

**Current Negotiations Update:**

**Twin Rivers Unified Bargaining Team and the Teacher Representative Team are scheduled for Mediation, as part of the Impasse process, on December 9, 2016.**

**The District's intent and goal remains a resolution and the reaching of a Tentative Agreement through this process.**

**Summary of October 27, 2016 Information and Negotiations:**

**Twin Rivers Unified Bargaining Team presented:**

- Financial Information on the revenue received this year:
  - Total Unrestricted Revenue = \$2,327,440
  - Minus CalSTRS Increases - \$2,335,031
  - Minus 10-27-16 Proposal - \$3,610,065
  - Leaves Negative Balance of - **\$3,617,656**

- % of Total Increases Employees to receive under our Proposal as shown below:

# Members	Step & Column	2% on Salary	2% one time	1% PD	Restructure	Total % Increase
522	0%	2%	2%	1%	*2.5%	<b>*7.5%</b>
0	0-1%	2%	2%	1%	0%	<b>6%</b>
130	1-2%	2%	2%	1%	0%	<b>7%</b>
28	2-3%	2%	2%	1%	0%	<b>7%</b>
287	3-4%	2%	2%	1%	0%	<b>8%</b>
20	4-5%	2%	2%	1%	0%	<b>9%</b>
45	5-6%	2%	2%	1%	0%	<b>10%</b>
26	6-7%	2%	2%	1%	0%	<b>11%</b>
5	7-8%	2%	2%	1%	0%	<b>12%</b>
6	8-9%	2%	2%	1%	0%	<b>13%</b>
7	9-10%	2%	2%	1%	0%	<b>14%</b>
62	>10%	2%	2%	1%	0%	<b>15%</b>

\*Average

- Comparison Salaries of TRUSD and Comparable Districts distributed. TRUSD ranks in annual salary:

	BA Only	BA-30 Step 1	BA 45 Step 5	BA 60 Step 10	BA 75 Step 15	MAX
TRUSD	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>

- Proposed Salary Schedules distributed
- See attached Twin Rivers Unified Summary of Proposal and costs:
  - **2% on-going**
  - **2% one time**
  - **1% PD**
  - **Nurses moved to Salary Schedule 2**
  - **Restructured Salary Schedule: including longevity and 30<sup>th</sup> step**
  - **Reduce work year by one day**
  - **Increase in District Benefit Cap Contribution**
- Proposed Articles Distributed
  - Changes from last proposal included:
    - Increasing the District Contribution to the Benefit Cap
    - Decrease the work year by one day
- **Teachers' Representative Bargaining Team:**
  - **Did not provide any counter proposal**
  - **Last proposal presented = \$18,973,915**
  - **The response by the Teacher's Representative Team to the Twin Rivers Bargaining Team Proposal was:**
    - **We feel we are at impasse.**