

TENTATIVE AGREEMENT
BETWEEN
ROSEMEAD SCHOOL DISTRICT AND
ROSEMEAD TEACHERS' ASSOCIATION

December 14, 2016

Article XIX- Economic Agreement

The Rosemead School District ("District") proposes new language concerning total compensation (salary & health benefits) to the Rosemead Teachers Association ("RTA") bargaining unit that complements the goals and objectives of the District educational community as articulated in the local control accountability plan (LCAP) and respects the dignity and effort of all school employees (total compensation).

New Salary Proposal

1. The District proposes an ongoing 3% increase to the teachers' salary for the 2016-2017 school year only, retroactive to July 1, 2016.

Health and Welfare

2. The District is proposing status quo with regard to the health and welfare benefits cap for the 2016-2017 school year.

Professional Development Days – Work Calendar

3. The Rosemead School District proposes to amend and change the previously agreed upon Four (4) Professional Development days to Eight (8) Professional Development days (an additional approximate 2.16% increase to compensation on the salary schedule for 2016-17, 2017-18, and 2018-19 years only, extending the work year to 189 work days). The total compensation for all Eight (8) Professional Development days is 4.32%. The additional Four (4) Professional Development days are being added to the 2016-2017 salary schedule, retroactive to July 1, 2016. (See attached revised calendar)

The Eight (8) Professional Development Days can be taken off the salary schedule if at the end of the 2018-2019 school year the District and RTA cannot agree to reevaluate and negotiate the impact of the LCFF funding, due to the potential declining student enrollment that may affect funding.

The additional Four (4) Professional Development days will be site-based collaboration/professional development as agreed upon by the principals and district office. Principals will post the agenda for the Professional Development days on their webpage 72 hours prior to the day.

Settlement Impact : Total Compensation

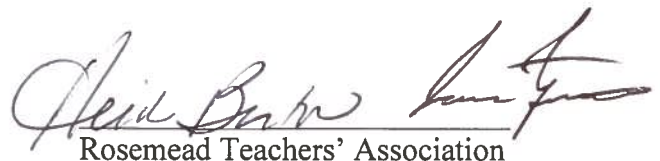
Based on the foregoing, the District is proposing an additional 3% increase to the teachers' salary schedule plus an additional 2.16% for Four (4) additional Professional Development days retroactive to July 1, 2016. This will be in addition to the 2.16% for the current Four (4) Professional Development days as agreed to by the District and RTA on April 6, 2016.

The foregoing proposed one year agreement regarding Article 19 total compensation is subject to approval by the school board, County Offices of Education, RTA Executive Board, and ratification by the Teachers' Association in accordance with the California Education Code and Government Code. Any compensation scenarios shared with RTA are for informational purposes only and may be shared with the public after discussion with RTA.

RTA and Rosemead School District agree that the terms and conditions of the expired collective bargaining agreement (July 1, 2013- June 30, 2016) will continue until the language contained in the tentative agreements reached today have been approved by the school board, County Offices of Education, RTA Executive Board, and ratified by the Teachers' Association in accordance with the California Education Code and Government Code. Both parties agree to schedule a date to meet and discuss language regarding Transfer and Reassignment Language, Bereavement Leave, and any other articles sunshined.


Rosemead School District

12-14-16
Date


Rosemead Teachers' Association

12/14/16
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Background:

1. On April 6, 2016 the District and RTA agreed to a total compensation increase to RTA of approximately 5.66% (3.5% increase to the salary schedule plus 2.16% for the 4 Professional Development Days) for the 2015-16 school year only.

2. In addition, on April 6, 2016 the Rosemead School District and Rosemead Teachers Association agreed to keep the Four Professional Development days (an approximate 2.16% increase to the salary schedule for 2016-17 and 2017-18 only) on the salary schedule for the 2016-17 and 2017-18 school years only extending the work year to a total of 185 work days. The four professional Development Days will be taken off the salary schedule at the end of the 2017-2018 school year. At the end of 2017-18 school years the District and RTA agree to reevaluate the LCAP funding and other funding sources to determine the District's fiscal and/or program priorities.


ROSEMEAD SCHOOL DISTRICT
ROSEMEAD TEACHERS' ASSOCIATION

December 14, 2016

Tentative Agreement


Summer School/Extra Duty Hourly Rate Increase

The Rosemead School District proposes an increase in the certificated summer school/extra duty compensation hourly rate from \$30 per hour to \$36 per hour, effective December 14, 2016. This is equivalent to a 20% increase to the current rate.



Rosemead School District
12-14-16

Date



Rosemead Teachers' Association
12-14-2016 12/14/16

Date

Memorandum of Understanding

Between

Rosemead School District

And the


Rosemead Teachers' Association

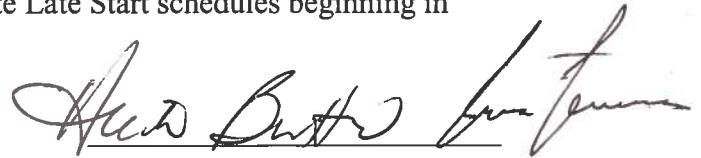
Regarding Elementary School Late Starts

December 14, 2016

The Rosemead School District is proposing that the Elementary Late Start Schedule continue for the 2017-2018, and 2018-2019 school years. The proposed schedule will be as follows:

- A Late Start Schedule for all students will continue for 2017-2018 and 2018-2019 school years on the first and third Wednesday of each month (except August and June) from 7:45 a.m. to 9:30 a.m. for a total of 18 Late Starts. Dates may be adjusted based on final board approved school calendar. In order to provide consistency for parents, the Late Start Schedule will be followed every first and third Wednesday and students will arrive at 9:30 a.m. Transitional Kindergarten and Kindergarten will follow the same schedule for Late Start days (in accordance with Ed Code Section 46114 c).
- Late Start staff meetings will begin at 7:45 a.m. From 7:30 a.m.-7:45 a.m., time will be available for RTA union-related topics.
- Lunch will be 45 minutes and Recess will be 15 minutes.
- No staff meetings will be scheduled in the afternoons.
- The District reserves the right to schedule voluntary, site-based committee meetings (i.e., A.V.I.D., Lighthouse Team) after school with principal and staff members. The current Instructional Coach stipend may be used for these assignments.
- The Late Start schedule MOU will sunset at the conclusion of the 2018-2019 school year, unless an agreement by both parties has been reached by December 1, 2018. The District and RTA agree that they will meet to negotiate Late Start schedules beginning in September 2018.


Rosemead School District


Rosemead Teachers' Association

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