


Memorandum of Understanding
Between
Rocklin Teachers Professional Association
And
Rocklin Unified School District
Regarding Grievance – Movement on the Salary Schedule

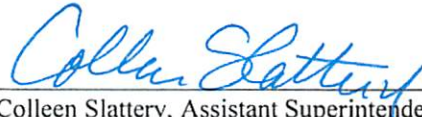
The parties agree to resolve the above referenced Grievance as follows:

1. The Certificated Salary Schedule shall be revised so that all cells are filled in and the columns are re-titled Y and A through F as illustrated on Attachment 1.
2. All current RTPA members will be moved to the salary placement corresponding with their years of service.
3. The District will make adjustments in salary for 2014-15, 2015-16, and 2016-17, with checks issued to make affected employees whole.
4. This MOU shall fully resolve the grievance filed on April 1, 2016 and shall be binding on RTPA to bar any additional contractual grievances based on this issue. RTPA agrees to cease any and all current legal proceedings to resolve this issue.
5. This MOU is subject to Approval of the RTPA Executive Board.

Attachment 1 – Revised Certificated Salary Schedule



Mary Dick, RTPA Grievance Chair
Date: 11/02/16



Colleen Slattery, Assistant Superintendent, HR
Date: 11.2.16

**ROCKLIN UNIFIED SCHOOL DISTRICT
Certificated Salary Schedule**

DRAFT

STEP	Emergency /Intern (Y)	A	B	C	D	E	F
1	38,599	45,253	45,586	45,921	46,252	46,586	48,217
2	40,597	45,921	46,252	46,586	46,919	49,248	50,971
3	42,593	46,586	46,919	47,253	49,248	51,909	53,726
4	42,593	47,253	47,583	51,246	53,665	56,083	58,046
5	42,593	48,418	50,839	53,259	55,678	58,101	60,135
6	42,593	48,418	52,857	55,279	57,697	60,118	62,222
7	42,593	48,418	54,874	57,299	59,715	62,135	64,310
8	42,593	48,418	56,891	59,310	61,733	64,155	66,401
9	42,593	48,418	58,914	61,330	63,749	66,172	68,488
10	42,593	48,418	60,926	63,347	65,767	68,191	70,578
11	42,593	48,418	60,926	65,365	67,782	70,208	72,665
12	42,593	48,418	60,926	65,365	69,803	72,221	74,749
*13	42,593	48,418	60,926	65,365	71,479	75,271	77,906
16	42,593	48,418	60,926	65,365	73,205	78,529	81,277
19	42,593	48,418	60,926	65,365	75,869	81,192	84,034
22	42,593	48,418	60,926	65,365	75,869	85,184	88,166
25	42,593	48,418	60,926	65,365	75,869	89,178	92,299

Emergency/

Intern (Y) Emergency/Intern credential or permit

- A BA or BS degree
- B BA or BS degree plus fifteen (15) graduate units
- C BA or BS degree plus thirty (30) graduate units
- D BA or BS degree plus forty-five (45) graduate units completed or MA or MS degree
- E BA or BS degree plus sixty (60) graduate units or a MA or MS plus fifteen (15) graduate units
- F BA or BS degree plus seventy-five (75) graduate units or a MA or MS plus thirty (30) graduate units

* Maximum entry level for out-of-district experience

\$952 - Stipend for MA or MS or \$1,390 for Ph.D./Ed.D.

Adopted: October 15, 2008; Effective January 1, 2009

Revised: May 29, 2009; Effective: July 1, 2009 (reduced to 182 work days)

Revised: May 4, 2011; Effective July 1, 2011 (updated period for new academic year use)

Revised: August 3, 2011; Effective July 1, 2011 (Changed to 184 work days)

Revised: September 21, 2011; Effective July 1, 2011 (Changed to 186 work days)

Revised: April 23, 2014 reflects 4% increase on steps/stipends for 2013-14

Revised: May 20, 2015 reflects 5% increase for 2014-15 on steps retro to July 1, 2014

Revised: May 20, 2015 reflects 1% increase for 2015-16 on steps/stipends plus new column VI effective July 1, 2015

Revised: September 1, 2015 reflects increasing class VI from 1.75% to 3.5% effective July 1, 2015 (Column VI fully funded October 31, 2015)

Revised: November 16, 2016 reflects changing titles from Class 1, 2 etc to A, B C and populating empty cells

ROCKLIN UNIFIED SCHOOL DISTRICT

BOARD AGENDA BRIEFING

SUBJECT: Approve Memorandum of Understanding between Rocklin Teachers Professional Association (RTPA) and Rocklin Unified School District and Revised Certificated Salary Schedule

DEPARTMENT: Office of the Assistant Superintendent, Human Resources

Background:

Based on recent discussion with RTPA and District Leadership, the District has agreed to changes on years of service movement on the RTPA Certificated salary schedule.

Status:

Both parties agreed to the revisions regarding years of service movement on the RTPA Certificated salary schedule. Applicable certificated salary schedule has been revised to reflect the changes outlined above.

Presenter:

Colleen Slattery, Assistant Superintendent, Human Resources

Financial Impact:

Current year: \$54,640.00 (One-time cost)
Future years: Ongoing cost as employees move on the salary schedule in future years
Funding source: General Fund

Materials/Films:

None

Other People Who Might Be Present:

None

Allotment of Time:

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

Packet Information:

Memorandum of Understanding (MOU) between RTPA and District and proposed Certificated salary schedule.

Recommendation:

Staff recommends approval of the Memorandum of Understanding between RTPA and District and revised Certificated salary schedule.