



Twin Rivers Unified School District
2016-2017 District Negotiations UPDATE with TRUE

DISTRICT Package Proposal Highlights

September 16, 2016

Next Negotiations Sessions Scheduled: 9/21; 9/28

TRUSD met with TRUE to continue negotiations on 9/14/2016. Both sides welcomed Board Member Bob Bastian and Superintendent Martinez as observers of the process.

TRUE presented the following proposals:

- Article 12—Safety
- Article 13—Salary
 - Increase salary by 6% OR 5% on salary and 1% on benefits
 - Accepted District Proposed Language of moving Nurses to Salary Schedule 2
 - Increase Master’s Stipend to \$2400

The District responded focusing on Article 13 Salary in an effort to reach resolution on this one Article:

- **2% on Salary Schedule beginning in the 2016/2017 year**
- **2% off-Salary Schedule**
- **One-time 1% off Salary Schedule for Professional Development** outside of the regular work day paid from Supplemental Concentration Funding for twelve (12) hours of professional development as determined by the District. Attendance is voluntary; however, attendance is required for payment, no pro-ration, and will be paid on the following schedule:
 - 6 hours completed December 31, 2016 with .5% paid February 10, 2017
 - 6 hours completed May 31, 2017 with .5 % paid July 10, 2017
- **Special Education Teachers two (2) additional paid days**
- **Nurses moved to Salary Schedule 2**
- **Longevity rolled into the Salary Schedule—**
 - See attached salary charts distributed at negotiations for comparison of the impact of rolling longevity into the salary schedule.
- The District Rankings for TRUSD (including Longevity & 2% increase) as compared to verified data from our comparable Districts would rank TRUSD as the highest paid in all of the following agreed upon comparable steps:

District	Frozen BA Step 1	BA- 30 (Credential) Step 1	BA-45 Step 5	BA-60 Step 10	BA-75 Step 15
TRUSD	2	1	1	1	1

Article Status Update:

Article	District	TRUE
Article 4—Work Day/ Work Year	Last Proposal to TRUE on 7/12	
Article 7—Class Size	Last Proposal to TRUE on 7/12	
Article 8—Transfers/Reassignments	Last Proposal to TRUE on 7/12	
Article 9—Extra Duty Assignments	Last Proposal to TRUE on 7/12	
Article 12—Member Safety		Last Proposal to District on 9/14
Article 13—Salary	Last Proposal to TRUE on 9/14	
Article 14—Employee Benefits	Last Proposal to TRUE on 7/12	