

Summary of Potential Agreement Issues

Policy and Procedure Subcommittee Agreements

1. Teachers can now **accumulate up to 4 personal days** before any roll into sick days.
2. Teachers now have more **flexibility in regards to payout option for Perfect Attendance** days. You may use the accumulated days, receive a payout at the current sub rate or roll accumulated days into sick leave.
3. The RNEA is now the **sole and exclusive bargaining representative for full and part time** teaching staff in Rockwood.
4. In regards to potential teacher discipline, **an administrator must inform you of your right to have an observer present during meetings** and allow you **two school days** to secure such an observer, **provided you notify the principal** an observer will be present.
5. The structure of the **negotiations process and impasse procedures** are now in the current agreement.
6. The current **agreement cannot be changed by the Board of Education or the RNEA without a re-negotiation**, which requires both sides agree to re-open discussions on a specific issue. The exception is if any part of the agreement is found to violate law or DESE regulation, in which case it is invalid and must be re-negotiated.
7. The essential elements of **the grievance procedure are now in the agreement**, including the ability to grieve violations of the agreement and violations of the TEI process.
8. The RNEA may not use district e-mail, bulletin boards or mailboxes to promote or oppose any candidates for public office or ballot initiatives. **The RNEA may send in links to the RNEA website, Zoomerang surveys, etc.**
9. In the case of events where teachers are expected to work without compensation (ie open house), these **expectations must be determined collaboratively and communicated to the staff in writing.**
10. Processes regarding involuntary **teacher transfers are now outlined in the Current Agreement.**
11. Current Agreement language was updated to reflect contract language.
12. An additional **option for the payment of sick days upon retirement: ½** upon retirement and ½ in January.

Curriculum and Instruction Agreements

1. In years when the first day of second semester is not a teacher work day, the last day of first semester will be an early release day for elementary and middle schools for the purpose of teacher records day.
2. A committee will be developed to monitor the timeline of implementation of new programs and assessments to minimize unreasonable expectations regarding teacher work load.
3. In years one, two and three of Rockwood employment, teachers will participate in professional development the day before Thanksgiving and the day after Easter. Students and other Rockwood teachers will not be in attendance these days. Those teachers participating will be paid 1/190th of the base salary for each day.
4. A minimum of one phone per twenty teachers will be available in secondary schools. A minimum of three phones per elementary school will be available for teacher use. Phones will be in a private or semi-private area that does not allow student access.

5. A laptop computer will be issued for the contract year to any full-time traveling teacher who spends less than three hour per day at any one school.
6. "Automated Logic" or similar thermostats will be phased into all classrooms by the end of the 2010 school year.
7. Annual custodial surveys will be distributed to all employees and results disaggregated by buildings and shared with teachers. In addition, annual communications regarding mold in classrooms will be sent out.
8. Typically RSD employees will be expected to return emails and phone calls within 24-48 hours, excluding holidays, weekends and absences. This information will be shared with parents in a variety of ways.
9. Recommendation has been made to the Testing Advisory Committee to discontinue use of SAT-10 and Everyday Math and replace each with EdGate Inventories. Implementation plans for EdGate administration will be developed, as well as testing schedules and reporting to parents guidelines.
10. Recommendation has been made to Cheryl Venet to limit the number of quadrants traveling fine arts teachers are assigned to, in order to create greater flexibility in school scheduling.
11. As part of curriculum development at the elementary level, coordinators will design sample lesson plans during summer workshops, including differentiation and common assessments, to get teachers started with new curriculum in the fall.

Compensation Subcommittee Agreements

1. Zero-Hour teachers and those paid on the zero hour scale will receive a 14.4% pay increase in each of the next two years. Following these years, ECA will review zero hour pay.
2. Summer school salaries will be raised commiserate with the expectations of the new Summer Academy. In addition, additional pay is now included based on years of service in Rockwood and degree held. (*Additional handout available*)
3. Life insurance will be raised from current \$35,000 to \$50,000, with double indemnity still intact.
4. New options for the reimbursement of the RNEA full time president release were created which will result in more available funds for the RNEA to created new and expanded member services.
5. The RNEA negotiations team will now have an additional 8 days of release for the purpose of fully preparing for negotiations.
6. A committee will be developed to investigate and report to the Board of Education regarding a retirement insurance incentive. The deadline for this work will be May 2009.
7. Based on the RNEA survey, the following will become the pay distribution for extra duty contracted positions as a pay-out schedule.
 - a. Activities tied to a season will be a 6 week pay schedule. (Fall, Winter, Spring)
 - b. Activities tied to a semester will be paid in that semester.
 - c. Activities for a full year will be paid throughout the year.
8. Teachers completing National Board Certification will be paid a stipend of \$5000 for each of the years of their certificate or pro-rated for any part of a year the certificate is held. Teachers currently having NBC will revert back to their original channel on the salary schedule.
9. A committee will be developed to investigate new ways for moving across the salary schedule for post-Masters work. Findings will be shared with the Board of Education by March 2009.