

## Joint Communique #8

From the RCTA and RUSD Interest-Based Bargaining (IBB) Team

2021-2022

June 16&17 and 27, 2022

### Compensation for the 2022-23 School Year

The IBB team agreed on the following tentative agreement pending board approval and ratification by RCTA effective at the beginning of the 2022-23 school year:

Two year 9.5% salary increase detailed below:

- Increase to the salary schedule of 6.75% for the 2022-2023 school year
- Increase to the salary schedule of 2.75% for the 2023-2024 school year
- Contingency language to reopen compensation if COLA comes in higher than predicted at 5.38% and is fully funded the teams will reconvene to discuss compensation

Health & Benefits Update:

- Health benefits will be discussed in the Fall

### Contractual Hours for Employees

The IBB team reviewed the contractual hours for schools due to the change in student start times for the 2022-23 school year.

- The team reviewed that the past contract language for both middle and high school stated that teachers would begin their contractual day thirty (30) minutes before the students begin their instructional day, this practice will continue from this point forward.
- For elementary schools they only need to change the contractual start time if there was a change in their student start time. Then the start time would adjust accordingly.

### Reclassification Movement on the Salary Schedule

The IBB team agreed on the following tentative agreement pending board approval and ratification by RCTA :

- We will strike the following sentence from the contract: *"Employees may only advance one salary column per school year."*
- This will allow employees to request a reclassification and move over more than one column per school year.

### Special Education

The IBB team agreed on the following tentative agreement pending board approval and ratification by RCTA:

- Increase elementary special education release days by one additional day (from 5 days to a total of 6 days per school year)
- Increase secondary special education release days by one additional day (from 6 days to a total of 7 days per school year)
- Continue assessment support for over due IEPs and additional support as needed for 1 year
- Provide all elementary special education teachers (mild/moderate, moderate/severe and RSP) an additional hour per week as needed on a time card at the extra duty rate of pay to complete work as it pertains to their duties as a special education teacher

- Change caseload limits (not class size) for middle school special education teachers to the following:
  - Middle School Mild/Moderate (SDC) and RSP caseload to be 20

**MOU Expanded Learning Opportunity Grant (ELO) and Expanded Learning Opportunity Program (ELOP) Pay Increase**

The IBB team agreed on the following MOU:

- Certificated teachers participating in the Extended Learning Opportunity (ELO) Grant and/or Expanded Learning Opportunity Program (ELOP) sessions will receive a temporary increase in pay from the hourly extra duty rate of pay to \$60.00 per hour for the academic tutoring described in the plan.

**Future Negotiations Date**

The next scheduled date for negotiations will be August 17, 2022

<b>IBB RUSD/RCTA Negotiation Team</b>	
Bridgette Bodine	Katie Breyer
Michelle Cortés	Teresa Clark
John McCombs	Renée Day
Erin Power	Fernando Hurtado
Lindsey Rosa	Jason McPhail
Lawanna Stewart-Barnes	Christine Pollitt
Kyley Ybarra	Sarah Vigrass
	Laura Boling (Guest)