

NOTICE OF PUBLIC HEARING

INITIAL PROPOSALS FOR CONTRACT MODIFICATIONS

Notice is hereby given that the Roseville City School District Board of Education will hold a public hearing regarding the initial proposals for contract modifications between Roseville City School District and the Roseville Teachers' Association (see *attached*).

The Governing Board encourages participation at the hearing by parents, teachers, bargaining unit leaders and members of the community interested in the affairs of the school district.

The hearing will be held during the Roseville City School District Board Meeting, in the George Linsley Board Room, located at 1050 Main Street, Roseville, California, on May 11, 2023, beginning at 6:00 pm. Immediately following, the Board will take action to adopt the initial proposals for contract modifications between Roseville City School District and the Roseville Teachers' Association.

Derk Garcia, Superintendent
Roseville City School District
County of Placer
State of California

Posted: **April 26, 2023**
District Office & Website
All RCSD School Sites

Roseville City School District

2023-2024

RTA PROPOSED REOPENERS

ARTICLE (V) - HOURS OF EMPLOYMENT

ISSUE A: Assigned Duties

RTA Interest:

1. Decrease duty for itinerant employee due to SAM/SSP meetings
2. Limit Recess Duty General/Duties- unnecessary areas of coverage
3. Itinerant staff to be included in master duty schedule (not used as a floater)

District Interest:

1. Maintain fair and flexible staffing while providing adequate student supervision

ISSUE B: Contract Start Time

RTA Interest:

1. Adjust teacher morning start time in contract to 15 minutes before school. Keep 20 min after

District Interest:

1. Maintain fair and flexible staffing while providing adequate student supervision

ISSUE G,1B: Activities Beyond Workday

RTA Interest:

1. IEP/504 attendance at meetings should be evenly distributed to best of ability between all teachers on campus.
2. IEP meetings can be held during a teacher prep if all parties are in agreement.
3. SSP meetings can and should be held during the school day when possible.
4. Any required meetings outside of the regularly scheduled staff meetings, grade level, and PLC meetings will be held during PLC Wednesday and limited to 30 minutes.
5. Total of 3 administrator-assigned meetings, not 4/mo (staff, grade level)
6. Administrators will have staff meeting agenda out 24 hours in advance
7. Meetings are not to last more than 1 hour after contract time

Remove wording in (b) and replace with “All efforts should be made to accommodate IEP/SSP/504 during contract hours”

District Interest:

1. Maintain fair and flexible staffing
2. Staff appropriately according to student need while adhering to state and federal regulations
3. Maintain fiscal responsibility

ISSUE F1: Prep Coverage

RTA Interest:

1. Middle School - Limit the times a teacher must cover another class during prep. Ex: Guarantee of 3 days of prep/week
2. Admin to cover prior to teacher's rotation for prep coverage
3. Increase Prep Time Rate - Reflect Salary Rate

District Interest:

1. Maintain fair and flexible staffing
2. Staff appropriately according to student need
3. Maintain fiscal responsibility

ISSUE F2: Prep Minutes

RTA Interest:

1. Increase PE Prep minutes Kindergarten - 3 - Reflect Mandated minutes
2. Equal prep time - TK-5 (105 minutes)
3. Middle School -increase prep time per number of preps based on different subjects being taught.
4. PE prep minutes grades 1-3 increase
5. Music- guaranteed prep minutes prop 28 monies

District Interest:

1. Maintain fair and flexible staffing
2. Staff appropriately according to student need while adhering to state and federal regulations
3. Ensure students receive physical education minutes per education code
4. Maintain fiscal responsibility

ISSUE J: Release Days

RTA Interest:

1. Increase the number of release days based on number of IEPs at each site to enable more IEPs to be held during the day.
2. Limit IEP's to one after school (not 2)
3. Increase sub days/floating SLPA to cover missed sessions

District Interest:

1. Maintain fair and flexible staffing
2. Staff appropriately according to student need while adhering to state and federal regulations
3. Maintain fiscal responsibility

Article VII - Class Size

Issue A:

RTA Interest:- (Class size based on school average not district average)

1. TK-3rd class size: 20 cap: 24-
2. 4th/ 5th class size 30
3. 6-8th cap at 28
4. Smaller PE class size- guaranteed aide or compensation
5. If maintaining low class size is not feasible additional temporary aide support will be provided. (Class size and limit to be determined)
6. Consider MOU for class size overage in grades 4/5 compensation

District Interest:

1. Staff appropriately according to student need while adhering to state and federal regulations
2. Work within facility constraints
3. Keep children in neighborhood school
4. Attempt to keep all class sizes within district averages
5. Maintain fiscal responsibility

Issue H:

RTA Interest:

1. SLP Hard Cap 55
2. Use of sick time in increments (ie. 2 hours)

District Interest:

1. Follow current contract language
2. Follow current administrative regulations
3. Meet the needs of students while maintaining fiscal responsibility

Issue J:

RTA Interest:

1. Autism hard cap 8
2. SDC - cap comparable to surrounding districts (16/17), compensation above cap
3. ASD - 8 cap, compensation at 10
4. FSP - 6 cap
5. RSP - increase in stipend/ longevity stipend
6. RSP option for compensation for students over cap instead of rolled over to where there is room on another grade level caseload
7. Psych Student Ratio Restructure - 1:500 - Recommended Ratio
8. Preschool SDC cap should not exceed other SDC class caps in elementary.

District Interest:

1. Maintain fair and flexible staffing
2. Follow current contract language
3. Meet the needs of students while maintaining fiscal responsibility

ARTICLE XXII- SICK LEAVE

Issue B:

RTA Interest:

1. Refine contractual language-Teacher not to lose the whole daily rate when out of sub days, instead pay the sub rate only
2. Adjust Maternity Leave Protocol - allow 2 sick days to be saved for return to work
3. Increase number of sick days to 15
4. Change to PTO model without having to give reason
5. Sub time in AESOP to reflect even number of hours (currently am is longer than pm)
6. Ability to take time allotments rather than ½ day or full day
7. SLP/Nurse/Psych - pay not to be docked when out of sick days for subs due to they do not require/get subs for their position
8. Ability to miss More than 3 days in row without a doctors note
9. Increase in bereavement days

District Interest:

1. Maximize student contact time
2. Avoid additional strain on the availability of substitute teachers
3. Follow current contract language
4. Follow current administrative regulations
5. Follow California Education Code
6. Meet the needs of students while maintaining fiscal responsibility

**ARTICLE XVIII- PERSONAL NECESSITY AND COMPELLING
PERSONAL IMPORTANCE**

Issue E: CPI Days

RTA Interest:

1. CPI 10 no tell days
2. 5 CPI days in a row
3. CPI days roll over to next year

District Interest:

1. Maximize student contact time
2. Follow current contract language
3. Avoid additional strain on the availability of substitute teachers
4. Meet the needs of students while maintaining fiscal responsibility

ARTICLE XXVI - SALARY AND SALARY ADVANCEMENT

Issue A: Salary Schedule Compensation

RTA Interest:

1. Fair compensation alignment with COLA
2. Contract Language guarantee a percentage of COLA
3. Years credit for incoming teachers should be increased to 10 years
4. Higher compensation for advanced degree

District Interest:

1. Maintain fair compensation with fiscal abilities
2. Recruit and retain outstanding staff

Issue E: Appendix B - Education Stipends

RTA Interest:

1. Compensation for Teacher who Houses Another Class with No Sub
2. ESY - increase pay
3. Increase SPED stipend
4. RSP Teachers paid for SSP meetings

District Interest:

1. Maintain fair and flexible staffing
2. Maintain fair compensation within fiscal abilities

ARTICLE XXVII - HEALTH AND WELFARE BENEFITS

Issue A - Health Benefits

RTA Interest:

1. Increase Benefit Cap that is maintained within the district's fiscal ability
2. Compensation for staff opting out of benefits
3. Difference of benefit monies not used for individual rolled into HSA (Plan cost minus allotted benefit/ difference goes to HSA account.)
4. Ortho Coverage

District Interest:

1. Maintain fair compensation within fiscal abilities

MOU - PLC

RTA Interest:

1. MTSS Meetings allowed During PLC Time

District Interest:

1. Continue negotiations for ongoing MOU as needed

Non-Contract Issues

RTA Interest:

1. Increase Sub Pay
2. Teacher Input on Calendar (allow vote)
3. More Behavioral Therapists
4. More Psych Support
5. More IAs for Classroom Support
6. When Teachers Cover as Subs - Sub pay given to that school
7. Hourly rate for detention
8. Hourly rate for meetings after contract hours

District Interest:

1. Maintain fair and flexible staffing
2. Follow current contract language
3. Meet the needs of students while maintaining fiscal responsibility