



**Tentative Agreement
Between the
Rocklin Unified School District
And the
Rocklin Teachers Professional Association
January 29, 2026**

As a result of the impasse process and the Fact Finding report issued January 23, 2026, the Rocklin Unified School District and the Rocklin Teachers Professional Association/CTA/NEA (RTPA) hereby enter into this Tentative Agreement on January 29, 2026, to resolve successor contract negotiations on all outstanding articles.

The parties agree to the following:

1. Salary and Benefits:

- a. The parties agree to the following two-year increase to salary and benefits:
 - i. 2025-2026
 - 1. 2% on schedule (schedules, stipend sheets, and hourly rates) 7/1/25
 - 2. 2% on schedule (schedules, stipend sheets, and hourly rates) effective 2/1/26
 - 3. \$1000 off schedule one-time payment (to offset increased health care costs) pro-rated to the employee's FTE, with the exception of members utilizing the Reduced Workload Program.
 - ii. 2026-2027
 - 1. Equivalent of 1.2% salary to be added to the Health and Welfare Cap at the start of the 2026/2027 plan year, effective 7/1/26.
 - 2. .3% on schedule, effective 7/1/26 to be added to the 2026-27 salary schedule. This increase shall apply to all schedules, stipend sheets, and hourly rates.
 - 3. 1% on schedule, effective, 2/1/27 contingent on at least 35 unit members taking the early retirement incentive and retiring 6/30/26. This increase shall apply to all schedules, stipend sheets, and hourly rates.
 - o If 25-34 unit members take the early retirement incentive, a .5% on schedule increase will be provided, effective 2/1/27. This increase shall apply to all schedules, stipend sheets, and hourly rates.
2. To address the challenges of attracting and retaining qualified staff for our students in the Dual Language Program and further support students receiving English Language Development services, the District and RTPA agree to an annual \$2,500 stipend for all current and future Certificated Rocklin Unified School District staff, prorated by FTE, with either a BCLAD or Bilingual authorization hired for the 2025-2026 school year. To be paid out monthly. For the 2025-2026 school year, the \$2,500 (or prorated) stipend will be paid in one payment. This will be paid on the June 2026 payroll.
3. Commencing in the 2025-2026 school year, all fully credentialed (preliminary and clear) Special Education staff newly hired to the District for the 2025-2026 school year and continuing

employment (other than retirement) with the District for the 2026/2027 school year, will receive a \$5,000 signing bonus for a full-time position.

- 
- a. For any position less than full-time or representing less than seventy-five percent (75%) of a full contract year, the signing bonus will be prorated.
 - b. For the 2025-2026 school year, the \$5,000 (or prorated) signing bonus will be paid in one payment. This will be paid on the June 2026 payroll.
 - c. Starting 7/1/2026, the \$5,000 or prorated signing bonus will be paid in two equal payments. The first 50% will be paid on the October mid-month payroll. The remaining 50% will be paid on the June mid-month payroll. In the event an employee separates from the district prior to the final 50% payment in June of the 2026-2027 school year, the final 50% will be forfeited.
4. Article I Agreement shall be updated to reflect a two-year contract effective July 1, 2025, through June 30, 2027.
 5. Article II Recognition shall be updated to include hourly independent study teachers in the bargaining unit.
 6. Article III, Article IV, Article IX, Article X, and Article XV shall remain status quo for the 2025-26 school year. Both parties mutually agree to no more than 4 re-openers for the 2026-27 school year, in addition to continuing to negotiate the existing MOUs. The 4 re-openers for 2026-2027 are as follows:
 - a. Article XXV: TK/K MOU
 - b. Article VIII: Prep Time: MOU on Elementary Music
 - c. Article XII: Evaluation
 - d. Another mutually agreed upon
 7. Article VII Hours of Employment shall be updated so that the total combined requirement for elementary adjunct duties and committee work shall be fulfilled by participation in anywhere between 12-18 hours. Additionally, Staff Meetings shall include the following parameters:
 - a. Prior to the start of the school year, each site administrator will meet with their RTPA site representative(s) to develop the staff meeting calendar for the entire school year.
 - b. In-person Staff meetings shall not take place the same week as PD Monday events.
 - c. In-person Staff meetings shall not take place two consecutive weeks.
 8. In order to improve Article XIII, it is the intent of both parties to address safety concerns in RUSD classrooms through the creation of a joint safety task force focused on a solutions-oriented perspective, comprised of 8 members, with 4 members appointed by the RTPA President and 4 members appointed by the District. The intent of this task force is to develop an MOU to address disruptive classroom behaviors taking place in general education classrooms. The task force shall meet no later than March 1, 2026. This task force will provide updates and/or recommendations for the RUSD and RTPA Bargaining teams within 48 hours after every meeting. This task force is not intended to replace the current safety committee.
 9. Both parties agree these provisions fully resolve bargaining and all issues at impasse and that the contract shall be fully closed through the 2025-2026 school year.

10. Both parties agree to withdraw all pending grievances, cease and desists, and unfair labor practices, with only the following exceptions:
 - a. RTPA's Parent Notification Unfair
 - b. RTPA's grievance concerning the alleged Rocklin High School "Sick out."
 - c. RTPA's CO2 grievance

11. The parties have reached agreement in good faith and agree to support and promote this tentative agreement for the full approval by the Governing Board and members of RTPA.

12. This agreement shall not be considered final and binding until approved by the RTPA membership and the District's Governing Board.

13. In the event any other Bargain Group receives an increase in total compensation (including salary and health benefits) beyond that provided to RTPA over the two-year period of 2025/2026 and 2026/2027, RTPA shall be entitled to receive the same, as a "me too."


RTPA
Date: 1/29/26



District
Date: 1/29/26