



REDDING SCHOOL DISTRICT
Academic Excellence Since 1873

RSD Negotiations Update

October 24, 2018

Recent negotiations between Redding School District and the Redding Teachers Association (RTA) have resulted in RTA declaring impasse after seven negotiation sessions. During the last few months, RTA and the District have met in good faith, bargained seven times and reached agreements on many items and have signed one memorandum of understanding. The declaration of impasse means a state-appointed mediator will work with both RSD and RTA to reach an agreement. The District believes there are still negotiation opportunities and has reached out to the RTA team to meet while we wait for the mediation process to begin. We know both teams have worked hard and we appreciate their commitment to completing this work.

Frequently Asked Questions:

What was the District's and RTA's most recent offer at the last negotiation session?

RSD worked diligently on a one-year and a three-year approach due to California's current budget constraints. The District made the following one-year and three-year offer on October 25, 2018:

The District's one-year offer is a 1.5% increase in ongoing compensation. In addition, there will be significant ongoing stipends for special education teachers at a cost of 0.4% as well as miscellaneous hourly rate increases at a cost of 0.2%. The total proposed compensation increase is 2.16%.

District:

***1-Year 2018-19 1.75% = \$239,792**

- Add 1.5% to the salary schedule effective first of month when tentative agreement is signed.
- Add misc. hourly rate increases costing 0.26%
 - Home & Hospital \$30 to \$40
 - Independent Study \$30 to \$40
 - Summer School Compensation \$30 to \$40
 - Extended Day Program \$30 to \$40
- Add new annual Special Education stipends to the salary schedule costing 0.28%
 - \$1,500 for Resource Specialist Program (RSP) teachers with current use of appropriate credential
 - \$1,500 for Special Day Class (SDC) teachers with current use of appropriate credential
 - \$1,000 for Special Day Class (SDC) teachers willing to take two (2) additional students
- Add new Student Study Teams Coordinator stipends to the salary schedule costing 0.12%

***3-Year 2018-21 2.2% + 3.25% + 3.26% = \$1,045,546**

- 18-19 Add 1.75% to the salary schedule effective first of month when tentative agreement is signed.
- 19-20 Add 2.0% to the salary schedule effective July 1, 2019
- 20-21 Add 2.0% to the salary schedule effective July 1, 2020
- Add misc. hourly rate increases costing 0.26%
 - Home & Hospital \$30 to \$40

The Redding School District (RSD) has an obligation to communicate with all employees, parents, and community members regarding the status and impact of negotiations.

- Independent Study \$30 to \$40
- Summer School Compensation \$30 to \$40
- Extended Day Program \$30 to \$40
- Add new annual Special Education stipends to the salary schedule costing 0.28%
 - \$1,500 for Resource Specialist Program (RSP) teachers with current use of appropriate credential
 - \$1,500 for Special Day Class (SDC) teachers with current use of appropriate credential
 - \$1,000 for Special Day Class (SDC) teachers willing to take two (2) additional students
- Add new Student Study Teams Coordinator stipends to the salary schedule costing 0.12%

RTA made the following one-year and three-year offer:

RTA's one-year offer is a 4.5% increase in ongoing compensation plus \$1000 per unit member one-time payment. In addition, there will be significant ongoing stipends for special education teachers at a cost of 0.4% as well as miscellaneous hourly rate increases at a cost of 0.2%. The total proposed compensation increase is 5.16%.

Teacher Association:

***1-Year 2018-19 4.49% + \$1000 = \$710,057**

- Add 4.5% to the salary schedule effective first of month when tentative agreement is signed.
- Add \$1000 one-time payment for all unit members.
- Add misc. hourly rate increases costing 0.26%
 - Home & Hospital \$30 to \$40
 - Independent Study \$30 to \$40
 - Summer School Compensation \$30 to \$40
 - Extended Day Program \$30 to \$40
- Add new annual Special Education stipends to the salary schedule costing 0.28%
 - \$1,500 for Resource Specialist Program (RSP) teachers with current use of appropriate credential
 - \$1,500 for Special Day Class (SDC) teachers with current use of appropriate credential
 - \$1,000 for Special Day Class (SDC) teachers willing to take two (2) additional students
- Add new Student Study Teams Coordinator stipends to the salary schedule costing 0.12%

***3-Year 2018-21 6.2% + 3.87% + 4.06% = 1,670,674**

- 18-19 Add 4.5% to the salary schedule effective July 1, 2018.
- 19-20 Add 2.0% to the salary schedule effective July 1, 2019
- 20-21 Add 2.0% to the salary schedule effective July 1, 2020
- Add misc. hourly rate increases costing 0.26%
 - Home & Hospital \$30 to \$40
 - Independent Study \$30 to \$40
 - Summer School Compensation \$30 to \$40
 - Extended Day Program \$30 to \$40
- Add new annual Special Education stipends to the salary schedule costing 0.28%
 - \$1,500 for Resource Specialist Program (RSP) teachers with current use of appropriate credential
 - \$1,500 for Special Day Class (SDC) teachers with current use of appropriate credential
 - \$1,000 for Special Day Class (SDC) teachers willing to take two (2) additional students
- Add new Student Study Teams Coordinator stipends to the salary schedule costing 0.12%

How much has the total cost of compensation increased over the past several years for RSD employees?

RSD employees have received well-deserved total compensation increases over the previous 4 years following the Great Recession totaling **18.59% (13% On Schedule + 3% Off Schedule + 2.59% *Salary Driven Benefits)**,

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not counting annual increases for many employees for step and column raises, resulting in, on average, 1.87% salary increases per year. We added a prep day in 2015-16 at the cost of .63% increase as well as a \$250 dollar increase to health insurance costs in 2014-15. The District's most recent three-year offer would increase employee total compensation by **27.92%** for a seven-year span from 2014 to 2021.

How much has the state required retirement pension increases cost the District?

Over the next three years, the State is requiring an annual increase of 1.85% for State Teacher's Retirement System (STRS).

- In 2017-18 the District will spend \$2.1 million on STRS pensions, an *additional \$261,379*.
- In 2018-19 the District will spend \$2.4 million on STRS pensions, an *additional \$285,697*.
- In 2019-20 the District will spend \$2.6 million on STRS pensions, an *additional \$178,065*.

What other District costs have risen that come from base funding?

Every year costs rise in areas that put pressure on the Base Funding. In 2018/19 school year, we received an increase in Base Funding of \$1,538,401. Below are increase costs that come out of that Base increase.

- Operational Special Education Increases, *an additional \$118,402*
- Transportation Cost Increases, *an additional \$94,042*
- Longevity Raises (Step/Column), *an additional \$297,144*
- Pension Costs (STRS/PERS), *an additional \$394,283*

**Salary Driven Benefits are employer paid benefits based on salary including pension costs, workers compensation, income protection insurance, Medicare, State Unemployment Insurance.*

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