

Twin Rivers USD eNews

Progress Update
June 2008

July 1st is just around the corner, we are all looking forward to our first day serving north area students - that's right, July 1 all summer school programs will transition into TRUSD. In preparation, staff are busy with a variety of details, including: creating new personnel badges, painting buses and police vehicles, redesigning forms and student handbooks, and much more. These visual changes are just the tip of the iceberg. Our staff is also working hard to meet the goals set through our community, staff and student forums: higher standards, family-friendly schools, improved communication, respect for diversity, and multiple academic pathways. Thank you for your participation in our summit series, and we look forward to your continued involvement with TRUSD.

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Staffing Update

Blending the staff, policies, and procedures of four organizations into one is no easy task. Our Employee Relations and Human Resources Division staff are among the busiest in this transition period and it shows. For example, they have already:

- Established an organizational structure that reduced administration from approximately 130 to 119
- Created more than 80 job specifications and filled more than 90 positions
- Notified more than 3,300 employees of their position and location for the 2008-09 year
- Consolidated teacher recruitment efforts in all four districts
- Completed staffing projections for all four districts for 2008-09
- Consolidated recruitment practices
- Established Human Resources policies
- Established 16 subcommittees involving 27 employees to establish protocols for files, employee orientation, recruitment, credential monitoring and substitutes
- Completed comparisons of 8 contracts
- Began negotiating the consolidation of 9 contracts down to 3
- Held two labor relations summits
- Established work calendars
- Began reviewing contracts that impact property and liability
- Began property review inspections
- Established board policy for worker's compensation and liability

The division will continue to place employees, consolidate and approve job specifications, consolidate files and records, complete contract negotiations

Mission/Vision

Based on the actual phrases captured in the break-out session notes with more than 1000 participants in a series of community summits, our official mission and vision statements received final trustee approval at our June 17 board meeting.

Our Mission is:
To inspire each student to extraordinary achievement every day

Our Vision is:
An unwavering focus on powerful and engaging learning experiences that prepare students for college, career, and life success

Quick Links

[08-09 School Calendar](#)

[Board of Trustees Meetings](#)

[Community Summit Report](#)

and salary schedules and support the mission of the TRUSD. For more information about our organizational chart and the percentage of employees hired from our unifying districts, visit our website employment page at www.twinriversusd.org

Facilities Update

A group of facilities and budget experts from each of our unifying districts met as a task force group to make facility recommendations for TRUSD. As a result of these winter/spring 2008 meetings, their final report, and administrative review of their recommendations, the building located at 5107 Dudley Blvd. was selected as the best location for the following reasons:

1) Cost Savings

Reusing and renovating space at McClellan represents a significant cost savings compared with building a new office building (\$100 sq ft refurbish versus \$350 sq ft for new)

2) Funding

There is bond project funding currently designated for central office construction. While the funding designated for a new central office is about \$25million, the McClellan site will be completed for approximately \$9million.

3) All Staff Under One Roof

TRUSD is focused on blending, unifying, and improving services for our students. Having central office staff spread across locations throughout the new unified district makes it more difficult to consolidate, streamline and improve these services. With everyone in one location, we'll improve communication and streamline our ability to deliver effective services.

4) Centralized Location

McClellan is a central location for the new unified school district. This location will decrease the need for people to travel large distances between offices for meetings and improve the coordination of services and communication between departments. It also provides our families, students, and community with a central, common location to stay informed, receive services and participate in district activities.

5) Additional Space will be Utilized

The space currently used by the unifying districts will be put to good use for other program and/or education purposes. For example, the RLUSD office will provide space for full-day kindergarten, the GJUHSD office will provide space for the facilities department, maintenance and operations and police services, and the NSSD office will allow key Student Services/Special Education staff to have services and staff located in the Del Paso Heights/North Sacramento communities.

Staff are scheduled to move into sections of the new office starting in mid July.

Special Thanks

There are a number of individuals and organizations contributing to the celebratory launch of TRUSD, including:

- The Rio Linda High School "Knights Armor" group of students who worked even after graduation day designing and producing staff shirts;
- The Twin Rivers Day planning committee of staff from all four unifying districts;

[Organizational Structure](#)

[Employment Opportunities](#)

[Graph of New Hires by district](#)

[Fact Sheet - Our First 100 Days](#)

Summer Breakfast & Lunch Program

Help us spread the word! Thanks to participation in a federally-funded program, **Twin Rivers USD will be offering free breakfast or lunch to anyone 18 and younger** at many of our school sites this summer. Stop in at the following schools June 23 through July 17 for breakfast (8:30-9) or lunch (12-12:30):

June 23rd through July 17

Dry Creek Elementary
Orchard Elementary
Foothill Oaks Elementary
Ridgepoint Elementary
Oakdale Elementary
Allison Elementary
F.C. Joyce Elementary
Regency Park Elementary

July 1 through July 17

Strauch Elementary
Babcock Elementary
Fairbanks Elementary

[Join Our Mailing List!](#)

How to Contact Us

Don't forget! Our temporary location for **TRUSD district offices** is:

3200 Howard Street
Building #354
McClellan, CA 95652
(916) 566-1600

However, the physical location for our **Employee Relations and Human Resources** staff is:

- The talented and hardworking TRUSD Nutrition Services staff for their creative ideas;
- McClellan Park for the use of the promenade behind Dudley Blvd., and their donation that will make our staff shirt gifts possible;
- Schools Insurance Authority for their generous donation that will make our summer school student gifts possible;
- All our staff working hard this summer to provide additional learning opportunities in our summer school programs, at central offices to ready our departments, or at schools sites to make them shine the first day of school this year;
- To the County of Sacramento for recognizing the significance and achievement in the creation of TRUSD with a special resolution to be presented July 1.

670 Dixieanne Avenue
Sacramento, CA 95815
(916) 263-8239

Thank you for your patience
as our staff transition into
our new spaces.

Upcoming Events

Summer School -
Now thru July 17

**Twin Rivers Day
Celebration** -July 1

**Staff Back to School
Rally** -August 11

First Day of School -
August 13

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