

**ROCKWOOD NATIONAL EDUCATION ASSOCIATION
CURRENT AGREEMENT**

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**ROCKWOOD NATIONAL EDUCATION
ASSOCIATION AND
ROCKWOOD BOARD OF EDUCATION
CURRENT AGREEMENT**
Effective July 1, 2022 through June 30, 2025

Article I - Framework

Section A: Recognition

1. The Rockwood School District (District) recognizes the Rockwood National Education Association (RNEA) as the sole and exclusive bargaining representative for all regular full and part-time professional teaching employees of the District, who are paid on the basis of the teacher salary schedule excluding supervisory and administrative employees. This includes: teachers, counselors, librarians, instructional technology specialists, early childhood teachers, early childhood special education teachers, speech language pathologists, psychometrists, instructional coaches and data analysts. This excludes all other employees, including without limitation, administrative interns, social workers, occupational therapists, physical therapists, and substitute teachers. Provided, however, the District and RNEA recognize that part-time employees in the classifications represented by the RNEA, as listed above, are not entitled to medical, dental, vision, life or long-term disability benefits as otherwise provided in this Current Agreement.
2. The District shall continue to recognize the RNEA as the sole and exclusive bargaining representative so long as the RNEA membership is at least 50% of the members of the bargaining unit. RNEA shall submit to the District by November 1st of each year a notarized statement confirming the number of RNEA members. If the District believes that the RNEA's certification of the number of members is inaccurate, the District shall have the right to request an independent auditor, agreed upon by both the RNEA and RSD. The auditor will verify the number of members and may not reveal the names of individual members to the District. The RNEA agrees to indemnify and defend the District against any claims by employees, former employees or others arising out of the withholding of dues or voluntary PAC contributions by the District, including, without limitation, claims that such dues or PAC contributions were not authorized or were otherwise improperly withheld.
3. The RNEA recognizes its responsibility to represent fully and equally without discrimination all members of the bargaining unit in all aspects of this Agreement (Current Agreement).
4. The RNEA recognizes the Board of Education (Board) as the sole body that has the responsibility for the management and control of all public schools within the District and the direction and management of the teaching staff and all other employees of the District, and is specifically designated with the

responsibility of making the policies, rules and regulations by which the District is governed as provided by Missouri state law. The RNEA further recognizes that the District's administrators, including the Superintendent, deputy, assistant and associate superintendents, principals and others, are properly charged with and authorized to implement the Board's policies, rules and regulations and appropriate legal obligations of the District and to address the day-to-day management and operation of the District and its employees.

Section B: Negotiations Procedures

1. The District and RNEA believe that a continuing, collaborative negotiations process is in the best interest of both parties.
2. The District and RNEA agree to negotiate in good faith on any matter subject to compensation and working conditions related to the terms and conditions of this Agreement provided, however, the District and the RNEA recognize that either group is not obligated to reach an agreement with the other regarding terms and conditions of employment, and that failure to reach agreement is not alone evidence of a failure on the part of the either group to negotiate in good faith.
3. The District agrees not to negotiate with any other employee organization or individual who is part of the bargaining unit on any matter subject to negotiations or otherwise related to the terms and conditions of this Agreement. However, these provisions shall not be understood to require the Board to discriminate against any employee in the exercise of his or her rights as an employee. Nor shall these provisions preclude the Board or the District's administration from responding appropriately to others in the exercise of rights accorded to them by law.
4. The District and the RNEA recognize that the Board of Education is the legally constituted body responsible for the determination of policies covering all aspects of the District. The Board recognizes that it must operate in accordance with all statutory provisions of the state, and such other rules and regulations as are promulgated by the Department of Education in accordance with such statutes. Subject to the authority of the District's administration to implement the Board's policies, rules and regulations and to manage and operate the day-to-day affairs of the District, the Board cannot reduce, negotiate, or delegate its legal responsibilities.
5. Both parties shall furnish each other, upon reasonable request, available information pertinent to the issue(s) under consideration.
6. The expense of any consultants used during the bargaining shall be borne by the party requesting them. The RNEA and the District may use consultants to assist in their preparations for negotiations.
7. The District and the RNEA agree that, during the period of negotiations and prior to reaching a tentative agreement or an impasse is declared, the

proceedings of the negotiations shall not be released to anyone other than those entitled to such information as contained in the Ground Rules unless an issuance has the prior approval of both parties.

8. When a Tentative Agreement is reached it shall be reduced to writing as the Agreement (Current Agreement) and submitted to the RNEA and the Board of Education for approval.
9. This Agreement, upon ratification by the RNEA and the District shall be official and contain the length of the Agreement. A Signature Page of the RNEA President, Bargaining Chair, RNEA team members, Board of Education President and Board of Education team members shall be part of this Agreement.
10. Prior to the expiration of this Agreement, the RNEA and the District agree to meet no less than six (6) months prior to the expiration to negotiate in good faith a successor agreement. The Ground Rules, Timeline and Protocols of the negotiations shall be agreed upon prior to the beginning of negotiations.

Section C: Impasse

1. If no agreement is reached, at the conclusion of the Final Bargaining Session, the Board will schedule a meeting within ten (10) calendar days to hear a report by the Board's negotiations team and the RNEA's negotiations team. The teams shall report on all tentative issue agreements and set forth their respective positions on all issues at impasse.
2. Following this meeting, the two teams shall resume negotiations and shall attempt to reach agreement within the next ten (10) calendar days. A mediator may be chosen to assist both parties if both parties mutually agree to the use of a mediator.
3. If no agreement is reached within this ten (10) calendar day period, the Board shall again schedule a meeting no later than five (5) calendar days to discuss the recommendations of the RNEA's negotiations team and the Board's negotiations team.
4. The day following this meeting the Board and the RNEA's negotiations teams shall meet, and the Board's team shall present a written set of Final Proposals to the RNEA team, which shall include the Board's proposals on each issue at impasse and all tentative agreements.
5. The RNEA shall provide the District a written decision regarding the Board's Final Proposals within five (5) calendar days of receiving the Board's Final Proposals.
6. Until a Successor Agreement is negotiated, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect. None of the issues tentatively agreed upon

shall take effect until a Successor Agreement is ratified by both the Board and the RNEA.

Section D: Re-openers

Should either the District or the RNEA wish to modify the Current Agreement during the length of this agreement either party shall notify in writing the other party. The following limits and boundaries will apply:

1. Nothing shall compel either party to agree to reopen the Agreement with the exception of those issues in Item #5 below.
2. Any re-openers should be of narrow focus and clearly defined.
3. The negotiations process for re-openers shall be limited to 30 calendar days.
4. Any tentative agreements must be ratified by both parties.
5. a.) If any provision of this Current Agreement shall be found to be contrary to law or DESE regulations, then that provision shall be deemed invalid except to the extent permitted by law, but all other provisions hereof shall continue in full force and be effective for the term of the Current Agreement.
b.) Any section of the Agreement found to be unlawful shall be re-negotiated by the parties. Negotiations on that section only, shall commence within fifteen (15) days of the determination that the provision is unlawful. Negotiations shall be in conformance with the procedure outlined in this document.
c.) If negotiations are re-opened, both parties will adhere to the negotiations procedures contained in the Current Agreement. The ground rules, timeline and protocols will be agreed upon prior to the start of negotiations.

Section E: Current Agreement

The “Current Agreement” will only contain the language that is in effect at present. The “Current Agreement” will be available on-line to RNEA members and administrators.

Each Current Agreement will be placed as an appendix to the Board Policy Manual.

Article II - Salary

Section A: Salary Schedule

School Year	Step	Step One	See Appendix for Salary Schedule
2022-23	BA	\$43,261	A
	DOC	\$51,544	
2023-24	BA	\$43,711	B
	DOC	\$52,080	
2024-25	BA	\$44,240	C
	DOC	\$52,710	

All certified teachers hired for the 1992-93 school year and thereafter will not advance beyond Step 7 on the Bachelor's channel.

For all certified teachers hired for the 1992-93 school year and thereafter, the BA/150 channel will be defined as BA+15.

Section B: Qualifications for Acceptable Graduate Coursework/Channel Change Requests

Teachers seeking a channel change to a BA/BS +15, MA/MS, MA/MS + 15 or MA/MS+30 or Ed.D. and Ph.D. must submit a Request for Channel Change on Salary Schedule form to the Assistant Superintendent Human Resources/designee, illustrating the relevancy of the coursework in terms of enhanced classroom instruction, student achievement, certification in a critical teaching area or administrative certification.

Channel changes will not be approved that present a random pattern or selection without a focus or relevancy that can be explained by the applicant to the District. Selection of courses should result in additional teaching, counseling, librarian or administration certifications; be related or expand upon the knowledge base of a current certification, or be demonstrably related to enhanced classroom instruction or student achievement. This statement must accompany any request for a channel change.

In order for a teacher to advance on the salary schedule or move across salary channels:

1. The course work must be earned through an accredited institution approved by the Missouri State Department of Education for graduate credit hours. (These institutions are listed on the Rockwood Application for Course Approval and Tuition Reimbursement-Certified.)
2. Completion of graduate hours beyond a master's degree may include Rockwood offered coursework approved by the professional learning criteria.
3. Teachers will be limited to no more than nine (9) semester hours of graduate credit during each of the fall or spring terms. There is no limit on graduate

hours earned during the summer. If a teacher wishes to appeal this limit, he/she would make this appeal to the Assistant Superintendent Human Resources.

4. Classes completed or degrees conferred after August 16, 1999, must be in a related academic area to obtain an additional state teacher certification.
5. Earned after the bachelor's degree for educational certification is conferred.
6. Earned in the subject(s) taught. (Prior to August 16, 1999)
7. Earned in a Master's of Education program appropriate to the elementary or secondary level.
8. Earned in an elementary or secondary counseling program. (Prior to August 16, 1999)
9. Earned in an elementary or secondary administration program. (Prior to August 16, 1999)
10. In the event of extenuating circumstances, a teacher may appeal the official transcript deadline to the Assistant Superintendent Human Resources.
11. An established study team of principals, administrators and RNEA appointed teachers will make a recommendation regarding the expansion of the current professional development (not limited to action research) to the Board of Education. If the recommendation is affirmative, it must include a proposal inclusive of (at a minimum).
 - Structure
 - Criteria
 - Timeline
 - Financial implications

Channel Change Deadlines

Deadline	Result
August 1	If all channel change applications and official transcripts are received, first semester channel changes will be processed and reflected on the first paycheck.
October 15	Final deadline for first semester channel change. If all channel change applications and official transcripts are received, first semester channel changes will be processed and reflected over the remaining pay periods.
December 23	If all channel change applications and official transcripts are received, second semester channel changes will be processed and reflected on the January 31 st paycheck.
February 28	Final deadline for second semester channel change. If all channel change applications and official transcripts are received, second semester channel changes will be processed and reflected over the remaining pay periods.

12. Credit for National Board Teacher Certification (NBTC) is as stipulated below:

If official notification of National Board Certification is received in Human Resources by December 30th, it will be processed and reflected beginning on the employee's January 31st paycheck.

Full-time teachers completing the National Board Teachers Certification will be paid a stipend of \$5,000 each year based upon the criteria below.

- First stipend will be at 50% in the year of certification.
- Years 2 – subsequent years as long as teacher holds active National Board Certification, full stipend will be paid.
- Stipends for part-time teachers will be pro-rated based upon the percentage of a full-time contract held by the teacher that year.

Section C: Loss of Pay/Paychecks

Teachers will be paid on the 15th and the last calendar day of the month except when such calendar date falls upon a Saturday, Sunday, or other legal holiday. In such case, teachers will be paid on the preceding date. Superintendent's Forum will review and approve the payroll schedule including dates and methods of distribution of checks in May, prior to the beginning of each school year.

The first paycheck of the new school year will be issued on the last working day in August.

In the event a teacher incurs five or more uncompensated contractual days, any salary adjustment will be distributed over the remaining contractual pay periods.

Section D: Compensation

1. Summer school salary will be paid according to a salary schedule reflecting four levels of teacher education and experience. The base level will reflect the changes in hours per day and days of attendance proposed for each year's Summer Academy. The three levels beyond the base level will be paid at 105% of the level below it. In addition, teachers will earn an additional amount for each year they return to teach in Summer Academy up to ten years.
2. Summer Workshop Stipends: Stipends for the summer staff development program will be paid only to those teachers who are not taking such workshops for tuition reimbursement.
3. Substituting for Another Teacher: Payment will be the hourly rate of current substitute teacher pay.

4. Curriculum Planning Compensation

- a) Curriculum Writing. The rate of curriculum writing compensation will be reviewed annually by Human Resources and set at a competitive rate.
- b) Summer Workshop Stipend. The rate of summer workshop stipend will be reviewed annually by Human Resources and set at a competitive rate.
- c) Recognizing the various needs and time constraints of teachers, teachers participating in-depth studies of curriculum writing may be given four options for completing tasks:
 - 1) After school hours.
 - 2) Saturdays.
 - 3) During the summer.
 - 4) Teachers who meet during school hours will have a substitute hired to cover their classes and will not be additionally compensated.

The District will set time and dollar parameters as to how long a task should take. Any committee which exceeds the allotted time frame must appeal to the administrator in charge of curriculum for an extension. Each member of the committee will vote as to how they would like to undertake the task at the onset of their undertaking.

5. Part-Time Teacher Compensation

Part-time teachers shall be compensated by computing the time scheduled for actual teaching divided by the total scheduled teaching time at a particular level (minutes at elementary; class periods at middle and high school levels). Part-time teachers will be required to work their contractual proportion in all other duties required of full-time teachers (i.e., planning and conference, arrival and departure times).

The Assistant Superintendent Human Resources or designee will explain to part-time teachers during employment orientations work time requirements and how compensation is computed.

Section E: Other Contractual Pay

1. Activities tied to a season will be paid over 6 pay periods in that season (fall, winter, spring).
2. Activities tied to a semester will be paid in that semester (9 pay periods each semester).
3. Activities for the full year will be paid out over 24 pay periods.

Section F: 403(b)/457(b) Vendors

The 403(b) Benefits Committee will meet prior to July 1, 2016 to select no more than five 403(b) vendors who will be authorized to accept new contributions beginning July 1, 2016. These vendors will be called “Exclusive 403(b) Vendors.” Existing vendors who are not selected will be called “Grandfathered 403(b) Vendors.” Grandfathered 403(b) vendors may continue to service existing contracts with employees, but will not be authorized to issue any new contracts commencing on July 1, 2016. Such vendors will be able to accept changes to the salary reduction amount (increases or decreases), reallocate funds between investment platforms and maintain client balances for existing clients only.

457(b) Vendors: Employees will be provided the opportunity to select from five 457(b) vendors.

Section G: Compensation and Evaluation

Any merit pay compensation tied to the evaluation process would be agreed upon through the negotiation process.

Section H: Annual Appropriation Agreement

The Board warrants and represents that it reasonably believes that it will have sufficient funds to make all payments due pursuant to this Agreement, and hereby covenants that it will do all things lawfully within its power to obtain, maintain, request and pursue funds from which the said payments will be made. In the event the Rockwood School District is identified by the Missouri Department of Elementary and Secondary Education as “Financially Stressed” (Missouri Statutes 161.525 and 161.520) or that there is insufficient money in the treasury and in the proper fund for the payment of teacher salaries and other compensation, the Board shall promptly notify the Rockwood National Education Association Board of Directors in writing. If the Rockwood School District is identified as “Financially Stressed” by the Missouri Department of Elementary and Secondary Education or the Board notifies the RNEA that there is insufficient money in the treasury and in the proper fund for the payment of teacher salaries and other compensation, the Rockwood National Education Association agrees to enter into immediate negotiations with the Rockwood School District Board of Education to specifically address financial issues only. Failure of the District to make payments of salary or other compensation or benefits to teachers pursuant to Mo. Rev. Stat. Section 165.021 shall not constitute a breach of the Current Agreement.

Article III – Insurance

Section A: Insurance Committee

The Rockwood Insurance Committee will be co-chaired by a Rockwood School District appointee and an RNEA appointee. RNEA will appoint 50% of the committee membership. The composition of the committee shall include retirees,

teachers, administrators and support staff. The major purpose of the committee shall include, but not be limited to, a recommendation to the Board of Education, for their final decision, on funding, plan design, impact of any vendor changes, district's contribution increases, provider reviews, and the rate of the percent of dependent coverage.

The annual increase of the District's contribution to the insurance program will be at least one-half (50%) of the average national increase plus one-half of one percent (.5%). The District contribution level will be determined annually. If the annual increase is not needed in a particular year, to maintain its present levels, at the recommendation of the insurance committee, the district may choose to allocate these additional funds to other district programs.

The District and the Association will work together to educate staff about insurance coverage. Yearly meetings will be set up to review benefits and procedures, and to answer employee questions. Yearly employee meetings will be held to review benefits and procedures.

Rockwood School District will investigate the feasibility of participating in the CSD Insurance Trust and move to it if recommended by the Insurance Committee.

Section B: Life Insurance

Term life insurance in the amount of \$50,000 will be provided.

Section C: Long-Term Disability Insurance

The District will implement a Long-Term Disability Insurance plan which will provide a monthly payment to an employee who suffers a total disability that prohibits an employee from performing his responsibilities. The basic provisions of the plan are:

1. 50% of current monthly salary (with a maximum payment of \$5000).
2. 75-day elimination period is the length of time an employee must wait after disability begins until he/she is eligible for the plan but the employee must expend all available sick leave prior to drawing long-term disability payments. Days are calendar days and not contract days.
3. Continuation of payments. Monthly payments will continue as long as the employee is totally disabled from performing his/her contracted responsibilities to age 65.
4. Benefit Integration. Any payments from Social Security or similar payments which are disability benefits, any retirement disability benefits, worker's compensation benefits, or any disability income disability benefits from another group insurance plan, etc., will be deducted from the monthly 50% payment.

5. Continuation of Benefit Following Termination of Employment. Employment is terminated automatically following twenty-four months of total disability from the date total disability was incurred. However, as long as the individual is totally disabled, the monthly benefit continues.

Section D: Dental Insurance

1. Rockwood School District will provide 100% of the stated employee (not dependent) premium contribution for the base plan.
2. The dental insurance program will continue.

Section E: Medical Insurance

1. Rockwood School District will provide 100% of the stated employee (not dependent) premium contribution for the base plan. The differential between the base plan and other more expensive plans offered by the District will be borne by the employee.
2. Insurance for Part-Time Teachers: The District will continue to investigate options for insurance for part-time teachers. This investigation shall be for informational purposes.
3. Termination of Insurance Coverage
 - A full-time teacher who separates employment with the District during the contractual period shall continue District insurance benefits through the end of the last month of employment.
 - Providing contracts are fulfilled, insurance will be covered through August for one-year only contracts, retirees, and resignations.

Section F: Vision Insurance

1. Rockwood School District will provide 100% of the stated employee (not dependent) premium contribution for the base plan.
2. The District will pay 100% of individual premiums for employees and 50% of the premiums for the dependents.

Section G: Employee Wellness

The RNEA and the District will encourage Employee Wellness through:

- Expanding the participation on the Wellness Committee.
- Developing a method so that all certified employees will take an annual health risk assessment in their school building (individual information will not be shared with the District).
- Improving communication regarding wellness programming.
- Expanding wellness programming.

- Developing an electronic system to track employee participation in employee wellness activities.
- The RNEA will co-chair the Employee Wellness Committee.

Article IV - Leaves

Section A: Sick Leave

1. a.) At the beginning of the contractual year, probationary and permanent teachers will be granted ten (10) days sick leave per year with unlimited accumulation.”
- b.) 1.) Sick leave is prorated for late hires and early resignations.
2.) Sick leave is also prorated for a leave of absence that extends beyond one full semester.
2. Sick leave may be utilized for absence due to personal illness, injury, or accident; illness, injury or accident of a dependent, spouse, parents or children; the quarantine laws of the state; or a medical disability which prevents the employee from performing contractual duties. (Note: This does not include parents-in-law).

In the case of illness of a dependent, spouse, parents or children, up to fifteen (15) days sick leave per year will be allowed. These days may be taken in whatever daily increments are needed. (Note: This does not include parents-in-law).

In the case of a catastrophic or life-threatening illness of a spouse, dependent or parent, the employee may be granted, upon approval of the Assistant Superintendent Human Resources, additional days from the teacher’s accumulated sick leave. The district reserves the right to request medical documentation if the length of the requested sick leave exceeds fifteen days.

A teacher who becomes ill and requests to be relieved will be provided coverage, and the teacher will be allowed to leave the premises if the teacher deems it necessary.

3. Sick Leave Award for Retirement

In order to be eligible for sick leave award upon retirement teachers must apply for benefit in writing no later than 90 days prior to the expected date of retirement. If benefit is to be used for purchase of PSRS service credit, written notice must be received in Human Resources by January 15th.

- a.) Have a minimum of 10 days accumulated sick leave.

- b.) Be continuously employed by Rockwood School District in a certified position for 5 or more years (exception if separation doesn't exceed 6 months).
- c.) Must be full-time in final year of retirement, prorated for certified employees working part-time in their final year of employment must be eligible for a retirement benefit as defined by the PSRS (full, modified or disability).

Personnel in full-time certified positions, upon retirement from the District, with verification of PSRS retirement eligibility, will receive the following Sick Leave Award:

**AWARD CALCULATION
Accumulated Sick Leave Days**

<u>Index Base FY 04-05 (\$31,500)</u>	<u>FY 22-23 (\$43,261)</u>
First 100 days \$100 per day	First 100 days \$137.34 per day
101-150 days \$150 per day	101-150 days \$206.00 per day
151+ days \$200 per day	151+ days \$274.67 per day
<u>Index Base FY 04-05 (\$31,500)</u>	<u>FY 23-24 (\$43,711)</u>
First 100 days \$100 per day	First 100 days \$138.76 per day
101-150 days \$150 per day	101-150 days \$208.15 per day
151+ days \$200 per day	151+ days \$277.53 per day
<u>Index Base FY 04-05 (\$31,500)</u>	<u>FY 24-25 (\$44,240)</u>
First 100 days \$100 per day	First 100 days \$140.44 per day
101-150 days \$150 per day	101-150 days \$210.67 per day
151+ days \$200 per day	151+ days \$280.89 per day

There continues to be no cap on the total number of sick-leave days which can be accumulated.

In subsequent years, pay out amounts will be calculated by using an index. The index will be determined by dividing the base reimbursement amounts (\$100, \$150, \$200) by the starting salary for 2004-05 which is \$31,500. This index (.0031746 for days 1-100, .0047619 for days 101-150, and .0063492 for days 151+) will then be multiplied by that year's starting salary. This formula may not be altered for five years or before the end of the 2024-25 school year.

The IRS considers the sick-leave retirement award to be earnings. It requires the payment of the sick-leave retirement award to be subject to withholding taxes and FICA or Med FICA (where applicable). The IRS considers the full amount of the sick-leave award taxable during the first year of retirement. The employee will receive a W-2 form for 20XX that includes the full amount of your award, unless the

employee makes a choice to defer these earnings. A portion of the sick-leave retirement award may be deferred to a 403b, 457b.

Payment to 403(b)/457(b) account(s) or the employee (in excess of plan limitations) will be made on August 15 following separation date of June 30, 20XX.

Extenuating circumstances with respect to deadlines will be reviewed by the Assistant Superintendent Human Resources or designee. This applies to retirees who are not purchasing years of service.

Section B: Personal/Religious Leave

Personal leave will only be granted for circumstances which cannot be performed at a time other than time school is in session. Personal Leave may not be used or construed to facilitate any organized type of work stoppage. Personal leave may not be used the day prior to winter break or spring break. An appeal for either the day prior to winter break or spring break may be granted upon approval of the Assistant Superintendent Human Resources. Personal leave may not be taken during the first 5 (five) days of student attendance. Extenuating circumstances may be appealed to the Assistant Superintendent Human Resources.

It is the teacher's responsibility to verify that they have a personal day prior to entering the absence in the sub system and taking the day. If the personal day is taken, and the teacher has no remaining days, then the teacher will be docked at teacher's per diem daily rate.

The teacher must enter the sub system to report an absence for personal leave. If these days are not used, they are accrued as sick days.

Teachers will receive twelve (12) days (ten sick days and two personal/emergency days) per year. If the two personal/emergency days are not used within the school year, they may accumulate to a total of four personal days. Any personal days beyond four will accumulate as sick days. Additional personal days may be taken from accrued sick leave with approval from Human Resources. In addition to the twelve days given per year, each teacher will receive two additional days which may only be used for religious observance. If the two days of religious observance are not used, they will not accumulate. Days used for religious observance will not affect the ability to qualify for perfect attendance days. Additional days for religious observance, beyond the initial two days, will be taken from the employee's accumulated personal leave days.

Section C: Perfect Attendance Compensation

A stipend of the current daily rate for substitute teachers will be granted for teachers who elect to receive compensation for their perfect attendance day.

1. A day of excused absence with pay will be granted to each teacher who is not absent from work any day of a semester contract period. Up to three (3)

perfect attendance days may be accumulated and used singly or in any combination. No additional perfect attendance days may be earned until one of the three perfect attendance days is utilized, paid for at the daily substitute pay rate, or rolled into employee's sick leave.

2. The number of perfect attendance days approved Districtwide will be limited on the following days. Any day before or after the Thanksgiving holiday, winter holiday, Spring Break; all Fridays in May, and the First Friday in June. Up to five requests for perfect attendance will be approved. The perfect attendance request will be on a first-come, first-served basis. The order of approval will be determined by the Human Resources Office according to the arrival date and time of the perfect attendance form.

Section D: Inclement Weather

If the District does not compensate a substitute for the absence of a certified staff member on a day school is cancelled, no leave will be charged against the teacher.

Section E: Child-Rearing Leave

Teachers who take six (6) to eight (8) weeks of child-rearing leave for post-partum recovery plus additional weeks under Family and Medical Leave up to a maximum of twelve (12) weeks total in one school year and return to complete that school year's contract will have the option to take off the following school year. This option must be selected by the teacher at least 60 days before the baby's due date, and before the commencement of the leave. For purposes of defining the school year, the fiscal year July 1 to June 30 will be used.

Planning meetings will be held twice a year for employees to learn about topics such as leaves, FMLA, PSRS, paternity leave, and bed rest.

BIRTH OF A CHILD:

1. Six weeks for a normal delivery, eight weeks for a cesarean or up to twelve (12) weeks under Family and Medical Leave.
2. The remainder of the current semester, starting at the birth of the child and continuing to the end of the current semester, or
3. The remainder of the current school year starting at the birth of the child, whether born first or second semester, continuing to the end of the current school year.
4. The full school year following the birth of the child. This option must be selected by the teacher before commencement of the leave. For purposes of defining school year, the fiscal year July 1 to June 30, will be used.
5. An application for child-rearing leave must be made at least 60 days prior to the due date for the birth of the child.

Section F: Adoption or Foster Care Leave

An eligible, full-time certificated employee may use up to six (6) weeks of the employee's accumulated paid sick leave for purposes of caring for a well-child immediately following the adoption of the child. Eligibility for paid leave under this "Adoption Leave" policy shall be limited to the child's primary care giver. Employees who are not the primary care giver will not be eligible to use paid sick leave to care for a well-child following adoption of the child, even if the primary care giver is not employed by the District.

Nothing in this policy is intended to limit an employee's ability (1) to use paid sick leave for the care of a dependent with an illness, as prescribed by generally applicable Board policy, or (2) to use unpaid leave in connection with the adoption of a child, in accordance with the Family and Medical Leave Act (FMLA) and Board of Education policy attendance thereto. Any and all paid leave taken under this "Adoption Leave" policy will be deducted from the employee's entitlement to adoption leave under the FMLA.

PLACEMENT OF A CHILD:

1. Adoptive/Foster parents will have the same options as birth parents. That is, the adopting parent may choose to take 6 to 12 weeks of Family and Medical Leave or the remainder of the current semester, starting with the placement of the child and continuing to the end of the semester current semester, or
2. The remainder of the current school year, starting at the placement of the child and continuing to the end of the current school year.
3. The remainder of the current school year, starting with the placement of the child and continuing for the following school year. The school year will be considered the fiscal year, commencing on July 1 and ending June 30.
4. The full school year following placement of the child. This option must be selected by the teacher before commencement of the leave. For purposes of defining school year, the fiscal year July 1 to June 30 will be used.
5. Application for child-rearing leave must be made at least 60 days in advance of the expected placement of the child.

Section G: Bereavement

Teachers may use up to five (5) days of leave for a death in the immediate family. The immediate family is defined as husbands, wives, parents, parents-in-law, children, brothers, brothers-in-law, sisters, sisters-in-law, grandchildren, grandparents, grandparents-in-law, sons-in-law, daughters-in-law, aunts, uncles, nephews, nieces, step relationships of those previously defined, or any person who is wholly dependent upon the employee. These five (5) days are not charged to sick or personal leave and do not impact perfect attendance. Any additional

days after the initial five (5) may be charged to sick or personal leave and do affect perfect attendance. Appeals to the Bereavement Leave Regulation may be made to the Assistant Superintendent Human Resources, or designee.

Teachers with accumulated sick leave may be excused, without loss of pay, for the time necessary to attend funeral services of relatives others than non-immediate family and/or friends. Maximum time allowed for funerals will be one (1) day and will be charged to accumulated sick leave. It is the responsibility of the teacher to phone the sub system to report the absence.

Article V - Professional Staff Substitutes

Section A: Professional Staff Responsibilities

Teachers who enter an absence into the sub system before 6 a.m. on the day of their absence will need to report their absence only to the sub system. Teachers who enter an absence into the sub system after 6 a.m. on the day of the absence may be required by their principal to make an additional call to the principal or his/her designee.

Principals will be reminded to the types of queries they can run, at any time on the sub system so that absences can be monitored.

All teachers must maintain adequate lesson plans and updated seating charts to enable a substitute to take over a class with a minimum amount of time lost. These materials will be readily available at the teaching site.

Section B: Substitutes

When a teacher is out of the classroom for multiple days, as much as possible, the same substitute will be used.

When all library staff are out of the building, a substitute will be provided.

Specialty Substitutes: The Human Resources Department will recruit substitutes with appropriate background in the areas of computers, music, library, and industrial technology. Efforts will be made to identify and provide appropriate training when the teaching area requires special orientation to District programs.

Whenever possible, the substitute's background and preference will be matched with subject matter.

Article VI - Curriculum and Instruction

Section A: Planning Time

1. Full time classroom teachers will be provided with 250 minutes of teacher directed planning time per week. Duty time, including supervision of students before and after school, does not count toward these 250 minutes.
2. Teachers will have a duty-free planning period except as required by the principal in special cases.
3. Principals will seek suggestions from teachers to provide equitable duty time, while ensuring the safety and security of students.
4. Duty time does not include planning time as defined as the minimum of 250 minutes per week as mandated by the state.
5. An annual meeting will be held involving appropriate district level administration, building principals, and SSD area coordinators to discuss best practices in scheduling SSD related meetings.

Section B: Program Development/Evaluation

All curriculum documents that have had formal School Board approval prior to the end of the school year will be distributed to teachers in hard copy or electronically by the last contract day of the school year.

The administrator of curriculum will ensure that all District curricula are developed and implemented according to District policy. The District will adhere to the practice of adopting curriculum as outlined in the Rockwood Learning Council (RLC) guidelines.

All instructional programs must come before the Rockwood Learning Council before they can be implemented. The RLC members will then report back to their respective buildings regarding all proposed programs and return to the following RLC meeting with input from their buildings. The RLC minutes will be posted on the district intranet website.

Section C: Distribution of Pilot Programs

1. Administration will clearly communicate the pilot review process to all district personnel.
2. The pilot review committee members will consist of administrative designees, along with RNEA appointed teachers guaranteeing equal number of administrative and teacher representatives.
3. The role of the pilot committee will be to develop, revise, and implement the pilot review process.

4. Definitions of pilots, initiatives and programs will be listed on the application document as developed by the committee.
5. The District will post information on the district intranet website that will explain the pilot process and results. The results will be presented and discussed with teachers/staff prior to total implementation.

Section D: Home School/Center for Creative Learning (CCL) Schedules

1. Instructional expectations between the home school and the CCL and resource teachers should be defined and published in each home school handbook for teachers and parents/students.
2. These instructional expectations, developed through a committee process with Association and teacher representatives, will be standardized for the District and distributed by the Superintendent of Schools.

Article VII - Meeting Student Needs

Section A: Support in Meeting Student Needs

To meet the needs of At-Risk students, support will be provided for classroom teachers.

1. At the request of the teacher, a new student will be tested in basic skills such as reading, language, and math. It is suggested that testing occur within two weeks of the student's entering the District.
2. In the elementary school, the reading teacher and the principal will be notified when remedial students exceed five in the classroom.
3. Counselors and support groups will work with At-Risk students to develop empowering self-discipline skills which will increase the students' successes.
4. When a teacher's class reaches the number of Resource/Phase II students which reduces the students' chances for success, the teacher will notify the principal.
5. The principal will respond to the teacher in a timely manner regarding possible alternatives.
6. Rockwood is committed to seeking resources to meet the social and emotional needs of all our students through outside resources including St. Louis County's Children Services fund.

7. When adequate Special School District Early Intervening funds are available the At-Risk assistants will be hired to work directly with At-Risk students as defined by BOE REG 6270 under the direction of a classroom teacher.
8. It is recommended that the At-Risk assistants are duty free.
9. The At-Risk assistants will work with students who demonstrate At-Risk needs not being serviced by Special School District.
10. All district stakeholders are dedicated to meeting the academic and social-emotional/behavioral needs of all students. In line with that commitment, the Executive Director Student Services will establish a standing committee that will meet quarterly. The standing committee will be co-chaired by the Executive Director of Student Services and a RNEA appointee. This committee shall be made up of equal representation of administration and certified staff, at least a majority of which are Rockwood NEA members, that will perform an annual needs assessment of buildings and develop a plan as to services available for the social-emotional well-being of students.

Section B: Class Size

Along with the overall planning process, The Board of Education is committed to proactively reducing class sizes within the financial constraints of the District.

A teacher who experiences difficulties with student/teacher ratio, equity of student distribution, and/or whose class(es) has exceeded the MSIP minimum standards should notify the counselor and principal. If the matter remains unresolved, then the principal will involve the appropriate school staff to brainstorm all possible options. If unable to resolve the problem at the building level, the teacher may discuss the problem with the Superintendent or designee to insure that all appropriate steps have been taken to address the issue.

Class sizes should be maintained at a student/teacher ratio that is conducive to student learning and success and that does not exceed the MSIP minimum standards.

At all levels, principals should strive to equitably distribute students into classes/sections, taking into consideration the numbers and types of students as well as the instructional environment intended to be created.

Section C: Collaborative Process for Student Assessment

Recognizing the need to support the District's Mission Statement which focuses on results-oriented learning for students, the RNEA and Board agree to work collaboratively to develop multiple instruments for student assessment that will assist the District in evaluating instructional programs as well as developing public information that adequately gives an accounting of the District's instructional program in relation to student results. RNEA representatives

participating in this collaborative process will be appointed by the RNEA President.

Section D: Crisis Intervention

1. The Crisis Intervention Planning Committee will develop a communication plan each year to update all schools regarding the Crisis Intervention Manual.
2. Distribution of the condensed version of the Crisis Intervention Planning Manual will be included in the faculty handbook in each school.

Section E: Student Behavior

Principals will seek suggestions from teachers for the design and implementation of strategies to support the development of appropriate student behavior.

Article VIII - School Day Defined

Section A: School Day Defined

1. In addition to the regular hours of duty, attendance at meetings called by the principal's office or Central Services is considered a part of each teacher's professional responsibility. It is expected that adequate notice is given and that such meetings are held at reasonable times. Work on Districtwide professional committees outside the regular school day will be voluntary.

Section B: Duty-Free Lunch

Teachers/librarians/counselors will be provided a minimum of 25 minutes of uninterrupted duty-free lunch excluding passing time.

Article IX - Duties Outside Regular School Day/Extracurricular Activities (ECA)

Section A: Supervision

The ECA Committee will be organized into three subcommittees: elementary, middle school and high school with teacher and administrator representatives at each of these levels. It will be the responsibility of the ECA subcommittees to annually report to the full ECA committee, and the full ECA Committee to annually make recommendations to the Board of Education during second semester.

1. ECA rates will be developed through the recommendations of the ECA Committee. Since the ECA rates to be developed will be based on market comparison data, previously negotiated language that references indexing will no longer be applicable.

2. Members of the faculty serving as ticket takers, ticket sellers, game supervisors, dance supervisors, pep bus sponsors, etc., shall be compensated. The rate for supervisor compensation will be reviewed annually and set at a competitive rate. The following activities shall be compensated at differentiated rates:
 - Activities that occur after school.
 - For night events.
 - For Saturday events.
3. Pay for selected positions such as scorers and timers at athletic events will be reviewed by the administrator and athletic directors to establish an appropriate rate of pay for these responsibilities.
4. Any discussion of districtwide extracurricular activities (ECA) contract adjustments or calculation shall be preceded by a discussion with the Chief Financial Officer (CFO) and RNEA leadership to provide staff input.

Section B: Extra Duties Not Compensated

Reasonable professional expectations are those that benefit the school climate, parent communication, and student participation. Using a collaborative administrative/teacher process at the school level, such as the monthly RNEA/Administration meetings, reasonable professional expectations shall be identified at the start of the school year in order to allow for planning and scheduling both for the school administration and teaching staff. The identified expectations may include, but are not limited to, back to school night/orientation, transition activities for incoming students, curriculum night, open house, award events, graduation/promotion, and parent organization activities.

Reasonable expectations:

- shall be established and reported in writing to teachers.
- are duties beyond the contract that are not compensated for or require forfeiture of a teacher's personal plan time. (Note: Parent/Teacher Conferences *are* a compensated activity).

Section C: Contracts for Sponsoring Activities

When a teacher is hired, he/she shall be informed that the extra-curricular commitment is considered part of the contract.

The sponsoring activity for teachers should be voluntary. However, this is not always possible. Should a teacher request a release from extra-curricular activities, the principal will make every reasonable effort to find a replacement.

The teacher is required to put in writing to the building principal the request to be relieved of the extra-curricular activity. A copy of this request will be forwarded by the building principal to the Assistant Superintendent Human Resources.

Section D: Zero Hour

Teaching a zero hour should be voluntary. Should a teacher decline or request a release for a Zero Hour position, the principal will make every effort to find another teacher to fill the position.

The Compensation Study will review the stipend amount for Zero Hour classes annually. The stipend will be indexed to the change in the year over year step one bachelor's teacher salary amount.

The process for Zero Hour hiring will follow these steps:

1. The principals post the assignment within his/her own building and attempt to fill the Zero Hour position from within the staff.
2. In the event that the position cannot be filled from within the building, the position would be sent out to the other high schools for potential interest. Anyone from another school who is interested must be able to complete the Zero Hour assignment and get to his/her own building in time to complete their full assignment.
3. If we are still unable to fill the position, HR identifies all eligible employees from the District and then determines who is available to complete the assignment without interfering with the teacher's individual building schedule.

In situations two and three, the individual would have to have a first period plan time for travel purposes.

Article X - Professional Development

Section A: Tuition Reimbursement/Staff Development

Teachers seeking tuition reimbursement for graduate credit hours earned as part of a BA/BS +15, MA/MS, MA/MS + 15 or MA/MS+ 30, Ed.D. or Ph.D. must submit a form Application for Course Approval and Tuition Reimbursement - Certified to the Assistant Superintendent Human Resources /designee, illustrating the relevancy of the coursework in terms of enhanced classroom instruction, student achievement, certification in a critical teaching area, counseling, librarian, or administrative certification.

Courses will not be approved that present a random pattern or selection without a focus or relevancy that can be explained by the applicant to the District. Selection of courses should result in additional teaching or administration certifications, be related or expand upon the knowledge base of a current certification, or be demonstrably related to enhanced classroom instruction or student achievement.

The need for a statement to request tuition reimbursement will apply to teachers earning credit toward a BA/BS +15, MA/MS, MA/MS + 15 or MA/MS+ 30, Ed.D. and Ph.D. beginning with college coursework in the fall 2006 semester.

Teachers are eligible for tuition reimbursement. The amount is based upon the current UMSL rate for three (3) graduate credit hours. This does not apply to additional costs such as books, parking, student fees, etc. This rate will be adjusted annually as the UMSL rate changes and will be established on July 1 of each fiscal year.

The school District is encouraged to continue the level of support that currently exists for professional development.

All professional development should be timely, relevant, and differentiated. To ensure this, site based professional learning opportunities offered during half day or full day will be developed using the Board approved Guidelines for Site Based Professional Learning and determined by building level committees comprised of PDC Representatives, Teachers, and Administrators. District based professional learning opportunities offered during half day or full day will be developed using the Board approved Rockwood Professional Learning Master Plan.

Principals will be asked to monitor staff development so that there is a continuity of instruction for the students.

1. Under certain circumstances where administration has identified the need for technical training, tuition reimbursement will be available for undergraduate courses when approved by the Superintendent's designee. This provision does not apply to the Tuition Reimbursement Fund. Credit hours earned cannot be applied for channel changes on the salary schedule.
2. Teachers may submit form for pre-approval which will be processed within 21 days. This pre-approval will guarantee payment on successful completion of course work.
3. The PDC is encouraged to continue to evaluate the quality and the kinds of training required of teachers.
4. The District will coordinate in-service so as to minimize multiple teacher absences in a school.

Section B: Teacher Attendance at Professional Seminar/Conference

1. The Rockwood School District will recognize the importance of its teaching staff attending conferences and seminars to promote teacher's professional growth. The Rockwood School District will publish information pertaining to local, state, and national conferences and meetings on the District intranet. District administrators will encourage interested teachers to attend worthwhile workshops and help the teachers find funding to attend.

2. The Rockwood administration and the RNEA will work together as a team to provide teachers the opportunity to attend the state NEA professional meetings when held in the St. Louis area.

Article XI - Teacher Evaluation

On the Probationary Teacher Summative Evaluation Form, the recommendation regarding future employment will be marked to reflect the principal's recommendation based on teacher performance. In the event the probationary teacher is or could be recommended for non-renewal for a reason other than a performance-related issue, the teacher will receive notification on a separate document.

Article XII - Transfer Policy and Procedures

Section A: Transfer Process

To implement the transfer process for regular teaching vacancies, certificated employees interested in a vacancy will be placed in the following groups:

Round I

Round I Candidates shall include:

- Current teachers with full time contracts
- Current teachers who have served two consecutive, full time, one-year only contracts (180+ days for both years) and are applying for a position their third year
- Current teachers with tenured, part-time contracts
- Employees on one-year only contracts, (who have not served two consecutive one-year only contracts), and current teachers with non-tenured part-time contracts (180 days) will be eligible to be interviewed in Round I at the discretion of the building principal.
- If a suitable replacement is not selected from the first four (4) bullets listed above, then one-year only contracts or part-time contracts will be eligible to be interviewed.

For transfer purposes, Round I candidates may apply for all openings; and, if qualified, will be guaranteed the opportunity for a maximum of six interviews for a school year

Employees who are interested in a posted position must complete a transfer application to use for attaching interest to these positions. The Human Resources Office will notify the building principal of the transfer requests and the building principal will schedule interviews with the Round I candidates. Prior to Round I transfers interviews, an interview team is selected by the building principal (barring extenuating circumstances) which can have representation from different constituencies and/or job classifications (i.e. administrators, teachers, support staff

or parents.) Following interviews, the principal will recommend a candidate to the Assistant Superintendent Human Resources, or will determine not to recommend any Round I candidates and move to Round II. Round I candidates will be notified that they have not been offered the position by a building level administrator.

Round II

Round II Candidates shall include:

- Appropriately certificated employees, including substitutes and other certificated employees, including substitutes and other certificated employees in support staff positions, plus other regular applicants from within the subject/position of the vacancy.

Rockwood employees considered Round II applicants should call to affirm their interest in a given position.

Candidates do not complete a transfer application but are selected for interviews through the regular hiring process. Therefore, it is important for interested Round II applicants to keep their standard applications current in the online application system.

The building principal will evaluate applicants and determine those candidates who will be interviewed in Round II.

Other Information/Procedures

Qualifications:

Certificated employees applying for a regular teaching vacancy in Round I will be notified of qualifications for a posted vacancy. After reviewing the requests, if it seems evident that a transfer applicant lacks the appropriate certification or minimum qualifications for the position, the Assistant Superintendent Human Resources or designee will discuss this matter with the applicant to confirm the problem or determine if it has been alleviated. If confirmed, the candidate would not continue with the interview process.

Postings:

Positions will be posted for three days until June 20 or the last business day prior to June 20. Thereafter postings will be ASAP and guidelines for interviewing under Round I will be suspended.

Filling Vacancies During the School Year:

As a general rule, shorter-term vacancies and extenuating circumstances occurring during the school year, such as maternity leaves, sick leave, and other absences of indefinite duration, may be filled directly by the Assistant Superintendent Human Resources and the supervising administrator. Unless there are extenuating

circumstances whereby the Superintendent determines it is for the welfare of all students to approve a transfer, vacancies occurring during the school term will normally be filled by appointing qualified substitutes or other regular applicants for these positions. These appointments will be considered temporary for the remainder of the school year only.

Vacancies which are filled temporarily during the year will then be posted as vacancies for the next school year, and teachers may submit Request for Transfer Consideration Forms and will be interviewed according to the provisions of Round I interviews.

One-Year Only Contracted Teacher

Closed Building Interview Procedures:

- When a one-year only contract in the same building continues into the following school year as a one-year only contract, a closed building interview will be offered to any one-year only contract teacher in that building before the position is posted district-wide.

Transfer Procedures:

- Current teachers who have signed a one-year only (full or part-time) contract for the next school year will be eligible to apply as a Round I transfer candidate for a regular contract teaching position through May 31st.

Section B: Involuntary Teacher Transfers

Nothing in Regulation 4210, section entitled Administration-Initiated Transfer will change during the term of this Current Agreement with the addition of this sentence at the beginning of paragraph 8 in that section of the Regulation:

“Following the transfer procedures outlined, if it is determined that the proposed transfer is necessary, Rockwood School District will notify the teacher in writing.”

Article XIII - Traveling Teachers

Section A: Placement

Traveling teachers will be assigned a home base school where they receive their summative evaluations. Traveling teachers will be expected to attend faculty meetings at the school where they end the day, except by mutual agreement between the traveling teacher and the principals.

Section B: Home Base Defined

The District will develop a system in which traveling teachers will be placed in schools within close proximity to one another, when possible, allowing for planning time and lunch time. Emphasis will be placed on planned

communications among the building principals, administrators, and the Human Resources Office on the utilization of traveling teachers.

Article XIV - Participatory Management

Section A: Point Distribution/Utilization

The District will encourage building principals to use staff input in considering the allocation of points at the building level and inform the staff of decisions based on that input.

Section B: Participatory Management

Standing building-level committees/subcommittees should be driven by the goals of the School Improvement Plan. The number of building-level committees should be appropriate to the tasks to be accomplished with well-defined goals and established timelines.

Non-standing building-level committees/sub-committees that require extensive work beyond the contract day, should be completed by teachers who volunteer for these tasks.

Teachers are encouraged to take part in participatory decision-making groups.

1. Participatory management will be used to assist in defining teacher responsibilities for before and after school activities and duties.
2. Through a participatory management process, teachers will be provided the opportunity for input regarding utilization of non-District funds raised at the building level. These funds do not include moneys associated with parent or student groups.
3. It is recommended that teachers appointed by the RNEA President be a part of the Finance Committee.

Article XV - Calendar Committee

The Calendar Committee will adhere to the following guidelines:

1. The Calendar Committee will consist of representatives of parents, community, teachers, support staff, and administrators. No fewer than four (4) members of the RNEA as submitted by the President of the Association will sit on the committee.
2. Rockwood staff will be notified of names of committee members, meeting dates, and any calendar information.

3. If the Committee deems necessary, a survey requesting suggestions and date preferences will be sent to all Rockwood staff. (This is not a vote on a particular calendar; instead, this survey will gather data regarding employee preferences for starting/ending dates, grade recording days, holiday breaks, etc.).
4. The Calendar Committee shall meet annually to create a calendar using survey information, EducationPlus calendars, and legal obligations. Blank calendars will be available to facilitate the process of creating a school calendar.
5. The selection of the calendar to be presented to the Board shall be based on a consensus of the Calendar Committee.

Article XVI - Association Rights and Responsibilities

Section A: Dues Deduction/PAC

1. Electronic Account Transfer: The Rockwood School District will provide for electronic transfer of dues and PAC contributions from its bank to the account of RNEA within one (1) working day of disbursement of paychecks.
2. The District will provide an opportunity for teachers to designate a sum via payroll deduction for contribution to RNEA-PAC.
3. A teacher seeking to join the association after the initial enrollment period of September 10 must submit a dues deduction authorization by the 10th day of the month, which shall be at the regular monthly dues rate. To meet the deduction deadline for summer payroll, the authorization must be submitted no later than May 10.

Section B: Release Time for RNEA President

1. The president of the Rockwood National Education Association will be granted full-time release from all teaching and other District assigned duties during the two-year term of his/her office. The plan will be submitted to the Human Resources Department for review.
2. Sick days and personal days will be the equivalent of a full-time teacher. During the term of office, the president will continue to advance one step annually on the salary schedule and will be granted an equivalent number of years toward Rockwood's retirement.
3. Upon completion of his/her term of office, the president will be guaranteed a teaching position. Reasonable effort will be made to place the teacher back in his/her building.
4. Salary.

The Association will notify the District and reimburse quarterly based upon one of the following options. The RNEA Board of Directors will determine the decision regarding which option will be selected at the beginning of each president's term.

- a) The RNEA will reimburse the District the contract salary of the president. The District will pay the benefits including the District's portion of the retirement.
- b) The District and RNEA will split all costs of the president and the replacement including benefits and retirement.
- c) The RNEA will reimburse the RSD the cost (salary + full benefits) of the replacement teacher who enters the classroom of the President.
- d) The RNEA will reimburse the RSD the cost (salary + full benefits) of the average new teacher salary (including one year only teachers).

Section C: Districtwide Committees

The RNEA will be given the opportunity to be consistently represented on all Districtwide committees.

Section D: Collaborative Process/Superintendent's Forum

The Superintendent's Forum will be formed annually consisting of the RNEA President, the RNEA Vice-President, an RNEA designee, the Superintendent of Schools, the Assistant Superintendent Human Resources, and a Superintendent's designee. The RNEA and administration may each add one additional member who is designated as working closely with the teacher working condition issues. Membership should not exceed a total of eight (8). The focus of this committee shall be to discuss and come to resolution on issues of concern regarding the Current Agreement or related items. This committee shall meet monthly and may include additional teachers and/or administrators by levels (as needed).

Section E: Participation in Activities of the Professional Association

The Association will be provided up to fifteen (15) professional leave days annually. These days will be used for Association business which supports and elevates the goals of the Rockwood School District. Under extenuating circumstances, this number may be increased with the approval of the Superintendent of Schools. Charges for those days defined as being used for District-supportive business may be waived by the Superintendent; for those not so defined, the Association will reimburse the District for the cost of the substitute. The Association will not be charged for attendance of the elected delegates to the Representatives' Assembly.

Unless the need for compliance with state law requirements for providing paid leave for the purposes of conducting union-related activities concerning collective

bargaining, the number of days used for Association business will be increased from 15 to 23 during negotiation years. Under extenuating circumstances, the RNEA may use up to a total of 35 days to be used with only a notice to the Human Resource department through the automated sub-caller system. These additional days beyond 15 or 23 will be reimbursed from the RNEA to the Rockwood School District at the current substitute rate.

Section F: Communications

The RNEA shall have uncensored use of mailboxes, email and other communication systems for communicating with bargaining unit members, except that the RNEA will not use the District's email accounts, mailboxes or other communication systems to advocate, support or oppose any ballot measure or candidate for public office.

The RNEA may use the District's email accounts to direct members to other RNEA-sanctioned websites, such as the RNEA web site and other related communication tools, for all official RNEA business provided the incoming e-mail does not include a subject line or information that advocates, supports or opposes any ballot measure or candidate for public office.

The RNEA shall exercise good judgment, professionalism and ethical conduct in the nature of the materials distributed.

Article XVII Teacher's Rights and Responsibilities

Section A: Staff Morale

The RNEA and Board will examine and propose programs to reduce stress and promote high staff morale. It is recommended that this issue be a major agenda item for the monthly RNEA/Board collaborative meetings.

Section B: Transporting of Students by Teachers

The RNEA and Board agree to research and publish a statement to all certified personnel which provides guidelines for those occasions when District personnel should/should not transport students. The statement will also include an explanation of the District's liability insurance coverage applicable to District personnel transporting students. The statement will be available on the District's intranet.

Section C: Right to Representation

Teacher-Initiated Principal Conferences:

1. It is in the interest of the District to establish procedures to assist teachers who are experiencing job-related problems they consider significant, but which they are unable to resolve through their own resources.

2. Teachers may request a meeting with the building principal and select a non-participating observer to attend a conference to discuss the problems as perceived by the teacher. The non-participating observer may listen and take notes, but may not participate in the discussion of the issues. The observer may be a teacher from the same or another building within the District.
3. This procedure does not apply to the formal teacher evaluation conference(s) held by the principal or any follow up to the formal evaluation which may occur.

Administrator-Scheduled Conferences:

When an administrator schedules a conference with a teacher that is disciplinary in nature or could potentially lead to formal documentation, the teacher will be informed of the nature/purpose of the meeting. The administrator will advise the teacher of his/her right to a silent observer. The teacher may request an observer to be present. Provided the issue to be discussed does not involve safety or security of District students, personnel or property, two days will be given to the teacher to obtain an observer if requested. The observer may be an association member and/or a Rockwood School District teacher. The observer will not have a speaking role, but will serve as an observer/recorder. The teacher must inform the administrator in advance that he/she will be bringing an observer. The conference may be extended beyond the normal contract day if the situation requires immediate resolution. This policy does not apply to the formative and summative evaluation conferences as per Policy/Regulation 4610.

Focused Improvement Plan (FIP):

The purpose of a FIP is to assist teachers in correcting a documented deficiency and is not a disciplinary action. The development of a FIP is meant to be a collaborative effort; therefore, the principal should give adequate notice to the teacher of meetings to develop the contents of the plan. The teacher may request an observer be present. The ability to have an observer present should not be construed that the FIP conference or conferences are disciplinary. The observer may be an association member and/or a Rockwood School District teacher. The observer will not have a speaking role, but will serve as an observer/recorder.

Section D: Informal Problem Resolution/Communication

Informal problem resolution should begin with direct communication between the parties involved and follow a reasonable procedure beginning at the lowest possible administrative level necessary to reach solution. This process should not be violated.

Informal problem resolution: In the spirit of teamwork, cooperation, and respect for others it is important that the professional staff shall not participate in activities that can be interpreted as harassment. Problems should be solved through informal problem resolution.

The Board and the RNEA agree that the word “voluntary” should be used with discretion. No teacher will be required to serve on a voluntary committee or participate in a voluntary activity.

Prior to responding to policy-based concerns or disseminating policy-based information, the RNEA leadership will verify the accuracy of that information. Current policy and regulations will be available on-line.

The Board and the RNEA agree that the best means for solving problems at the building level is through informal problem resolution using open and honest, face-to-face communication between teachers and administrators. When there is a failure to resolve problems on an informal basis, teachers have the right and the responsibility to seek assistance from the Rockwood NEA and the Assistant Superintendent Human Resources.

Section E: Grievance

1. During the length of this agreement Board of Education Regulation 4850 will not be amended or changed unless mutually agreed upon.
2. In addition, a grievant is obligated to exhaust his/her administrative remedies before pursuing a claim in court.
3. Alleged violations of the Current Agreement may be grieved.

Section F: Balance Between Professional and Personal/Family Obligations

Educators have the professional responsibility to be involved in school activities, and their participation is valuable. Educators also have personal/family responsibilities requiring their attention. Acknowledging these two areas of responsibility, the Board and the RNEA will promote a balance between professional and personal/family obligations.

Section G: Certification

The following information will be communicated with teachers:

Notification Steps Certification Renewal

1. Approximately two months prior to the expiration date of a teacher’s certificate, Central Office sends an e-mail notification to the teacher stating the month of expiration with instructions on how to go online and apply for an extension or upgrade. The teacher is requested to contact Human Resources regarding the progress on their renewal process. Teachers with summer expiration dates receive an e-mail notification as well as a reminder sticker on their contract.

2. If a teacher has not responded to the memo, Human Resources continues to contact the teacher by e-mail to get a progress report.
3. Human Resources works closely with teachers who have concerns regarding their ability to meet the renewal requirements.

Section H: Resignation of Contract

The District will accept resignations for the succeeding school year without restriction, if tendered before June 1. Resignations tendered on or after June 1 will be accepted subject to the availability of a suitable replacement for employment by the District.

In addition, if a teacher resigns on or after July 1, a penalty of \$500 will be assessed. Extenuating circumstances should be reviewed with Human Resources.

Section I: Absences

The administration and the RNEA will work cooperatively to communicate to staff members the importance of regular attendance during April and May. It is important that the following be done in a professional, positive manner:

1. After the Spring Break of each year, the RNEA will send a reminder to their membership about the difficulty of obtaining high quality substitutes during the spring and the positive impact that their attendance has on student achievement.
2. The Superintendent will address an e-mail to all teachers at the end of March reminding them of the importance of being at school every scheduled workday and the benefit for student achievement.
3. The Superintendent or his designee will discuss this issue with principals at their monthly meetings. Statistics on leaves by building will be distributed followed by discussion in subsequent months of the causes behind the number of absences and the impact on students.

Section J: Communication

The RNEA and administration agree that pro-active, ongoing, two-way communication is essential in ensuring that administrators, teachers, parents and students work together as a team. By building a strong partnership with parents, we increase our ability to assist all students in achieving academic success. Because good communication is vital to this partnership, the revised teacher evaluation instrument will clearly define expectations for school/home communication.

In accordance with common business practice, typically RSD employees will return e-mails and phone calls within 24-48 hours, excluding weekends, holidays and absences. This standard will be shared with parents in a multitude of ways,

including school web-sites, District web-sites, teacher web-sites (if applicable), newsletters, comments at Parent Meetings, Open Houses and conferences, etc.

Section K: New Teachers

New employees will receive information regarding the following:

1. School calendar and daily school schedule
2. Welcome to the building communication with principal contact information, counselor information, school colors and mascot, etc.
3. Welcome letter or packet from RNEA President.

Section L: Foster Inclusive Community

Policy 4110 will be reviewed and a PIN will be created in order to add employment protections for staff members in regards to sexual orientation and gender identity.

Article XVIII - Facilities and Resources

Section A: Custodial and Maintenance Services

Time may be allocated in staff meetings in each of the buildings throughout the year in which the Director Facilities Services will be available to listen to concerns and provide responses to questions asked regarding custodial and maintenance services. A custodial survey may be sent to all employees of the District.

Article XIX - Working Conditions

Section A: Orientation Days

The contractual teacher orientation days prior to the opening of school will be organized as follows:

- One full day on the day prior to the first day of student attendance and one ½ day teacher work day to be included in the orientation schedule
- One day of district curriculum/in-service/PLC can be broken into two half days or can be placed during the school year
- One day of building meetings
- One ½ day districtwide building PLC meetings for the purpose of collaboration. Agenda and make-up of PLC groups to be determined collaboratively at the building level with administrator and teacher input.

Section B: Professional Development for Teachers in Years One through Two

All teachers in years one and two will participate in 15 hours of professional development each year beyond the contract of 190 days. Teachers will have options to attend this training during the summer or after regular school hours during the school year. Teachers will be compensated for these hours at the current participant's hourly rate for professional development. In addition, first year teachers will be required to participate in three additional days of summer professional development without compensation.

In addition to all regular classroom teachers, these additional professional development hours will be required for Instructional Technology Specialists, Reading Intervention teachers, Early Childhood teachers, CCL teachers, Librarians, Counselors, Implementation Coaches, Speech-Language Pathologists and Psychometrists.

Section C: MNEA Fall Conference

In years when the MNEA Fall Conference is not scheduled to be held in St. Louis, one full teacher work day will be placed on the first day of 2nd semester. When the MNEA Fall Conference is scheduled to be in St. Louis, students will not be in session and it will be a teacher workday. (See Section D, Item 3)

Teachers will provide to the building principal a proof of participation at MNEA conference or other appropriate educational staff development activities. Teachers working in the building should check in with the building principal.

Section D: Grades/Parent-Teacher Conferences

1. High School - Grades for high school are due five working days after first quarter and third quarter. Provided a final exam schedule of three half days of student attendance remains, grades are due three working days after the end of second and fourth quarter. Senior grades are due by 4:00 p.m. of the last day of senior attendance.
2. Elementary and Middle School - Grades are due five working days at the end of 1st and 3rd quarter for elementary and middle school. The last day of student attendance of each semester will be a half day for elementary schools and middle schools for the purpose of grade recording. Grades are due four working days at the end of 2nd and 4th quarter. Grade cards will not go home with the student on the last day of school.
3. Each semester will end with a teacher work day that is a flexible work day. This is flexible time to complete the work.

Parent-teacher conferences should be held at a time that most benefits students; no sooner than three (3) weeks from the start of the quarter and no later than three (3) weeks after the quarter ends.

Section E: Teacher Assessment of School Learning Climate

Consistent with the mission of the school district, building principals will conduct annual surveys of the staff for the purpose of assessing the school's learning climate. Data will be reported to the building principal's supervisor and the building's school improvement team.

Section F: Discipline

All building and District discipline policies will be communicated to teachers through in-service programs. Individual buildings will develop strategies through the participatory management process to maximize teacher efforts in discipline.

Section G: Program Follow-Through

It shall be the responsibility of the facilitator of any program to provide for the follow-through, recognizing that the primary responsibility of the teacher is to teach and not be burdened with excessive/unnecessary reporting.

Section H: Elementary Schedule

The elementary building schedule will provide for one hour a day of common plan/PLC time for each grade level team. That hour block will consist of five 30-minute PE classes a week, two 30-minute vocal music classes a week and three other 30-minute classes a week. Those three other classes may be, but are not limited to, two technology and not more than one 30-minute library. During library time students may, but are not limited to, check out books, independent reading time, have a curricular lesson taught by the librarian or an assistant assigned to the library. The library assistant may not be scheduled for duty during this time. A 60-minute art class will happen one time a week outside of the 60-minute block. This schedule will stay in effect until an elementary program review is conducted by the director of elementary education along with teachers and elementary administrators.

Will form an elementary committee to share best practices for establishing extra time within our existing schedule and prioritize protecting teacher-driven plan time. They will explore planned abandonment of program/activities that are ineffective and need to be eliminated. Teacher members will be selected by the RNEA.

Section I: Middle School Issues

It should be recognized that the programming needs of middle schools demand point allocation necessary to maintain equity in the middle school program in the District. An on-going Middle School Steering Committee of administrators, middle school teachers, and a Central Services administrator will be established to regularly evaluate the program and provide recommended solutions to identified concerns. The members of this committee will be chosen by the Superintendent and RNEA President.

1. As part of updating curriculum, instructional time management will be considered as it relates to middle schools.
2. When supply issues are being decided at the middle school level, consideration will be given to supporting project-oriented curriculum.
3. The District will continue to encourage middle schools to develop flexibility in their advisory program and provide staff training with opportunities to share.
4. Curriculum planning for the Middle School Advisory Program will be incorporated into the District process for curriculum development and review.
5. We will form a middle school group to review the current middle school stretch program. Key areas are:
 - Academic Lab/Flex Time
 - Distribution of time for all content areas
 - Middle school electives offering
 - This middle school group will also explore planned abandonment of program/activities that are ineffective and need to be eliminated.
 - Teacher members will be selected by the RNEA

Section J: High School Professional Responsibilities

Teachers are responsible for five (5) rostered classes.

In addition, high schools have academic lab periods. The purpose of academic lab is for teachers to provide academic help to students in their rostered classes. During this time, teachers are responsible for one rostered home room. In order to maximize the time used for academic support, teacher clerical duties should be kept to a minimum.

During the 2022-23 school year, there shall be a high school department chair discussion to explore planned abandonment of programs/activities that are ineffective and need to be eliminated.

Section K: Online Learning

In the event that student enrollment in online courses increases to the point of impacting a teacher, librarian or counselor's schedule and/or job responsibilities, the Rockwood School District and the RNEA agree to meet with administrative designees along with RNEA appointed teachers guaranteeing equal number of administrative and teacher representatives to determine the best practices within the district. This task force (K-5 and 6-12) will collaboratively develop appropriate solutions and consider best practices.

Section L: Assignment of Part-Time Teachers

The Assistant Superintendent Human Resources will interact with the building principals affected by the assignment of part-time teachers to develop the most efficient schedule possible for the District and teachers involved. When possible and to the mutual benefit of teachers and the District, full-time positions will be created.

Section M: Elementary Library Staffing

Elementary libraries currently have full-time library aides. These aides are an integral part of the library function. Classroom teachers need not be present in the library when aides are present. Substitutes for librarians and aides will be hired as needed so that all libraries remain open. Every attempt will be made to provide a pool of trained substitutes for the library. Library aides can/do duty as their schedule will allow.

Section N: Changes to Contractual Time

Any changes to the contractual time obligations of teachers shall be the result of a formal negotiation process between the District and the RNEA.

Section P: District Grading Committees

The district will establish committees at the elementary and secondary levels to continue work regarding grading and reporting practices. Membership will include representation of teachers, administrators, other appropriate district personnel, and RNEA representation.

The role of Elementary and Secondary Grading and Reporting committees will include the following:

- Develop a project plan for consistent implementation of grading and reporting practices (to include appropriate professional development and training)
- Organize professional development/training for all stakeholders (to include staff, students, administrators) prior to implementation of new grading and reporting practices and policies
- Create and implement a consistent communication plan for all stakeholders (to include staff, students, administrators, and parents)

2022-23 Teacher Salary Schedule Rockwood School District

STEP	BA	STEP	BA15	STEP	MA	STEP	MA15	STEP	MA30	STEP	DOC
1	\$43,261	1	\$44,054	1	\$46,427	1	\$47,482	1	\$48,801	1	\$51,544
2	\$44,019	2	\$44,824	2	\$47,357	2	\$48,431	2	\$50,023	2	\$52,833
3	\$44,791	3	\$45,609	3	\$48,304	3	\$49,402	3	\$51,272	3	\$54,153
4	\$45,573	4	\$46,406	4	\$49,269	4	\$50,389	4	\$52,554	4	\$55,507
5	\$46,370	5	\$47,220	5	\$50,254	5	\$51,396	5	\$53,866	5	\$56,897
6	\$47,067	6	\$48,045	6	\$51,511	6	\$52,681	6	\$55,213	6	\$58,318
7	\$47,774	7	\$48,888	7	\$52,799	7	\$53,999	7	\$56,594	7	\$59,776
		8	\$49,743	8	\$54,119	8	\$55,349	8	\$58,010	8	\$61,271
		9	\$50,612	9	\$55,472	9	\$56,732	9	\$59,459	9	\$62,803
		10	\$51,499	10	\$56,860	10	\$58,150	10	\$60,946	10	\$64,371
		11	\$52,401	11	\$58,565	11	\$59,894	11	\$62,774	11	\$66,303
		12	\$53,187	12	\$60,322	12	\$61,691	12	\$64,656	12	\$68,292
		13	\$53,984	13	\$62,131	13	\$63,541	13	\$66,596	13	\$70,342
				14	\$63,994	14	\$65,449	14	\$68,593	14	\$72,452
				15	\$65,915	15	\$67,412	15	\$70,652	15	\$74,625
				16	\$68,055	16	\$69,604	16	\$72,950	16	\$77,051
				17	\$70,269	17	\$71,865	17	\$75,321	17	\$79,556
				18	\$72,552	18	\$74,200	18	\$77,770	18	\$82,142
				19	\$74,908	19	\$76,610	19	\$80,294	19	\$84,811
				20	\$77,344	20	\$79,102	20	\$82,905	20	\$87,568
				21	\$79,473	21	\$81,278	21	\$85,186	21	\$89,976
				22	\$81,656	22	\$83,513	22	\$87,526	22	\$92,450
				23	\$83,902	23	\$85,809	23	\$89,932	23	\$94,992
				24	\$86,208	24	\$88,169	24	\$92,407	24	\$97,605
				*25	\$88,581	25	\$90,594	25	\$94,947	25	\$100,290

Starting with FY17 (school year 2016-2017) no new Longevity “Off Schedule” Classes will be added. Teachers will progress on the 25-year salary schedule. Years of service/ teaching are not necessarily equal to the step number a person is placed on the schedule.

At the conclusion of the 2024-25 school year (June 30, 2025) until a successor agreement has been negotiated and approved, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect.

Teachers will be held at BA Step 07 and BA15 Step 13. In the event that a teacher on the BA Step 07 or BA15 Step 13 channel accrues sufficient graduate credit for a channel change, the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step. If the salary at the resulting new step is less than the salary on the teacher’s previous step, the teacher will be advanced the minimum number of steps needed to result in an increased salary for the teacher. From that point, the teacher will resume advancement on schedule at the rate provided by in the Current Agreement.

*No teachers exist on these steps

2022-23 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

	L04	L06	L07	L08	L09	L10
BA	\$75,359	\$58,630	\$58,088	\$57,479	\$52,258	\$52,409
BA15	\$78,075	\$73,434	\$72,552	\$71,995	\$63,888	\$64,072
MA	\$107,270	\$98,699	\$96,783	\$94,445	\$92,676	\$92,313
MA15	\$109,443	\$101,610	\$99,859	\$97,206	\$94,990	\$94,554
MA30	\$113,192	\$106,824	\$103,845	\$101,061	\$99,721	\$99,241
DOC	\$115,103	\$107,960	\$106,325	\$104,641	\$102,655	\$102,459
	L11	L12	L13	L14	L15	L16
BA	\$52,409	\$52,409	\$52,409	\$52,409	\$52,409	\$52,409
BA15	\$64,072	\$64,072	\$64,072	\$64,072	\$64,072	\$64,072
MA	\$91,640	\$90,533	\$89,204	\$88,444	\$87,571	\$86,664
MA15	\$93,695	\$92,558	\$91,203	\$90,429	\$89,536	\$88,607
MA30	\$98,722	\$97,525	\$96,095	\$95,283	\$94,345	\$93,370
DOC	\$101,696	\$100,463	\$99,470	\$99,109	\$98,611	\$97,826

2022-23 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

	T12	T13
BA15	\$55,057	\$57,024

Starting with FY17 (school year 2016-2017) no new Longevity “Off Schedule” Classes will be added. Existing Longevity Classes will continue and shall be identified by the year in which the teacher entered that class. Teachers will remain in that class as long as the Current Agreement is in effect.

The BA L09 through BA L16 and the BA15 L09 through BA15 L16 classes will be identical in salary. In the event that a teacher on an L Class on the BA or BA15 channel accrues sufficient graduate credit for a channel change, the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step. If the salary at the resulting new step is less than the salary on the teacher’s previous longevity class, the teacher will be advanced the minimum number of steps needed to result in an increased salary for the teacher. From that point, the teacher will resume advancement on schedule at the rate provided by in the Current Agreement.

Starting with FY17 (school year 2016-2017) a new class of Off Schedule Teachers will be created - Transitional Class (T-Class). Employees that were on BA15 Steps 12 and 13 in FY16 will go Off Schedule starting in FY17 to Transition Class 12 and 13. Teachers will remain in this T Class until such time as he/she accrues sufficient graduate credit for a channel change, when the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step; or until the Salary Schedule BA15 Step 13 exceeds the salary amount in his/her Transitional Class, at which time the teacher will revert back to the salary schedule, BA15 Step13.

At the conclusion of the 2024-25 school year (June 30, 2025) until a successor agreement has been negotiated and approved, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect.

2023-24 Teacher Salary Schedule Rockwood School District

STEP	BA	STEP	BA15	STEP	MA	STEP	MA15	STEP	MA30	STEP	DOC
1	\$43,711	1	\$44,512	1	\$46,910	1	\$47,976	1	\$49,309	1	\$52,080
2	\$44,477	2	\$45,290	2	\$47,850	2	\$48,935	2	\$50,543	2	\$53,382
3	\$45,257	3	\$46,083	3	\$48,806	3	\$49,916	3	\$51,805	3	\$54,716
4	\$46,047	4	\$46,889	4	\$49,781	4	\$50,913	4	\$53,101	4	\$56,084
5	\$46,852	5	\$47,711	5	\$50,777	5	\$51,931	5	\$54,426	5	\$57,489
6	\$47,556	6	\$48,545	6	\$52,047	6	\$53,229	6	\$55,787	6	\$58,925
7	\$48,271	7	\$49,396	7	\$53,348	7	\$54,561	7	\$57,183	7	\$60,398
		8	\$50,260	8	\$54,682	8	\$55,925	8	\$58,613	8	\$61,908
		9	\$51,138	9	\$56,049	9	\$57,322	9	\$60,077	9	\$63,456
		10	\$52,035	10	\$57,451	10	\$58,755	10	\$61,580	10	\$65,040
		11	\$52,946	11	\$59,174	11	\$60,517	11	\$63,427	11	\$66,993
		12	\$53,740	12	\$60,949	12	\$62,333	12	\$65,328	12	\$69,002
		13	\$54,545	13	\$62,777	13	\$64,202	13	\$67,289	13	\$71,074
		14		14	\$64,660	14	\$66,130	14	\$69,306	14	\$73,206
		15		15	\$66,601	15	\$68,113	15	\$71,387	15	\$75,401
		16		16	\$68,763	16	\$70,328	16	\$73,709	16	\$77,852
		17		17	\$71,000	17	\$72,612	17	\$76,104	17	\$80,383
		18		18	\$73,307	18	\$74,972	18	\$78,579	18	\$82,996
		19		19	\$75,687	19	\$77,407	19	\$81,129	19	\$85,693
		20		20	\$78,148	20	\$79,925	20	\$83,767	20	\$88,479
		21		21	\$80,300	21	\$82,123	21	\$86,072	21	\$90,912
		22		22	\$82,505	22	\$84,382	22	\$88,436	22	\$93,411
		23		23	\$84,775	23	\$86,701	23	\$90,867	23	\$95,980
		24		24	\$87,105	24	\$89,086	24	\$93,368	24	\$98,620
		25		25	\$89,502	25	\$91,536	25	\$95,934	25	\$101,333

Starting with FY17 (school year 2016-2017) no new Longevity “Off Schedule” Classes will be added. Employees will progress on the 25-year salary schedule. Years of service/ teaching are not necessarily equal to the step number a person is placed on the schedule.

At the conclusion of the 2024-25 school year (June 30, 2025) until a successor agreement has been negotiated and approved, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect.

Teachers will be held at BA Step 07 and BA15 Step 13. In the event that a teacher on the BA Step 07 or BA15 Step 13 channel accrues sufficient graduate credit for a channel change, the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step. If the salary at the resulting new step is less than the salary on the teacher’s previous step, the teacher will be advanced the minimum number of steps needed to result in an increased salary for the teacher. From that point, the teacher will resume advancement on schedule at the rate provided by in the Current Agreement.

2023-24 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

	L04	L06	L07	L08	L09	L10
BA	\$78,185	\$60,829	\$60,266	\$59,634	\$54,218	\$54,374
BA15	\$81,003	\$76,188	\$75,273	\$74,695	\$66,284	\$66,475
MA	\$111,293	\$102,400	\$100,412	\$97,987	\$96,151	\$95,775
MA15	\$113,547	\$105,420	\$103,604	\$100,851	\$98,552	\$98,100
MA30	\$117,437	\$110,830	\$107,739	\$104,851	\$103,461	\$102,963
DOC	\$119,419	\$112,009	\$110,312	\$108,565	\$106,505	\$106,301
	L11	L12	L13	L14	L15	L16
BA	\$54,374	\$54,374	\$54,374	\$54,374	\$54,374	\$54,374
BA15	\$66,475	\$66,475	\$66,475	\$66,475	\$66,475	\$66,475
MA	\$95,077	\$93,928	\$92,549	\$91,761	\$90,855	\$89,914
MA15	\$97,209	\$96,029	\$94,623	\$93,820	\$92,894	\$91,930
MA30	\$102,424	\$101,182	\$99,699	\$98,856	\$97,883	\$96,871
DOC	\$105,510	\$104,230	\$103,200	\$102,826	\$102,309	\$101,494

2023-24 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

	T12	T13
BA15	\$55,607	\$57,594

Starting with FY17 (school year 2016-2017) no new Longevity “Off Schedule” Classes will be added. Existing Longevity Classes will continue and shall be identified by the year in which the teachers entered that class. Teachers will remain in that class as long as the Current Agreement is in effect.

The BA L09 through BA L16 and the BA15 L09 through BA15 L16 classes will be identical in salary. In the event that a teacher on an L Class on the BA or BA15 channel accrues sufficient graduate credit for a channel change, the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step. If the salary at the resulting new step is less than the salary on the teacher’s previous longevity class, the teacher will be advanced the minimum number of steps needed to result in an increased salary for the teacher. From that point, the teacher will resume advancement on schedule at the rate provided by in the Current Agreement.

Starting with FY17 (school year 2016-2017) a new class of Off Schedule Teachers will be created - Transitional Class (T-Class). Teachers that were on BA15 Steps 12 and 13 in FY16 will go Off Schedule starting in FY17 to Transition Class 12 and 13. Teachers will remain in this T Class until such time as he/she accrues sufficient graduate credit for a channel change, when the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step; or until the Salary Schedule BA15 Step 13 exceeds the salary amount in his/her Transitional Class, at which time the teacher will revert back to the salary schedule, BA15 Step13.

At the conclusion of the 2024-25 school year (June 30, 2025) until a successor agreement has been negotiated and approved, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect.

2024-25 Teacher Salary Schedule Rockwood School District

STEP	BA	STEP	BA15	STEP	MA	STEP	MA15	STEP	MA30	STEP	DOC
1	\$44,240	1	\$45,051	1	\$47,478	1	\$48,557	1	\$49,906	1	\$52,710
2	\$45,015	2	\$45,838	2	\$48,429	2	\$49,527	2	\$51,155	2	\$54,028
3	\$45,805	3	\$46,641	3	\$49,397	3	\$50,520	3	\$52,432	3	\$55,378
4	\$46,604	4	\$47,456	4	\$50,383	4	\$51,529	4	\$53,744	4	\$56,763
5	\$47,419	5	\$48,288	5	\$51,391	5	\$52,559	5	\$55,085	5	\$58,185
6	\$48,131	6	\$49,132	6	\$52,677	6	\$53,873	6	\$56,462	6	\$59,638
7	\$48,855	7	\$49,994	7	\$53,994	7	\$55,221	7	\$57,875	7	\$61,129
		8	\$50,868	8	\$55,344	8	\$56,602	8	\$59,322	8	\$62,657
		9	\$51,757	9	\$56,727	9	\$58,016	9	\$60,804	9	\$64,224
		10	\$52,665	10	\$58,146	10	\$59,466	10	\$62,325	10	\$65,827
		11	\$53,587	11	\$59,890	11	\$61,249	11	\$64,194	11	\$67,804
		12	\$54,390	12	\$61,686	12	\$63,087	12	\$66,118	12	\$69,837
		13	\$55,205	13	\$63,537	13	\$64,979	13	\$68,103	13	\$71,934
				14	\$65,442	14	\$66,930	14	\$70,145	14	\$74,092
				15	\$67,407	15	\$68,937	15	\$72,251	15	\$76,313
				16	\$69,595	16	\$71,179	16	\$74,601	16	\$78,794
				17	\$71,859	17	\$73,491	17	\$77,025	17	\$81,356
				18	\$74,194	18	\$75,879	18	\$79,530	18	\$84,000
				19	\$76,603	19	\$78,344	19	\$82,111	19	\$86,730
				20	\$79,094	20	\$80,892	20	\$84,781	20	\$89,550
				21	\$81,272	21	\$83,117	21	\$87,113	21	\$92,012
				22	\$83,503	22	\$85,403	22	\$89,506	22	\$94,541
				23	\$85,801	23	\$87,750	23	\$91,966	23	\$97,141
				24	\$88,159	24	\$90,164	24	\$94,498	24	\$99,813
				25	\$91,292	25	\$93,367	25	\$97,853	25	\$103,360

Starting with FY17 (school year 2016-2017) no new Longevity “Off Schedule” Classes will be added. Employees will progress on the 25-year salary schedule. Years of service/ teaching are not necessarily equal to the step number a person is placed on the schedule.

At the conclusion of the 2024-25 school year (June 30, 2025) until a successor agreement has been negotiated and approved, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect.

Teachers will be held at BA Step 07 and BA15 Step 13. In the event that a teacher on the BA Step 07 or BA15 Step 13 channel accrues sufficient graduate credit for a channel change, the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step. If the salary at the resulting new step is less than the salary on the teacher’s previous step, the teacher will be advanced the minimum number of steps needed to result in an increased salary for the teacher. From that point, the teacher will resume advancement on schedule at the rate provided by in the Current Agreement.

2024-25 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

	L04	L06	L07	L08	L09	L10
BA	\$79,749	\$62,046	\$61,471	\$60,827	\$55,302	\$55,461
BA15	\$82,623	\$77,712	\$76,778	\$76,189	\$67,610	\$67,805
MA	\$113,519	\$104,448	\$102,420	\$99,947	\$98,074	\$97,691
MA15	\$115,818	\$107,528	\$105,676	\$102,868	\$100,523	\$100,062
MA30	\$119,786	\$113,047	\$109,894	\$106,948	\$105,530	\$105,022
DOC	\$121,807	\$114,249	\$112,518	\$110,736	\$108,635	\$108,427
	L11	L12	L13	L14	L15	L16
BA	\$55,461	\$55,461	\$55,461	\$55,461	\$55,461	\$55,461
BA15	\$67,805	\$67,805	\$67,805	\$67,805	\$67,971	\$67,971
MA	\$96,979	\$95,807	\$94,400	\$94,055	\$93,354	\$92,387
MA15	\$99,153	\$97,950	\$96,515	\$96,166	\$95,449	\$94,458
MA30	\$104,472	\$103,206	\$101,693	\$101,327	\$100,575	\$99,535
DOC	\$107,620	\$106,315	\$105,780	\$105,397	\$105,122	\$104,285

2024-25 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

	T12	T13
BA15	\$56,163	\$58,170

Starting with FY17 (school year 2016-2017) no new Longevity “Off Schedule” Classes will be added. Existing Longevity Classes will continue and shall be identified by the year in which the employees entered that class. Employees will remain in that class as long as the Current Agreement is in effect.

The BA L09 through BA L16 and the BA15 L09 through BA15 L16 classes will be identical in salary. In the event that a teacher on an L Class on the BA or BA15 channel accrues sufficient graduate credit for a channel change, the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step. If the salary at the resulting new step is less than the salary on the teacher’s previous longevity class, the teacher will be advanced the minimum number of steps needed to result in an increased salary for the teacher. From that point, the teacher will resume advancement on schedule at the rate provided by in the Current Agreement.

Starting with FY17 (school year 2016-2017) a new class of Off Schedule Teachers will be created - Transitional Class (T-Class). Teachers that were on BA15 Steps 12 and 13 in FY16 will go Off Schedule starting in FY17 to Transition Class 12 and 13. Teachers will remain in this T Class until such time as he/she accrues sufficient graduate credit for a channel change, when the teacher will revert back to the last salary schedule step on his/her channel and will move horizontally one channel and vertically one step; or until the Salary Schedule BA15 Step 13 exceeds the salary amount in his/her Transitional Class, at which time the teacher will revert back to the salary schedule, BA15 Step13.

At the conclusion of the 2024-25 school year (June 30, 2025) until a successor agreement has been negotiated and approved, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect.



**ROCKWOOD SCHOOL DISTRICT
INTEREST-BASED BARGAINING (IBB)
GROUND RULES
2021-22**

1) Purpose, Goals, General Procedures

Purpose

The Rockwood Board of Education, Administration, and RNEA aspire to arrive at a mutually satisfactory document setting forth the terms and conditions of employment for members of the unit of employees represented by the RNEA. The procedures set forth below are intended to improve the bargaining process by enhancing communications between the parties and creating an environment characterized by mutual respect, trust, and confidence. The Board of Education reserves throughout the process their legal rights and obligations under Missouri Law to be fiscally responsible to their constituents.

Goal

The goal of the IBB process is to arrive at a Current Agreement that will be submitted to the Board of Education and the RNEA for final approval. With the completion of the 2021-22 IBB process, a new Current Agreement will become effective beginning July 1, 2022.

Costs for the Process

All costs incurred during the process will be equally split for payment between the Rockwood School District and the Rockwood National Education Association.

IBB Teams

The following is a listing of the membership on the IBB teams for the Rockwood School District and the Rockwood National Association Education (RNEA):

- Ten (10) representatives from the RNEA
- Ten (10) representatives from the Rockwood School District administration
- Maximum of four (4) consultants (two for Rockwood NEA and two for the Rockwood School District).

The Board of Education members will be represented at the Communications Lab. All members of the IBB teams will be required to attend the Social and Communications Lab.

Role of Facilitators

The outside process facilitator will assist and guide the group during the IBB Process activities including the Training Sessions, Communications Lab and Final Issue(s) Resolution. The facilitator will deal with process issues only and will not be involved in the discussion or resolution of the content of the Communications Lab issues or Final Issues Resolutions. The facilitator will work with the Assistant Superintendent of Human Resources and the RNEA Bargaining Chair to develop the agenda for each session. Training session for IBB will be provided by the facilitator.

Communication

All communication during the IBB process is limited to information shared between IBB team members. No communication may take place outside of the IBB team during the IBB process, except in the following circumstances:

- A committee calls upon outside people for information and research related to their committee.
- The RNEA IBB Team may communicate with the currently elected RNEA Executive Board of Representatives and its attorneys.
- The Rockwood Administrative IBB Team may communicate with the currently elected Rockwood Board of Education and its attorneys.

2) IBB Training Session

The purpose of the training session is to provide all participants in the process with knowledge and experience regarding IBB philosophy, ground rules, process steps, skill requirements, team building, conflict resolution, consensus seeking, communication processes, etc., appropriate for negotiations intended to be collaborative, integrative, and non-adversarial.

3) Communications Lab – Presentation of Interest Statements

The purpose of the Communications Laboratory is to seek mutual understanding of the issues to be addressed, clarify issues, combine issues when possible and appropriate, and assign issues to committees.

Prior to the Communications Laboratory, the participating groups meet separately to prepare sets of interest statements that reflect concerns of members of the group(s) represented. The RNEA will collect their issues and provide all participants in the Communications Lab with a copy of their issues in one set. The Board and Administration will collect their issues and will provide all participants in the Communications Lab with a copy of their issues in one set.

Except for an emergency, all IBB team members, RNEA President, and Superintendent are expected to attend the Communications Lab. The Board of Education will be represented at the Communications Lab. A maximum of three (3) members will be present to avoid a quorum. In addition, a maximum of three (3) RNEA executive board members will be present.

Upon completion of the communications lab, interests will be shared with the public.

Interest Statement Presentation

The total number of interest statements for each side will be tallied. If an equal number of interest statements are presented, presentation will alternate between each group. If unequal, interest statements will be presented on a prorated basis so each side will conclude evenly.

A representative from each group will read the interest statement aloud, provide explanation of statement, and then ask if there are questions or clarifying comments.

Time will be given to clearly define and clarify the issue before proceeding to the next issue.

Issues will then be assigned to a committee(s) by the RNEA Bargaining Chair and the RSD Assistant Superintendent of Human Resources.

Issues will be assigned to no more than three (3) or four (4) committees.

The IBB Team will remain in session until all interest statements have been clarified and assigned to a committee. Except for an emergency, all IBB Team members are expected to remain with the group until adjournment.

Committees will be formed and hold their organizational meeting before adjournment of the Communications Lab. Each committee will select their chair/spokesperson and recorder at this time. In addition, any further clarification of issues will occur within this subcommittee meeting so that appropriate research can commence. No new interest statements may be introduced on the day of the Communications Lab; only those interest statements agreed to by the representatives prior to the meeting.

4) Bargaining Sessions

During the implementation of the committee phase of the IBB process, the committees will meet following the Communications Lab in which the interest statements have been shared. Committees will proceed as follows:

Following the committee meetings, minutes will be developed and sent to subcommittee members to be approved. Upon approval, copies of minutes will be provided to the RNEA Bargaining Chair and RSD Assistant Superintendent Human Resources.

Committees need to work as a committee of the whole to discuss assigned interest statements and to develop agreements for the assigned interest statements. However, individual members of the committee may be assigned specific research responsibilities which should be reported to the entire committee. Interest statements assigned to a committee should not be divided among committee members to determine agreements for the committee.

Make-up session day (due to inclement weather or other circumstances) – The bargaining chairs may schedule a make-up session if an additional bargaining day is required.

All committees are empowered to develop a consensus resolution. All resolutions are tentative pending consensus approval of the joint RSD / RNEA IBB committee.

Committee meetings are closed to all but committee members. Except in the following circumstances:

- Others can be invited by the consensus of the group for the purpose of information gathering.
- The Rockwood School District Superintendent or RSD Bargaining Chair along with the RNEA President or RNEA Bargaining Chair may at their discretion sit-in on committee meetings without prior invitation from the committee. With the permission of the committee members the superintendent or RSD Bargaining Chair and the RNEA President or RNEA Bargaining Chair may take part in committee discussions. This is to only be done when both the superintendent or RSD Bargaining Chair and the RNEA President or RNEA Bargaining Chair are both present.

Each committee will convene to write the final language for each issue to be presented to the joint RSD/RNEA IBB Committee using the Report-Out form. Language will be taken from the Report-Out form to comprise the Current Agreement. However, the IBB Team may designate one person to organize the Reports into one Current Agreement for review.

Five on Five Committee

Any unresolved issues that remain after the Bargaining Session(s) will be sent to the Five on Five committee. The RNEA and Rockwood School District will each be represented by any five members from the original negotiations team or consultants. This meeting will be a full-day intensive negotiations session. Facilitators will not be utilized at this meeting.

Final Issues Resolution

5) Development and Ratification of the Current Agreement

Current Agreement language will be developed from the report out forms. A complete memorandum will then be compiled by the RNEA Bargaining Chair and RSD Assistant Superintendent Human Resources to be shared with all members of the IBB team. The fundamentals of the agreement will be agreed upon at the final issues resolution session. The RNEA Bargaining Chair and RSD Assistant Superintendent Human Resources will have the next working day to complete memorandum wording.

The RNEA will schedule meetings with its membership, to review, discuss, and consider the Current Agreement. The IBB process requires the Current Agreement to be accepted or rejected as a package by the RNEA membership, and cannot be modified in the ratification process. The RNEA has to obtain ratification by a majority of its members.

The Current Agreement will be considered by the Board of Education at the next regular Board of Education meeting.

6) Steering/Assessment Committee

An Assessment Committee comprised of three (3) representatives from the RNEA, Superintendent, and Assistant Superintendent Human Resources will have the responsibility to review the IBB process and make changes/modifications to the process for the next negotiations cycle. The revised process will be reviewed with the Board of Education, Superintendent's Cabinet, and the RNEA Executive Board.

The Assessment Committee will preferably meet within two (2) weeks of the ratification of the agreement by the RNEA and the Board of Education. If the two-week time frame cannot be fulfilled, the committee should meet before the conclusion of the summer break of the school year of the bargain.

**Rockwood National Education Association
Rockwood School District Administration
Interest Based Bargaining Timeline 2021-22**

Event	Date & Time	Location	Comments
Ground Rules proposed	July 15, 2021	by email	
Ground Rules adopted	August 2, 2021	by email	
1. IBB Training	September 8, 2021	Annex, A200 4 – 6 p.m.	
2. Communications Lab	September 23, 2021	Annex, A100 4 – 6 p.m.	
3. Bargaining Session 1	October 18, 2021	ILC – B Bldg 9 a.m. - 4 p.m.	Rooms: B101 B103 B104 B105-Flex Room
4. Bargaining Session 2	October 19, 2021	ILC – B Bldg 9 a.m. - 4 p.m.	
5. Make-up Bargaining Session (if needed)	October 26, 2021	ILC – B Bldg 9 a.m. - 4 p.m.	
6. Five on Five	November 2, 2021	ILC – B Bldg 12 - 4 p.m.	
7. Five on Five	November 18, 2021	ILC – B Bldg 10 -12:30	
8. Five on Five	December 6, 2021	ILC – B Bldg 11 - 3	
9. Five on Five	December 17, 2021	Via Zoon 3:30 p.m.	Main Conference Room

10. Five on Five	January 18, 2022	ILC – B Bldg 1 – 4	Rooms: B101 B103 B104
11. Final Issue(s) Resolution	February 9, 2022	ILC – B Bldg 4 – 6	Rooms: B102 B103 B104
12. Ratification by RNEA	February 22-24, 2022		
13. Approval by Board of Education	March 3, 2022	Board Meeting	

Rockwood School District Interest-Based Bargaining Teams for 2021-22

Rockwood National Education Association	Rockwood Administration
Thomas Cook Marquette High School	Dr. Dave Cobb Executive Director Elementary Education
Libby D'Angelo Rockwood Summit High School	Dr. Lisa Counts Assistant Superintendent Supervision of Schools
Jaymie Castens Wildhorse Elementary School	Dr. Tracy Edwards Director Human Resources
Shannon Gruzkeski Stanton Elementary School	Dr. Paul Godwin Principal, Green Pines Elementary School
Rhonda Kloepfel LaSalle Springs Middle School	Dr. Stephen Hankins Principal, Marquette High School
Matt Landwehr* Lafayette High School	Dr. Terry Harris Executive Director Student Services
Stephen Polster Crestview Middle School	Paul Northington Chief Financial Officer
Melissa Stein Kellison Elementary School	Dr. Katie Reboulet* Assistant Superintendent Human Resources
Margaret Sullivan Rockwood Summit High School	Aaron Wilken Principal, LaSalle Springs Middle School
Deb Title Crestview Middle School	Dr. Shelley Willott Executive Director Learning & Support Services
RNEA Consultant	Rockwood Administration Consultant
Laura Baker RNEA President	Dr. Tim Ricker Superintendent of Schools
Kari Estes MNEA UD	

***Bargaining Chair**