



August 7,
2018



Negotiation Progress with Twin Rivers United Educators

Presented by: 



Special Board Meeting held January 30, 2018

Purpose of Meeting: To allow the Board of Trustees to set expectations for negotiations, and to allow both sides the opportunity to share priorities and objectives.



Association Priorities

Delivered by TRUE's Negotiation Team at Special Board Meeting January 30, 2018:

- Salary and Benefits
- School Safety
- Special Education
- Teacher Support
- Work Day/Year





Board of Trustees Priorities

Shared by Individual Board
Members at Special Board
Meeting January 30, 2018:

- Students a priority
- Fiduciary Responsibility
- Transparency
- Respectful
- Fair

School Safety

District Daily Work :

- Safety Task Force comprised of various stakeholders established 4 primary focus areas.
- Safety Training & Drills:
 - Site Safety Team Training- Aug. 13
 - School Site Training- Aug. 14
 - Safe Saturdays
 - Established site schedule of drills
 - Catapult Communication System implemented
 - ALICE Procedures and Training
- Consistent Discipline Matrix for all grades
- PBIS: roll-in of school site behavioral expectations
- CHAMPS: District-wide implementation planned for classroom behavioral expectations
- MTSS: support for designated students at select schools
- Progress on Self-locking doors

What's Been Done So Far?

Negotiations:

- In response to the concern expressed by TRUE regarding access to keys for itinerant teachers, the District proposed language for a check-out and in of keys during the work day at the site.
- Discussion and proposals exchanged on safety drills; association removed mandated training language as a result of the “*District Daily Work*” being done.



Special Education

District Daily Work:

- District progress towards becoming a District SELPA which will respond to many of the concerns expressed by teachers:
 - Promptly respond to teachers' suggestions for professional development and services to students.
 - Actively engage parents in shaping and evaluating services.
 - Thoughtfully allocate funds to align with OUR students' needs.
- Additional Work on next slide

What's Been Done So Far?

Negotiations:

- Association proposed a separate article; the District had concerns with the proposal that included:
 - Concerns about the language being legally compliant;
 - Language that provides IEP decision-making power to a non-IEP team;
 - Language that is already reflected in other articles.
- Association is reviewing and will provide counter language.



District Daily Work Continued...

IEP /Compliance Support

- Process—coaching and direct support
- Scheduling and timeline support
- Modeling facilitation of IEP
- Attendance/facilitation at potentially difficult IEPs
- Compliance checks and support to address potential issues
- Drafting responses to formal parent complaints

Curriculum and Instruction

- Resource development
- Coaching/modeling/consultation (example: accommodation, modifications)
- Scope and sequence development

Behavior support

- Consultation (behavior plan review, specific strategies, classroom layout, procedures, etc...)
- Observation and data collection
- Direct student support
- Staff training

Communications

- Procedure Manuals
- Events calendar (hard copy)
- Outlook invitations for events and timelines
- Newsletter
- Reminders and procedures for required case manager duties
- Site visits

District Daily Work Continued...

Professional Development

- Joint new teacher meetings—(approx. every 6 weeks).
- SEIS drop ins—provide support for SEIS use and IEP management in 1:1 and small groups;
- PLCs—provide support to address specific compliance updates and information; professional development; policy and procedure updates, collaboration on specific focus topics (selected by teachers in the spring to be the focus for 2018-19)
- Summer and additional PD sessions across the year: curriculum, assessment, IEP compliance/drafting, goals, teaching/instructional strategies, disability awareness
- 1:1 sessions to support specific needs (examples are: building an IEP calendar; drafting Prior Written Notices; taking IEP notes; lesson planning; accommodations; administering a specific assessment etc.)

Teacher, Psychologist and SLP materials stipends

Printers and ink for IEPs

Substitutes for IEPs

Teacher Support

District Daily Work:

- To improve on-going, timely feedback for employee growth and professional development, the District has instituted earlier internal due dates for the evaluation process that also adhere to negotiated timelines.
- Improved new teacher support:
 - Additional staffing for mentoring purposes;
 - Process to better support struggling probationary teachers;
- Wide-array of Professional Development opportunities developed with feedback from stakeholders.

What's Been Done So Far?

Negotiations:

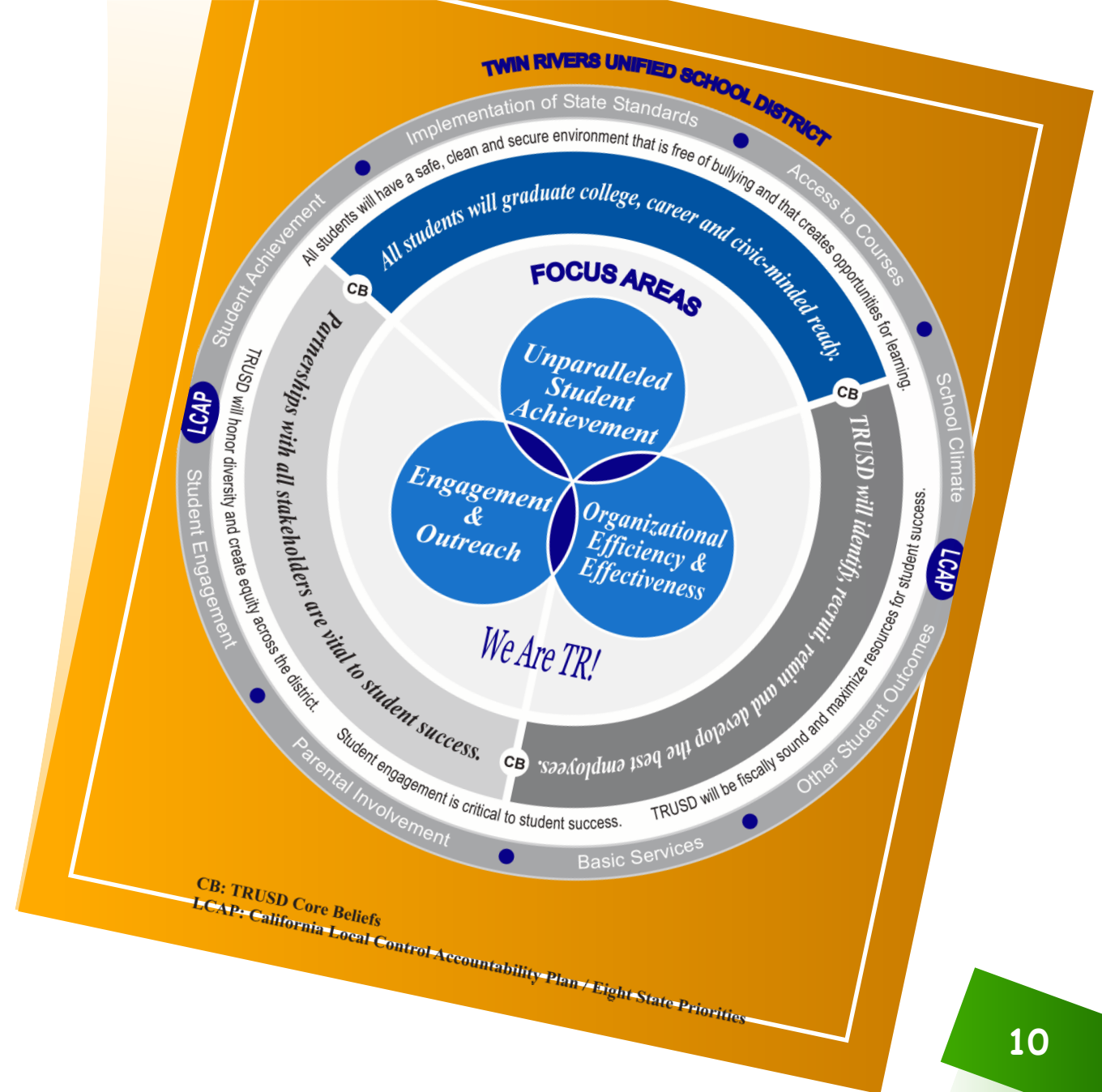
- Progress made regarding:
 - Mentoring
 - Evaluations



In Summary...

Work completed and in progress will improve:

- Safety for the students, employees and community of Twin Rivers Unified School District;
- Better supports and services for our Special Education students through District SEPLA initiative;
- Provide Professional Development to support our Special Education Students targeted directly at the needs of our teachers and support staff;
- Provide timely and relevant feedback and supports to employees for continued professional growth.



Still to be Proposed
at Negotiations...

Association Priority Areas:

- Work Day/Year



District Counter to...

Association's Salary & Benefits Proposal

- Association Proposed:
 - 5% increase Schedules 1,2, 5, 6, 7
 - 10% increase Schedules 3 and 4
 - One time bonus of 3%
 - Increase benefit cap by:
 - \$300/month employee only
 - \$200/month for employee plus 1 and family
- Cost of Proposal for Salary & Benefits Only: **\$16,514,542 or 12.04%**

Costs do not include other Articles that have costs
nor Articles not yet presented in negotiations: Work
Day/Year; Class Size



TRUE Proposal Cost

Costs for only Salary & Benefits

Negotiations Update Cost of Salary and Benefits Proposed by the Teachers' Association

TEACHERS' ASSOCIATION PROPOSALS (APRIL 2018)			
	Item	Cost	
	Core Salary Schedules (1,2,5,6,7)	5% increase	\$ 6,855,810
	ECE Salary Schedules	10% increase	\$ 340,920
	Adult Ed Salary Schedules	10% increase	\$ 117,050
	Masters Stipend	Increase to \$2,400	\$ 344,420
	Doctoral Stipend	Increase to \$2,400	\$ 10,587
	National Board	Increase to \$2,000	\$ 13,645
	Add BCLAD Stipend	Add \$2,000	\$ 148,213
	Home Hospital Hourly Increase	Increase from \$40 to \$60	\$ 36,971
	Increase Hourly Direct Student Contact	Increase from \$40 to \$60 minimum estimate	\$ 696,019
	Increase District Cap Contribution	Increase of 3.25% & 80% = full contribution	\$ 3,700,000
			\$ 12,263,635
ONE TIME BONUSES	One Time Bonus Core	3% one time	\$ 4,113,516
	One Time Bonus ECE	3% one time	\$ 102,276
	One Time Bonus Adult Ed	3% one time	\$ 35,115
PROPOSAL TOTALS			\$ 16,514,542
All Proposals Cost of 1.0%			\$ 1,371,172
Overall Percentage Increase			12.04%

INCOME COMPARED TO EXPENSES

LCFF BASE FUNDING

\$ In Millions	2017-18	Projected 2018-19	Projected 2019-20
Increases in LCFF Base Funding	\$ 1.0M	\$ 8.1M	\$ 4.7M
Unrestricted Salary Related Expenditure Increases			
Step and Column	2.3M	2.4M	2.5M
STRS (increases only)	1.9M	2.0M	2.1M
PERS (increases only)	0.7M	0.9M	1.0M
Total Increases Above	4.9M	5.3M	5.6M
LCFF Base Funding Increases <Under> Expenditure Increases	<3.9M>	2.8M	<0.9M>
Cover Prior Year Deficit Spending	-	<3.0M>	<0.2M>
LCFF Base Funding Increase <Under> Expenditures	\$ <3.9M>	\$ <0.2M>	\$ <1.1M>
Association Proposal	-	\$ <16.5M>	\$ <16.5M>
Over <Under> Expenditures	-	\$ <16.7M>	\$ <17.6M>

Comparative & Competitive District Salaries



2017-18 Comparative Data			
Comparative District	Contract Days	Max Salary	Rank
TRUSD Unified	186	99,783	2
Elk Grove Unified	184	93,258	8
Folsom Cordova Unified	184	94,372	7
Natomas Unified	183.5	95,882	5
Sacramento City Unified	181	98,512	3
San Juan Unified	186	92,352	9
Woodland Unified	186	91,792	10
Marysville Joint Unified	183	104,198	1
Yuba City Unified	185.5	89,767	11
Lodi Unified	185	95,369	6
Stockton Unified	187	96,900	4





Big Picture

Twin Rivers prioritizes:

- Safety
- Special Education
- Teacher Supports
- Competitive Salaries

Schools Services of California (SSC)

