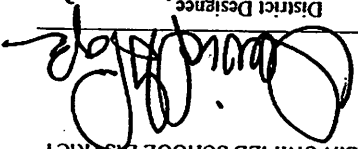
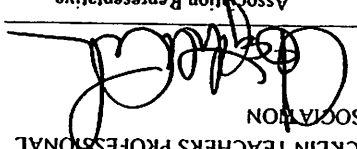
District proposal to RTPA
 Tentative Agreement
 Tentative Agreement
 Tentative Agreement
 9-24-08

ARTICLE I

AGREEMENT

1. The Articles and Provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Rocklin Unified School District ("Board") and the Rocklin Teachers Professional Association, an affiliate of the California Teachers Association/National Education Association ("Association"), an employee organization.
2. This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549, of the Government Code ("Act").
3. This contract will be in full force and effect for three (3) full years, July 1, 2008, through June 30, 2011, or until a new Agreement has been agreed to by both parties. The contract is closed with no reopeners on either side.

TENTATIVE AGREEMENT


ROCKLIN UNIFIED SCHOOL DISTRICT By  District Designee Date 9-24-08	ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION By  Association Representative Date 9-24-08
--	--

MEMORANDUM OF UNDERSTANDING BETWEEN THE
ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT

May 6, 2010

This Memorandum of Understanding (MOU) is entered into and between the Rocklin Teachers Professional Association (RTPA) and the Rocklin Unified School District (District) until such time both parties mutually agree to rescind the Agreement. The purpose of this MOU is to modify the instructional day for Whitney High School and Rocklin High School, in order to provide "articulation" time throughout the school year.

1. The 9-12 Comprehensive High Schools will have five minutes of instructional time added to the school day. The starting time for the instructional day will remain the same. The instructional day's ending time will be increased by five (5) minutes. The 9-12 contracted work day schedule will remain unchanged.


Kevin Brown, Superintendent

7/21/10
Date


Barbara Scott, RTPA President

July 21, 2010
Date

ROCKLIN UNIFIED SCHOOL DISTRICT

ACTION ITEM

BOARD AGENDA BRIEFING

ITEM NUMBER: 71
DATE OF BD MTG: 08/04/10

SUBJECT: Memorandum of Understanding with Rocklin Teachers Professional Association
DEPARTMENT: Office of the Assistant Superintendent, Human Resources

Background:

The District and the Rocklin Teachers Professional Association entered into a Memorandum of Understanding (MOU) on May 6, 2010. The purpose of this MOU is to modify the instructional day for Whitney High School and Rocklin High School, in order to provide "articulation" time throughout the school year.

Status:

The comprehensive high schools will have five minutes of instructional time added to the school day. The starting time for the instructional day will remain unchanged. The instructional day's ending time will be increased by five (5) minutes. The 9-12 contracted work day schedule will remain unchanged.

Presenter(s):

Bob Lee

Financial Impact:

Current Year: -0-
Future Year: -0-
Funding Source: -0-

Material/Films:

None

Other People Who Might Present:

Kevin Brown

Allotment of Time:

Check one of the following: [] Consent Calendar [X] Action Item [] Information Item

Packet Information Item:

Copy of Memorandum of Understanding dated May 6, 2010.

Recommendation:


Staff recommends approval of the Memorandum of Understanding with the Rocklin Teachers Professional Association (RTPA).

MEMORANDUM OF UNDERSTANDING BETWEEN THE
ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT

May 6, 2010

This Memorandum of Understanding (MOU) is entered into and between the Rocklin Teachers Professional Association (RTPA) and the Rocklin Unified School District (District) until such time both parties mutually agree to rescind the Agreement. The purpose of this MOU is to modify the instructional day for Whitney High School and Rocklin High School, in order to provide "articulation" time throughout the school year.

1. The 9-12 Comprehensive High Schools will have five minutes of instructional time added to the school day. The starting time for the instructional day will remain the same. The instructional day's ending time will be increased by five (5) minutes. The 9-12 contracted work day schedule will remain unchanged.

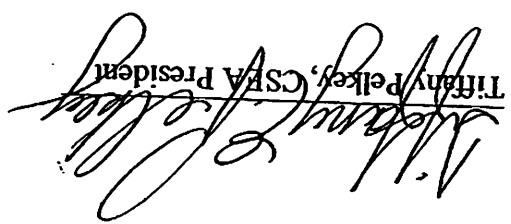

Kevin Brown, Superintendent

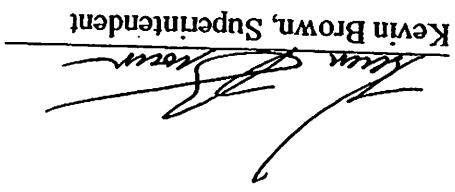
7/21/10
Date


Barbara Scott, RTPA President

July 21, 2010
Date

- i. Two (2) furlough days from the instructional year.
 - ii. Two (2) furlough days from the end of the work year.
- c. For 11-month employees the work year/days shall be reduced from 211 to 207 workdays. The four (4) furlough days will be applied in the following manner:
- i. Two (2) furlough days from the instructional year.
 - ii. Two (2) furlough days from the end of the work year.
5. For 12-month employees the work year/days shall be reduced from 247 to 243 workdays. The four (4) furlough days will be applied in the following manner:
- a. Three (3) furlough days during the week of February 21, 2011, which will be combined with the President's holidays to create a non-work week. The 4th furlough day will be November 24, 2010.
6. The terms and conditions of this agreement will be July 1, 2010 through June 30, 2011.


 Tiffany Pelkey, CSRA President


 Kevin Brown, Superintendent

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT**

May 19, 2010

1. The Association will commit to the reduction of four (4) contract days for all membership groups conditioned upon the District rescinding a number of final notices, equal to approximately the same dollar concessions to displaced classified bargaining members' salaries.
2. Any unanticipated revenue or available ending fund balances beyond a 3% reserve that are realized by the District prior to the beginning of the 2010-2011 school year or received thereafter will be utilized to address either mid-year reductions to the 2010-2011 budget, restore programs and staffing from the 2009-2010 school year that were eliminated during planning for the 2010-2011 school year, or to continue the District's contribution to programs and staffing added back to the budget in 2010-2011 for the 2011-2012 school year.
3. If the instructional school year remains at 180 days, then the following reductions to the work year/salary will be as follows:
 - a. For 10-month employees the four (4) furlough days shall be deducted from the accrued vacation pay at the end of the school year. The actual work year shall remain 180 days.
 - b. For 10.5-month employees the work year/days shall be reduced from 196 to 192 workdays. The four (4) furlough days will be applied in the following manner:
 - i. Two (2) furlough days before the start of the work year
 - ii. Two (2) furlough days from the end of the work year
 - c. For 11-month employees the work year/days shall be reduced from 211 to 207 workdays. The four (4) furlough days will be applied in the following manner:
 - i. Two (2) furlough days before the start of the work year
 - ii. Two (2) furlough days from the end of the work year
4. If the instructional school year is reduced to 178 days, then the following reductions to the work year/salary will be as follows:
 - a. For 10-month employees the four (4) furlough days shall be deducted from both the accrued vacation pay and the school year. Two days will be charged to vacation time. The actual work year will be reduced from 180 days to 178 days.
 - b. For 10.5-month employees the work year/days shall be reduced from 196 to 192 workdays. The four (4) furlough days will be applied in the following manner:

ROCKLIN UNIFIED SCHOOL DISTRICT

ACTION ITEM

BOARD AGENDA BRIEFING

ITEM NUMBER: 71
DATE OF BD MTG: 08/04/10

SUBJECT: Memorandum of Understanding with Rocklin Teachers Professional Association
DEPARTMENT: Office of the Assistant Superintendent, Human Resources

Background:

The District and the Rocklin Teachers Professional Association entered into a Memorandum of Understanding (MOU) on May 6, 2010. The purpose of this MOU is to modify the instructional day for Whitney High School and Rocklin High School, in order to provide "articulation" time throughout the school year.

Status:

The comprehensive high schools will have five minutes of instructional time added to the school day. The starting time for the instructional day will remain unchanged. The instructional day's ending time will be increased by five (5) minutes. The 9-12 contracted work day schedule will remain unchanged.

Presenter(s):

Bob Lee

Financial Impact:

Current Year: -0-
Future Year: -0-
Funding Source: -0-

Material/Films:

None

Other People Who Might Present:

Kevin Brown

Allotment of Time:

Check one of the following: Consent Calendar Action Item Information Item

Packet Information Item:

Copy of Memorandum of Understanding dated May 6, 2010.

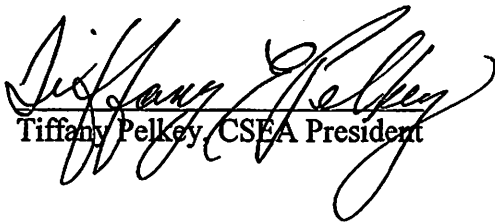
Recommendation:

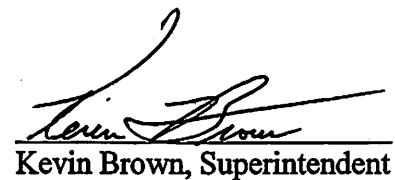
Staff recommends approval of the Memorandum of Understanding with the Rocklin Teachers Professional Association (RTPA).

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT**

June 16, 2010

1. The District agrees to abide by all applicable laws, PERB decisions, case law and contractual agreements pertaining to layoffs and reductions in work hours/work year of classified school employees.
2. Like-experience and seniority in the classification that the district has a substitute assignment for shall be the criteria for choosing subs from the 39 month rehire list. Laid off employees who are rehired within 39 months shall be afforded all contractual rights and benefits.


Tiffany Pelkey, CSEA President


Kevin Brown, Superintendent

ROCKLIN UNIFIED SCHOOL DISTRICT

BOARD AGENDA BRIEFING

ACTION ITEM

7.5

ITEM NUMBER: _____
DATE OF BD MTG: 7/21/10

SUBJECT: Memorandum of Understanding with California School Employees Association
DEPARTMENT: Office of the Assistant Superintendent, Human Resources

Background:

Education Code and our contractual agreement with CSEA require us to "negotiate" the effects of layoffs on the remaining bargaining unit members.

Status:

Included for your review and approval is our Memorandum of Understanding with California School Employees Association which acknowledges that we will comply with all applicable codes, rulings, and contractual agreements pertaining to layoffs.

Presenter(s):

Bob Lee

Financial Impact:

Current Year: -0-
Future Year: -0-
Funding Source: -0-

Material/Films:

None

Other People Who Might Present:

Kevin Brown

Allotment of Time:

Check one of the following: [] Consent Calendar [X] Action Item [] Information Item

Packet Information Item:

Copy of Memorandum of Understanding dated June 16, 2010

Recommendation:

Staff recommends approval of the Memorandum of Understanding with the California School Employees Association (CSEA).

Bob - 07/13/10

I gave
the original

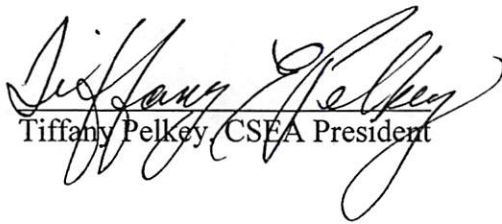
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for Board
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**OF UNDERSTANDING BETWEEN THE
LOCAL EMPLOYEES ASSOCIATION AND THE
UNIFIED SCHOOL DISTRICT**

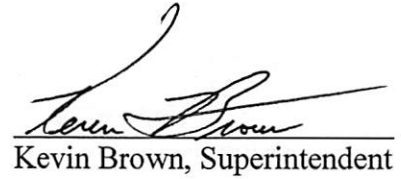
June 16, 2010

by all applicable laws, PERB decisions, case law and
relating to layoffs and reductions in work hours/work
employees.

... experience and seniority in the classification that the district has a substitute
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list. Laid off employees who are rehired within 39 months shall be afforded all
contractual rights and benefits.



Tiffany Pelkey, CSEA President



Kevin Brown, Superintendent

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 ROCKKLIN UNIFIED SCHOOL DISTRICT
 AND
 ROCKKLIN TEACHERS PROFESSIONAL ASSOCIATION**

This Memorandum Of Understanding (MOU) is entered into between the Rocklin Teachers Professional Association (RTPA) and the Rocklin Unified School District (District) until the both parties agree to deactivate. The District shall provide three (3) minimum days per school year on the three (3) Mondays before the distribution of grade report cards. The purpose of this time will be for fourth through sixth grade teachers to prepare and work on student report cards and/or parent conferences.

Additionally, the District will convene a representative committee of fourth through sixth grade teachers and district administrators to review the current dual grading system and make recommendations to the Board of Trustees regarding appropriate changes/modifications to assist teachers in reducing their workload. It is the intent of both parties to begin this process before the end of the 2007-2008 school year and complete this work no later than the second trimester of the 2008-09 school year.

Newman
 Superintendent, Rocklin Unified School District

 Assistant Superintendent of Human Resources
 Rocklin Unified School District

 Date 4-21-08

Michael Dick
 President, Rocklin Teachers Professional Association

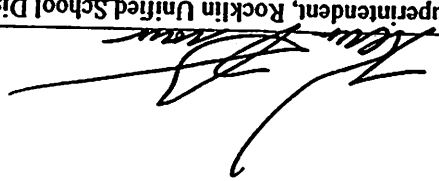
 CTA Representative, Rocklin Teachers Professional Association

 Date April 21, 2008

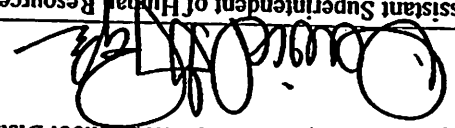
MEMORANDUM OF UNDERSTANDING
BETWEEN
ROCKLIN UNIFIED SCHOOL DISTRICT
AND
ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION

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Additionally, the District will convene a representative committee of fourth through sixth grade teachers and district administrators to review the current dual grading system and make recommendations to the Board of Trustees regarding appropriate changes/modifications to assist teachers in reducing their workload. It is the intent of both parties to begin this process before the end of the 2007-2008 school year and complete this work no later than the second trimester of the 2008-09 school year.

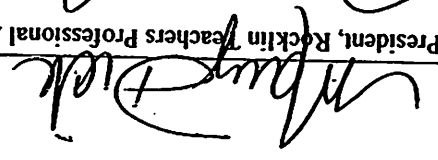


Superintendent, Rocklin Unified School District

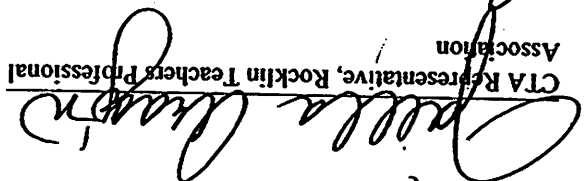


Assistant Superintendent of Human Resources
Rocklin Unified School District

Date: 4-21-08



President, Rocklin Teachers Professional Association



CTA Representative, Rocklin Teachers Professional Association


Date: April 21, 2008

MEMORANDUM OF UNDERSTANDING BETWEEN THE
ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT

May 6, 2010

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Kevin Brown, Superintendent

7/21/10
Date


Barbara Scott, RTPA President

July 21, 2010
Date

Tentative Agreement

Agreement to Withdraw Unfair Labor Practice Charges

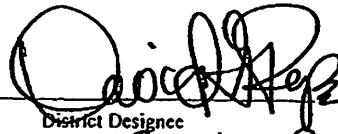
In recognition of the parties contractual agreement for the period July 1, 2008 through June 30, 2011 which settles all outstanding issues, both parties agree to withdraw all unfair labor practices related to these negotiations.

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT

ROCKLIN TEACHERS PROFESSIONAL
ASSOCIATION

By

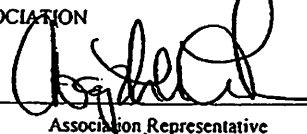


District Designee

Date

9-24-08

By



Association Representative

Date

9-24-08

District proposal to RTPA

9-24-08

Tentative Agreement

Tentative Agreement

Tentative Agreement

ARTICLE I

AGREEMENT

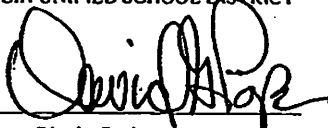
1. The Articles and Provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Rocklin Unified School District ("Board") and the Rocklin Teachers Professional Association, an affiliate of the California Teachers Association/National Education Association ("Association"), an employee organization.
2. This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549, of the Government Code ("Act").
3. This contract will be in full force and effect for three (3) full years, July 1, 2008, through June 30, 2011, or until a new Agreement has been agreed to by both parties. The contract is closed with no reopeners on either side.

TENTATIVE AGREEMENT

ROCKLIN UNIFIED SCHOOL DISTRICT

ROCKLIN TEACHERS PROFESSIONAL
ASSOCIATION

By

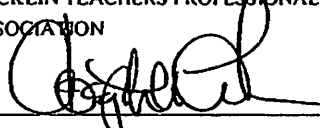


District Designee

Date

9-24-08

By



Association Representative

Date

9-24-08

CONTRACT LANGUAGE

Article I - Agreement: Section 3 - 3 year agreement 2008-09 through 2010-2011, or until a new Agreement has been agreed to by both parties. The contract is closed with no reopeners on either side.

Article VII -Hours of Employment: Section 2 (f-1) - Each staff member grades 9-12 may be *extra-duty assignments as follows:*

- a. *2008-2009 duty requirement will be between (16) sixteen and (19) nineteen hours of extra-duty assignments per year.*
- b. *2009-2010 duty requirement will be between (14) Fourteen and (17) seventeen hours of extra-duty assignments per year.*
- c. Delete Section 2 (f-2) to abolish the adjunct duty committee.

Article IX - Leaves: Section 7 – Language change: Bereavement (3 wk window for the 3 or 5 day) leave and add step-father, step-mother, step-brother, step-sister, step-daughter and step-son to immediate family.

Section 8 – Language change: 2 days instead of 3 days for Reasons Deemed Personally Compelling and delete language that restricts the use from extending a weekend (Mondays and Fridays).

Section 8 (b-1) – Add: for personal and compelling reasons to the PN with 48 hours prior notification.

Section 8 (c) – Delete language: including the three discretionary days described above and or weekends.

Appendix “G” – Language changes on absence request form to reflect above changes.

Article XII - Evaluations:

Section 2- Language change: Every permanent employee *with less than ten years of teaching experience* shall be formally evaluated by the site administrator, in writing, at least once every other school year, with informal observations taking place as needed. *Teachers with at least ten years of teaching experience in the District will be formally evaluated in writing at least once every third year, with informal observations taken place as needed, based on the determination of their immediate evaluator.*

Appendix “B” Language changes to: Forms B-7, B-8, B-9 and B-12.

Article XVI - Health, Welfare and Retirement Benefits: See Health, Welfare and Retirement Benefits above

Article XVIII - Wages:

Section 1-(a): See compensation above

Section 1-(b): Contract language change/cleanup for additional days for support staff.

Section 4: Clarifying language: placement on the salary schedule.

Article XIX - Peer Assistance and Review Program: Clean up language to match new evaluation forms.

- Proposed MOU addresses release time for 4-6 classroom teachers

**ROCKLIN UNIFIED SCHOOL DISTRICT
SETTLEMENT PROPOSAL PACKAGE
TO THE ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION
SEPTEMBER 24, 2008**

The following offer is for a package that includes increases to compensation, health, welfare and retirement benefits and clarification of article language.

1. Compensation

- (a) Effective for one quarter of each employee's work year, the salary schedule shall be increased by 4.0% for 2007-2008 and will be applied to all the 2006-2007 Certificated Salary Schedules.
- (b) Effective mid-year 2008-2009, defined as one half of each employee's work year, the salary schedule shall be increased by .68% for 2008-2009 and will be applied to all the 2007-2008 Certificated Salary Schedules.
- (c) Effective July 1, 2009, the salary schedule shall be increased by the funded increase in Base Revenue Limit per unit of average daily attendance between 2008-2009 and 2009-2010 minus 1%. That percentage will be applied to all 2008-2009 Certificated Salary Schedules.
- (d) Effective July 1, 2010, the salary schedule shall be increased by the funded increase in Base Revenue Limit per unit of average daily attendance between 2009-2010 and 2010-2011 minus 1%. That percentage will be applied to all the 2009-2010 Certificated Salary Schedules.

The formula used for salary for 2009-2010 and 2010-2011 does not establish a past practice and is not in effect after 2010-2011. In no event shall this formula reduce the current salary schedule.

2. Health and Welfare Benefits

Effective with the October 31, 2008 pay warrant, the District will pay up to five hundred *fifty-five* dollars (\$555.00) per month toward the actual cost of health, dental, and vision benefit premiums for a full-time employee for any plan available through the Central Valley Trust.

Effective July 1, 2010, the monthly amount of the District contribution, \$555.00, shall be increased by the same percentage increase, if any, that is applied to the 2010- 2011 salary schedule.

The formula used for benefits to 2010-2011 does not establish a past practice and is not in effect after 2010-2011.

ROCKLIN UNIFIED SCHOOL DISTRICT

BOARD AGENDA BRIEFING

ITEM NUMBER: *9.2*
DATE OF BD MTG: 10/15/08

SUBJECT: APPROVE THREE-YEAR CONTRACT (2008-20011) WITH THE ROCKLIN
TEACHER PROFESSIONAL ASSOCIATION (RTPA) AND SALARY INCREASES

DEPARTMENT: Human Resource Office

Background:

On September 24, 2008, a tentative agreement was reached with RTPA on a three-year settlement for 2008-09, 2009-2010 and 2010-2011. The tentative agreement includes the following three-year financial package:

2008-2011

- Effective for one quarter of each employee's work year, the salary schedules shall be increased by 4.0% for 2007-2008.
- Effective mid-year 2008-2009, defined as one half of each employee's work year, the salary schedules shall be increased by .68% for 2008-2009. Effective with the October 31, 2008 pay warrant, the District will pay up to \$555.00 of the cost of health benefits per month.
- Effective July 1, 2009, the salary schedules shall be increased by the funded increase in Base Revenue Limit per unit of average daily attendance between 2008-2009 and 2009-2010 minus 1%.
- Effective July 1, 2010, the salary schedules and the District contribution towards health benefits shall be increased by the funded increase in Base Revenue Limit per unit of average daily attendance between 2009-2010 and 2010-2011 minus 1%.
- For the 2009-2010 and 2010-2011 school years, the parties agree that for the duration of this agreement there shall be no reopeners.

In addition to the financial package, tentative agreement was reached on revised contract language for Article I (Agreement), Article VI (Hours of Employment), Article IX (Leaves), Article XII (Evaluations), Article XVI (Health, Welfare and Retirement), Article XVIII (Wages), Article XIX (Peer Assistance and Review Program).

Status:

Staff is now presenting to the Board for approval the Rocklin Teachers Professional Association (RTPA) agreement including financial settlements for 2008-2009, 2009-2010 and 2010-11.

Presenter: David Pope, Assistant Superintendent of Human Resources

Financial Impact:

Current year: See Public Disclosure Document AB 1200
Future years: See Public Disclosure Document AB 1200
Funding source: General Fund

Materials/Films: None

Other People Who Might Be Present:

The RTPA negotiating team members may be present: Joe McLean, Colleen Crowe, Adam Salinger, Mike Patton, Barbara Scott, and Mary Dick

Allotment of Time:

Check one of the following: Consent Calendar Action Item Information Item

Packet Information:

The tentative agreement and salary adjustments with RTPA for 2007-08/2008-2009, 2009-2010 and 2010-2011 are included in the packet.

Recommendation:

Staff recommends that the Board of Trustees approve the three year agreement with RTPA including financial settlements for 2008-09, 2009-2010 and 2010-2011.

DRAFT 1 – RTPA Initiated

Tentative Memorandum of Understanding between Rocklin Teachers Professional Association and the Rocklin Unified School District

December 13, 2010

The President of RTPA will be released from the District for 40% of the contracted teaching time to conduct the association business. The Association and the District will work together to determine the time of release to be conducive for the classroom environment affected and the needs of the Union. The Union will inform Human Resources and the site administrator of the election of the President within one week of the election. Human Resources, the site administrator and the President Elect will meet to discuss appropriate schedule for the upcoming school year prior to the end of the current school year.

MEMORANDUM OF UNDERSTANDING BETWEEN
ROCKLIN TEACHERS PROFESSIONAL ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT

May 19, 2010

1. The Association will commit to the reduction of six (6) contract days; conditioned upon the District rescinding a number of final notices, equal to approximately the same dollar concessions to displaced certificated bargaining members' salaries.

2. Any unanticipated revenue or available ending fund balances beyond a 3% reserve that are realized by the District prior to the beginning of the 2010-2011 school year or received thereafter will be utilized to address either mid-year reductions to the 2010-2011 budget, restore programs and staffing from the 2009-2010 school year that were eliminated during planning for the 2010-2011 school year, or to continue the District's contribution to programs and staffing added back to the budget in 2010-2011 for the 2011-2012 school year.

3. Three (3) of the six (6) furlough days will be from the staff development days. The 4th day will be the last contract day of the year. Two (2) of the days will be the first two (2) days of the students' school year.

4. The three (3) staff development furlough days will be combined with the two (2) President's holidays to provide a continuous week of non work time.

5. Both parties agree to meet on or before February 1, 2011 with the intent of reassessing the budgetary situation.

6. The final terms and conditions of this agreement will be for one (1) year (2010-11).

7. The salary schedules in effect for the 2010-11 year reflecting a reduction of six (6) paid days are attached as Appendices A and B.

Kevin Brown, Superintendent

Barbara Scott, RTPA President

MEMORANDUM OF UNDERSTANDING BETWEEN
ROCKLIN CONFIDENTIAL EMPLOYEE'S ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT

May 5, 2010

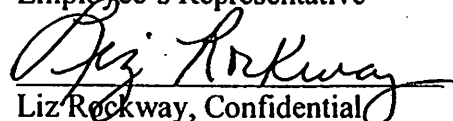
1. The Confidential Employee's Association will commit to the reduction of *four (4) contract days for the 2010-11 and the 2011-12 school years, non-conditional upon the District.*
2. Any unanticipated revenue received by the district prior to the beginning of the school year or received thereafter will be utilized to address either mid year reductions to the 2010-11 budget or to be able to continue the district's contribution to programs and staffing added back to the budget in 2010-11 for the 2011-12 year.
3. Three (3) furlough days will be combined with the two (2) President's holidays to provide a continuous week of non-work time. The fourth (4) day will be at the discretion of the Confidential Employee with prior approval of their immediate supervisor.
4. *The final terms and conditions of this agreement will be for two years (2010-11 and 2011-12).*
5. The salary schedule in effect for the 2010-11 school year reflecting a reduction of 4 paid days is attached.



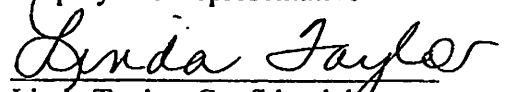
Kevin Brown, Superintendent



Erin Collins, Confidential
Employee's Representative

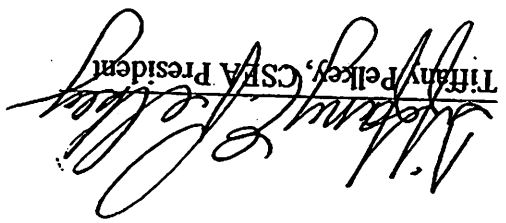


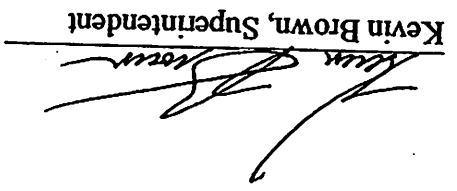
Liz Rockway, Confidential
Employee's Representative



Linda Taylor, Confidential
Employee's Representative

- i. Two (2) furlough days from the instructional year.
- ii. Two (2) furlough days from the end of the work year.
- c. For 11-month employees the work year/days shall be reduced from 211 to 207 workdays. The four (4) furlough days will be applied in the following manner:
- i. Two (2) furlough days from the instructional year.
- ii. Two (2) furlough days from the end of the work year.
- 5. For 12-month employees the work year/days shall be reduced from 247 to 243 workdays. The four (4) furlough days will be applied in the following manner:
 - a. Three (3) furlough days during the week of February 21, 2011, which will be combined with the President's holidays to create a non-work week. The 4th furlough day will be November 24, 2010.
- 6. The terms and conditions of this agreement will be July 1, 2010 through June 30, 2011.


 Tiffany Pelkey, CSA President


 Kevin Brown, Superintendent

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT**

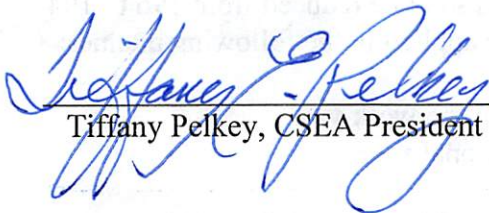
May 19, 2010

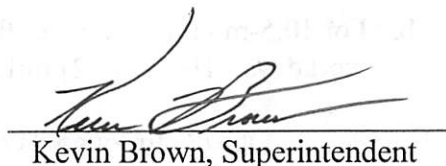
1. The Association will commit to the reduction of four (4) contract days for all membership groups conditioned upon the District rescinding a number of final notices, equal to approximately the same dollar concessions to displaced classified bargaining members' salaries.
2. Any unanticipated revenue or available ending fund balances beyond a 3% reserve that are realized by the District prior to the beginning of the 2010-2011 school year or received thereafter will be utilized to address either mid-year reductions to the 2010-2011 budget, restore programs and staffing from the 2009-2010 school year that were eliminated during planning for the 2010-2011 school year, or to continue the District's contribution to programs and staffing added back to the budget in 2010-2011 for the 2011-2012 school year.
3. If the instructional school year remains at 180 days, then the following reductions to the work year/salary will be as follows:
 - a. For 10-month employees the four (4) furlough days shall be deducted from the accrued vacation pay at the end of the school year. The actual work year shall remain 180 days.
 - b. For 10.5-month employees the work year/days shall be reduced from 196 to 192 workdays. The four (4) furlough days will be applied in the following manner:
 - i. Two (2) furlough days before the start of the work year
 - ii. Two (2) furlough days from the end of the work year
 - c. For 11-month employees the work year/days shall be reduced from 211 to 207 workdays. The four (4) furlough days will be applied in the following manner:
 - i. Two (2) furlough days before the start of the work year
 - ii. Two (2) furlough days from the end of the work year
4. If the instructional school year is reduced to 178 days, then the following reductions to the work year/salary will be as follows:
 - a. For 10-month employees the four (4) furlough days shall be deducted from both the accrued vacation pay and the school year. Two days will be charged to vacation time. The actual work year will be reduced from 180 days to 178 days.
 - b. For 10.5-month employees the work year/days shall be reduced from 196 to 192 workdays. The four (4) furlough days will be applied in the following manner:

5. Should the need arise for work to be done on a furlough day, that work shall be offered by seniority in the same classification pertinent to the assignment. If the work is site specific, it shall be offered to the employees of that site by seniority. If the site employees turn down the offer to work on a furlough day, the work shall be offered to the employees districtwide by seniority within the same classification.
6. The terms and conditions of this agreement will be July 1, 2011 through June 30, 2012.

* The bargaining unit members shall have the previously taken furlough day(s) refunded in the following manner:

- 10 month employees shall have their work year increased from 179 to 180 work days. The additional work day will be May 25, 2012 and there will be no deduction from their vacation pay.
- 10.5 month employees shall have their work year increased from 194 to 196 work days. The 2 work days will be April 9, 2012 and May 25, 2012.
- 11 month employees shall have their work year increased from 209 to 211 work days. The 2 work days will be April 9, 2012 and May 25, 2012.
- 12 month employees shall have their work year increased from 244 to 246 work days. The two additional work days will be February 21, 2012 and February 23, 2012.


Tiffany Pelkey, CSEA President


Kevin Brown, Superintendent

**MEMORANDUM OF UNDERSTANDING BETWEEN THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND THE
ROCKLIN UNIFIED SCHOOL DISTRICT**

June 15, 2011

Revised July 21, 2011; Revised September 13, 2011

1. The Association will commit to the reduction of two (2) contract days for all membership groups conditioned upon the District not issuing any Reduction in Force layoff notices for the 2011-12 school year.
2. In the event that the two (2) furlough days are be rescinded.*
3. Any unanticipated revenue or available ending fund balance beyond a 3% reserve that are realized by the District prior to the beginning of the 2011-12 school year or received thereafter will be utilized to address either mid-year reductions to the 2011-12 budget or to be able to continue the District's contribution to programs and staffing added back to the budget in 2011-12 for the 2012-13 year.
4. If the instructional school year remains at 179 days, then the following reductions to the work year/salary will be as follows:
 - a. For 10-month employees the one (1) furlough day shall be deducted from the accrued vacation pay at the end of the school year. The actual work year shall be reduced from 180 to 179 days.
 - b. For 10.5-month employees the work year/days shall be reduced from 196 to 194 workdays. The two (2) furlough days will be applied in the following manner:
 - i. One (1) furlough day before the start of the work year
 - ii. One (1) furlough day from the instructional year
 - c. For 11-month employees the work year/days shall be reduced from 211 to 209 workdays. The two (2) furlough days will be applied in the following manner:
 - i. One (1) furlough day before the start of the work year
 - ii. One (1) furlough day from the instructional year
 - d. For 12-month employees the work year/days shall be reduced from 246 to 244 workdays (excludes the leap year non-work non-paid day). The two (2) furlough days will be applied in the following manner:
 - i. Two (2) furlough days during the week of February 20, 2012, which will be observed on February 21st and 23rd, 2012.