

Collective Bargaining Agreement

between the

Rockton Board of Education No. 140

and

Rockton Teachers' Association

IEA-NEA

for

2020 - 2021

Rockton School District No. 140

Rockton, Illinois 61072

Rockton School District No. 140

Professional Agreement

2020-2021

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Article I - Recognition

This Agreement is entered into this August 31, 2020, by and between the Board of Education of Rockton School District No. 140, hereinafter referred to as the "Board" and the Rockton Teachers' Association, IEA-NEA, hereinafter referred to as the "Association."

The Association and any successor organization, is hereby recognized as the sole and exclusive bargaining representative for all full and part-time regularly employed licensed personnel, hereinafter referred to as "teachers," except for the Superintendent, Assistant Superintendent(s), Principal, Assistant Principal(s) and all other administrative personnel having the authority to hire, transfer, assign, promote, discharge, discipline or process grievances or other employees, and part-time and substitute employees.

Since the Winnebago County Special Education Cooperative is covered under separate salary schedule and contracts and since they bargain for themselves with their governing body, they are not covered by the terms and conditions of this contract.

Part time teachers will be covered by the agreement - however, salaries and benefits will be based on their fractional employment.

Article II - Evaluation

- 2.1 The evaluation process will follow the Rockton School District Evaluation Plan as developed by the PERA Committee and as amended from time to time. Teachers are responsible for, and will be held accountable to, the Performance Responsibilities found in the Teacher Evaluation Plan.
- 2.2 No formal evaluation shall take place until the Building Administrator or evaluator acquaints each teacher under his/her supervision with the evaluation procedures and instruments. The Building Administrator or evaluator shall advise each teacher who shall observe and evaluate the teacher's performance.
- 2.3 A formal observation consists of at least one visitation of no less than 45 minutes, a full class period, or a complete lesson. A pre-observation conference will be held prior to the formal observation where the staff member will submit a lesson plan and a completed pre-observation form. A reflective conference will be held after the formal observation and

before the post observation conference. The staff member and evaluator will meet for the post observation conference within ten (10) school days following the formal observation at which time a written summative evaluation will be provided to the staff member.

- 2.4 The evaluator shall formally evaluate each teacher in writing using an evaluation instrument designed by the Administration. The Association shall be consulted concerning any changes to the instrument.
- 2.5 Non-tenured teachers shall be formally evaluated at least twice each year, but will be given a summative rating for only the final evaluation. Tenured teachers shall be formally evaluated at least once every two (2) years.
- 2.6 Nothing contained herein shall limit the right of Administration to utilize informal observations and other first-hand evaluation criteria for considering competency of any teacher. Any informal observations which are to be used to evaluate the employee, shall be reduced to writing and discussed with the employee prior to being placed in the teacher's personnel file.
- 2.7 The evaluator shall provide the teacher with a written summary of the teacher's observation noting deficiencies and problems to be addressed by the teacher. Recommendations for professional growth in the area of noted deficiency and problems should be in writing. It is the teacher's responsibility to improve performance.
- 2.8 Any tenured teacher who has submitted an irrevocable letter of retirement will be exempt from the last evaluation of their employment if they have received excellent ratings on their previous three evaluations.
- 2.9 The teacher shall sign copies of the written summative evaluation and receive a copy of said evaluation. If the teacher feels that his/her formal evaluation is incomplete, inaccurate or unjust, he/she may put his/her objections in writing. The evaluator shall sign the teacher's written objection. Copies will be provided to the teacher and attached to the evaluation report to be placed in the teacher's official personnel file.
- 2.10 Any grievance filed relative to this Article shall be limited to violations of the specific procedures as outlined in Sections 2.1 through 2.9 above. All other aspects of evaluation, including but not limited to, criteria, instruments, or personalities, shall not be grievable.

Article III – Staff Reductions

3.1 The staff reduction and recall process will follow the procedures as developed and/or amended by the Reduction in Force (RIF) Joint Committee.

Article IV - Class Size Philosophy

4.1 Because the Board of Education recognizes students’ individual needs and characteristics and because they also feel larger class size could possibly affect these needs, it is their philosophy to attempt to keep student-teacher ratio at or below the following levels

Half-Day Kindergarten	20 (based on homeroom size)
Full-Day Kindergarten	22 (based on homeroom size)
Grades 1 - 2	22 (based on homeroom size)
Grades 3 Grades 4 - 5	24 (based on homeroom size) 26 (based on homeroom size)
Grades 6 - 8	29 (average of academic classes)

4.2 When a class exceeds the philosophical guidelines, affected teachers, administration, and a Rockton Teachers’ Association representative will meet and consider the options available and the factors that impact options such as: number of students involved; specific instructional needs for individual classrooms; time of year; financial status of the district; space available in the building/classroom. Options may include but are not limited to the creation of another class section or assigning aide support to the classroom/grade-level with the overage. The final decision rests with the superintendent.

4.3 When a special education instructor feels their workload needs to be reviewed, they will request a conversation with their RTA representative and their building principal.

Article V - No Strike

- 5.1 The Board and the Association recognize that strikes and all other forms of work stoppages by members of the exclusive bargaining unit are contrary to the continuity of educational programs. The Board and the Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means, and agreements shall result from good-faith negotiations. The teachers and Association, therefore, agree that during the term of this agreement, they shall not encourage, engage in or sanction any strike, work stoppage, or work slowdown.

Article VI - Leaves

6.1 Sick/Emergency/Bereavement Leave

- A. Full-time teachers shall be granted sick leave based on the following:

Full-time teachers with 0 – 13 years of service to Rockton School District (RSD) shall receive a yearly amount of fifteen (15) sick days.

Full-time teachers with 14 – 18 years of service to RSD shall receive a yearly amount of seventeen (17) sick days.

Full-time teachers with 19+ years of service to RSD shall receive a yearly amount of twenty (20) sick days.

- B. Part-time teachers shall receive pro-rated sick days based on the percentage of the full school year they are hired to work. Please see examples:

*Example #1: A teacher who is hired to work 108 full days of the school year would receive 8 full sick days. ($108/180 = .60$, 60% times 13 days equals 7.8, rounded to the nearest $\frac{1}{2}$ day = 8).

*Example #2: A teacher hired to work 3.08 hours per day for 110 days of the school year would receive 8 (3.08 hours) sick days ($110/180 = .611$, 61.1% times 13 days equals 7.94 rounded to the nearest $\frac{1}{2}$ day = 8).

*Example #3: A teacher who works $\frac{1}{2}$ days all school year would receive 13 - $\frac{1}{2}$ day sick days.

*Example #4: A teacher who works 76 full days and 34 half days of the school year would receive 6.5 full day sick days ($76 + 34 (1/2) = 93$ full days $93/180 = .517$, $51.7\% \times 13 = 6.72$, rounded to the nearest $\frac{1}{2}$ day = 6.5).

- C. Sick days may accumulate to three hundred sixty (360) days. Teachers who have accumulated 360 sick leave days will be granted the yearly number of sick leave days they are entitled to at the beginning of each subsequent year, which may be used only in that year. For the purpose of this section, sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The immediate family will mean the employee's spouse, children, brothers, sisters, parents, grandparents, grandchildren, parents-in-law, grandparents-in-law, brothers-in-law, sisters-in-law, step children, stepbrothers, stepsisters, step-parents, step-grandparents, step-grandchildren and legal guardians, and allowed for dental purposes only in the case of an emergency. A spouse may take up to five consecutive days of sick leave from the date of birth or adoption of their child. Weekends will not count toward the five days, but all other Not-In-Attendance days and holidays will count. The use of these five days will not impact any other leave teachers can access.

A physician's statement may be required after an absence of three consecutive days for personal illness - physical or mental.

When a sick day is used for emergencies and/or bereavement, an explanation of the absence is required to be submitted in the "Notes to Administrator" box of the substitute notification system.

Sick leave may not be used in increments of less than $\frac{1}{2}$ day.

- D. Full-time teachers shall be granted two (2) personal leave days per year. Part-time teachers shall receive prorated personal days. Personal leave days may accumulate up to a maximum of four (4) days that can be used in one school year. If possible, it is requested that personal days be applied for and approved by the building principal three (3) school days in advance of taking such leave. An explanation of your absence is required to be submitted in the "Notes to Administrator" box of the substitute notification system. The use of a personal day is subject to the following conditions:

In the transition year of 20-21, any personal days an RTA member has remaining at the end of the 19-20 school year will revert to sick days and be included in their 20-21 personal day total.

Personal leave may not be used in increments of less than 1/2 day.

Personal leave may not be used by more than 20% of the teaching staff in each building at the same time. If leave requests exceed 20% of the staff, days will be granted on a first come, first serve basis. This percent will not include days used for emergency or bereavement.

- E. At the beginning of each school year, each teacher shall be provided a salary statement which includes his/her accumulated sick leave credit.

6.2 Leaves Without Pay

A. Leave of Absence

Upon Board approval, a tenured teacher may be granted unpaid leave for a period of one year. The teacher requesting a leave (other than a medical leave) must submit the request by March 1st, of the year preceding the year requested for leave time. The Board may limit the number of leaves granted per year and applications will include reasons for taking such leave. The teacher on leave shall give the Board written notice of intent to return by March 1st.

B. Child Rearing Leave

A tenured teacher may be granted a non-paid child rearing leave not to exceed the balance of the school year in which the leave begins, and if requested by the employee, one (1) additional school year.

A fourth-year non-tenured teacher who has been re-employed full-time by the Board for the following school year may be granted child rearing leave beginning with the start of that teacher's fifth year of employment in the district.

Nothing in this section negates the right of any teacher to exercise his/her right to leave under FMLA. The teacher must notify the Superintendent sixty (60) days prior to the leave being taken. A notice of intent to resume teaching must be made by the teacher by March 1st prior to the year of returning.

C. Return to Work

A teacher returning from a full year of unpaid leave shall be placed in the cell on the salary schedule that reflects his/or her years of service at the start of the leave. If an employee teaches for a portion of the school year, Board Policy will determine placement on the salary schedule. A teacher returning from leave shall be reassigned to the position he/she vacated if possible, or to a position for which he/she is licensed. A teacher shall maintain his/her tenure status while on leave of absence.

Article VII - Working Conditions

Line of Responsibility:

In order to contribute positively to the efficient and effective operation of the School District, teachers shall utilize the following procedures to address concerns. Teachers shall meet with the building principal to discuss the teacher's concern. If the teacher is not satisfied with the principal's response to the concern, the teacher shall meet with the superintendent to discuss the teacher's concern. If the teacher is not satisfied with the superintendent's response to the concern, the teacher may submit the concern in writing to the Board of Education. These channels should be followed and no level should be by-passed except in unusual situations. This provision does not preclude the filing of a grievance at any point prior to the exhaustion of the above reference chain of command process.

- 7.1 Each teacher that teaches four or more clock hours shall be entitled to a thirty-five (35) continuous-minute duty-free lunch period each working day.
- 7.2 Whenever there is a change in a teacher's assignment, the building principal will notify the teacher whose assignment has been changed. This notification will occur as soon as possible to allow the teacher to prepare for said change.

7.3 Work Day

School	Student Day	Teacher Day	Flex Time
RGS	7:45 - 2:30	7:30 - 3:10	7:15 - 2:55
WPES	7:45 - 2:35	7:30 - 3:10	7:15 - 2:55
SMMS	7:42 - 2:35	7:30 - 3:10	7:15 - 2:55

- A. The student day at SMMS has three minutes added to the first period for additional time for a daily news program. If an appropriate daily news program can't be found, these three additional minutes shall be removed.
- B. In order to provide the most efficient and cost effective transportation of students, the Board may shift the Teacher Day in all buildings up to ten minutes. The Teacher Day must be the same in all buildings, and the number of hours remain the same as in 7.3A. The student day may be shifted within the Teacher Day accordingly, but cannot exceed the number of hours identified in 7.3A. The Board and Association agree to bargain any adjustment falling outside these times.
- C. On Fridays, eves of holidays, and when required to return to school at night, the staff may leave ten (10) minutes after the students leave.

7.4 Teachers who desire to begin working at 7:15 A.M. instead of 7:30 A.M. may opt to leave at 2:55 P.M. instead of 3:10 P.M. by adhering to the following procedures:

- A. This optional time benefit may not be used when parent conferences, staffings, or faculty and committee meetings are scheduled.
- B. Individual special requests for any other early leaves must be submitted to the administration in writing in ample time for their consideration.

7.5 All teachers at Rockton Grade School are expected to attend Parent Orientation, Parent Conferences and Vocal Music Concerts when their classes perform. All teachers at WPES are expected to attend Parent Orientation, Parent Conferences and Vocal Music Concerts

when their classes perform. All teachers at SMMS are expected to attend Parent Orientation, Parent Conferences and Awards Night.

- 7.6 Teachers are expected to attend faculty meetings in the entirety. Principals will give two (2) day notification before such meetings. If an emergency situation arises, the two (2) day stipulation may be waived and teachers will be allowed to leave at the end of the teacher day. Teachers with schedules that conflict with the attendance of faculty meetings may be excused from such meetings, in whole or in part, at the discretion of the building principal.
- 7.7 SMMS Prep: All full-time teachers of grades 6-8 shall have six of eight teaching assignment student contact periods per day. By mutual agreement of the Board of Education and the Association, an extra class period may be assigned for an additional twelve and one half (12.5) percent of the current base salary.
- 7.8 SMMS: The administration may assign up to 100 minutes per week of the non-student contact time to each teacher for supervisory duties. Twenty-five (25) minutes of this supervisory time will be used each week to monitor hallways five (5) minutes prior to the start of the student day. Supervisory minutes will not include before school duty.
- 7.9 RGS/WPES Prep: All full-time teachers of grades K-5 shall be provided no less than 225 minutes of preparation time per regular scheduled (five day) school week. This does not include time before or after the student day. The administration may schedule meetings/conferences as appropriate.
- 7.10 SMMS Lunch Duty: If a teacher elects to use a portion of his/her daily planning period to supervise lunch, the teacher shall be compensated at an hourly rate of 0.067% of the base salary. In addition, the teacher supervising lunch shall have a scheduled thirty-five (35) minute duty free lunch time as a part of their daily schedule. This lunch time will be scheduled during the portion of their preparation period that is close to the scheduled lunch times for the school.
- 7.11 Substitute teachers will be provided four days a year so classroom teachers in grades K-5 will be able to meet for two (2) hours of grade level team-planning. In addition, on one of the August institute days and the two school improvement days, a block of time of at least ninety (90) minutes shall be provided for team meetings. The agenda for all such meetings shall be mutually agreed upon by the grade level teachers and administrators.

- 7.12 Dress Code: Teachers will dress in a manner that enhances their profession and is appropriate for the day's activities. Torn jeans are not acceptable. Shorts and jersey sweatpants are only acceptable in physical education classrooms.

Article VIII - Grievance Procedure

8.1 Definitions

- A. Any claim made by a teacher, group of teachers, or the Association that there has been a violation or misapplication of the terms of this agreement shall constitute a grievance. All grievances must be reviewed by the RTA executive officers before filing at the First Step.
- B. Any grievance must be filed at the First Step within fifteen (15) school days of the occurrence or when the teacher or association should have become aware of an occurrence giving rise to the grievance.
- C. All time limits contained herein consist of school days, except during the summer and vacation break they shall consist of business days. When a grievance is submitted less than ten (10) days before the close of the school term, the time limits shall be doubled. The failure of a teacher(s) or the Association to act within the time limits set forth herein shall act as a bar to any further appeal. The failure of an administrator to render a decision or to meet within the time limits set forth shall permit the teacher(s) or the Association to proceed to the next step. Time limits can only be extended by written, mutual consent. School Days, as used in this Section, shall mean days of scheduled attendance for all pupils.
- D. To constitute an effective filing, a written grievance must contain the following information:
 - 1. A description of the occurrence giving rise to the grievance, including names, dates, and places necessary for a complete understanding of the grievance.
 - 2. A listing of the specific provisions of this Agreement alleged to have been violated or misapplied.
 - 3. State the remedy required to resolve the grievance.

8.2 Procedure

The parties acknowledge that it is usually most desirable for a teacher and his/her immediately involved supervisor to resolve problems through free and informal communications. However, if such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

Step One

The Teachers and Building Representative shall present the grievance in writing to the Building Principal who will arrange for a meeting to take place within five (5) working days of the receipt of the written grievance. Within five (5) days of the meeting, the principal shall provide the grievant(s) with a written decision.

Step Two

In the event the grievance is not satisfactorily resolved in Step One, the grievant(s) may file the grievance with the Superintendent or his/her official designee within five (5) days of the receipt of the Step One answer or eight (8) days of the Step One meeting, whichever is later. Upon receipt of the grievance, the Superintendent shall arrange for a meeting with the grievant to take place within five (5) days. Within five (5) days of the Step Two meeting, the Superintendent shall provide the grievant(s) with a written decision.

Step Three

In the event the grievance is not satisfactorily resolved in Step Two, the grievant(s) may file the grievance with the Board of Education within five (5) days of receipt of the Step Two answer or eight (8) days of the Step Two meeting, whichever is later. Upon receipt of the grievance, the Board President or his/her official designee shall arrange for a meeting with the grievant to take place within five (5) days. Within five (5) days of the Step Three meeting, the Board President shall provide the grievant(s) with a written decision.

Step Four

If the grievance is not resolved in Step Three, the grievant(s) may submit the grievance to final and binding arbitration within 10 days of the receipt of the Step Three answer. Arbitration is limited solely and simply to interpretation and implementation of the terms of this Agreement. The arbitrator shall not have the power to add to, subtract from, alter or

modify in any way, the terms or conditions of this Agreement. The arbitrator shall have no power to alter the terms of this Agreement.

Each party shall bear the full costs for its representation in the arbitration. The costs of the arbitrator and the AAA shall be divided equally between the parties. If either party requests a transcript of the proceeding, that party shall bear the full cost for that transcript. If both parties order a transcript, the cost of the (2) transcripts shall be divided equally between the parties.

Article IX - Technical Clauses

9.1 Management Rights

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the United States and the State of Illinois. These include by way of illustration and not limitation, the right:

- A. To manage and control the executive organization and administration of the District and its properties and facilities, and the activities of its employees;
- B. To direct the work of its employees;
- C. To hire all employees, and, subject to the provisions of law, to determine the conditions for their continued employment, discipline, dismissal or demotion and to promote, assign, and transfer all such employees;
- D. To establish educational policies, goals and objectives; to insure rights and educational opportunities of students; to determine staffing patterns, to determine the number and kinds of personnel required in order to maintain or improve the efficiency of District operations;
- E. To build, move or modify facilities; to establish budget procedures and determine budgetary allocations; to determine the methods of raising revenue;

The exercise by the Board of any or all powers, rights, authority, duties, and responsibilities shall be limited only by the specific and express terms of this Agreement and then only to the extent such terms are consistent with law.

9.2 Separability

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement only to the extent that it is found to violate the law. All remaining articles, sections and clauses shall remain in full force and effect.

Article X- Association Rights

10.1 Association Rights

- A. The Association President shall be provided copies of: (a) regular and special Board of Education meeting agendas, (b) the approved open meeting minutes, (c) the adopted budget, (d) the annual financial report, (e) the approved policies of the Board of Education.
- B. The Association President shall be provided a copy of the proposed annual school calendar. The Association may request a meeting with the Superintendent to discuss any suggestions it may have concerning the tentative calendar prior to Board adoption of the calendar.
- C. Within thirty (30) calendar days of ratification of the Collective Bargaining Agreement, the Board shall post a signed copy of the prepared Agreement on the district website. The Board will notify the Association of the names and positions of all newly hired teachers within ten (10) days of their employment. The Association may then request a copy of this agreement be provided to the newly hired staff.
- D. The Association may use employee mailboxes, inter-school mail, district e-mail, district voicemail, and designated bulletin boards in each building for Association communication.
- E. By mutual agreement of the Administration and Association President, Association Representatives shall be granted a total of five (5) days release time during the school term, with no loss of salary, for the purpose of attending to Association business. Any

one Association member may only use three (3) of the five (5) day total unless approved by the Superintendent. The Association agrees to pay for the cost of the substitutes.

- F. Any Association member who is elected to a State IEA position shall be granted two (2) days release time during the school term, with no loss of salary, for the purpose of attending to Association business. In addition, this person may use only two (2) of the Association Days mentioned in 10.1 E, limiting them to total of four (4) release days per year. The Association agrees to pay for the cost of the substitutes.
- G. The Association President shall be provided notification of approved teaching vacancies in the district. Within five (5) days of Board approval of teaching vacancies, the Administration shall notify teachers by district e-mail and shall post vacancies on the district website.
- H. The Superintendent and the Association president will coordinate a time for the Association to meet with new teachers during New Teacher Orientation.
- I. The Association shall annually determine the Association member dues and submit to the Board the amount in writing on or before September 15th. Upon written or electronic request of a teacher, dues will be collected via payroll deduction. Such dues shall be paid to the Association by the Board no later than 10 days following the deduction.

Article XI - Retirement Benefits

- 11.1 A teacher who has taught at least fifteen (15) years in District #140; who retires from teaching from District #140; who is eligible to receive a TRS pension; and who notifies the Teachers' Retirement System of his/her retirement shall be entitled to the following salary bonus:

\$480 per year of service to the Rockton School District up to a maximum of 25 years, when an irrevocable letter of retirement is received by March 1 two (2) or three (3) years prior to the year they wish to retire.

\$375 per year of service to the Rockton School District up to a maximum of 25 years, when an irrevocable letter of retirement is received by March 1 one (1) year prior to the year they wish to retire.

\$300 per year of service to the Rockton School District up to a maximum of 25 years, when a letter of retirement is received by March 1 of the year they plan to retire.

In the event the retirement bonus would result in the teacher receiving more than a 6% TRS creditable pay increase, the bonus payments will be reduced to the point that the district would not incur a penalty.

Upon the acceptance of a teacher's irrevocable letter of retirement, a portion of the retirement bonus that will raise their TRS creditable pay increase to 6% shall be paid each June after the notice is given. The District shall report this salary bonus to the Illinois Teachers' Retirement System as part of the teacher's final years' salary. Any portion of the retirement bonus that is unable to be paid as part of TRS creditable earnings shall be paid post retirement in a check following the last day of employment and after the final paycheck. In special circumstances, the teacher may appeal to the Board to waive the March 1st deadline. The decision to grant or deny the appeal is at the sole discretion of the Board and is not subject to the grievance process.

In the event the teacher does not have fifteen (15) years at the time they give notice, the teacher must have fifteen (15) years of service at the actual time of retirement. In the event the teacher has received payment pursuant to the retirement provisions and resigns or retires prior to attaining fifteen years of service, the teacher shall have his/her salary reduced by the retirement bonus payment or if necessary the teacher agrees to pay without contest.

11.2 These retirement incentives will be evaluated at the end of the contract term to stay in compliance with changes in the Teachers' Retirement System.

Article XII – Insurance

12.1 The Board will pay individual medical, dental, and life insurance costs for employee coverage only. The employee may purchase single plus one dependent at 65% of the family insurance rate or family medical insurance coverage.

Employees shall choose one of the following health insurance plan options.

Option 1: The original PPO plan:

\$500 PPO in-network deductible

\$1000 PPO out-of-network deductible

Prescriptions: \$15 (generic), \$30 (preferred), \$50 (brand name)

Option 2: High Deductible PPO with Health Savings Account (HSA)

\$2600 PPO in-network deductible

\$5200 PPO out-of-network deductible

Employer Contribution to HSA is \$1,300 per year.

Spouses employed by the district will each receive the HSA contribution.

The annual open enrollment will end on December 31st instead of the current date of August 31st. For the 20-21 school year only, RTA members will have two open enrollments ending on both August 31st and December 31st. On the first payroll in September 2020, a prorated amount of the \$1,300 (\$433.33), employer HSA contribution will be made to all RTA members who elect the HSA. They will then receive their regular annual HSA employer contribution of \$1,300 on the first payroll of January 2021.

Employer HSA contributions will be made on the first paycheck of January.

If at any time the enrollment in the original PPO plan has reached 13 Rockton School District Association enrollees or less, the original PPO plan will not be offered the following school year. The earliest the original plan will no longer be offered is the 2019-2020 school year.

12.2 Any individual who works less than full time for any reason other than unilateral Board action shall receive Board paid insurance on a pro-rata basis.

12.3 Insurance premiums paid by the employee for major medical insurance and dental insurance for dependents or employees shall be payable through each teacher's salary reduction, pursuant to a salary reduction plan intended to qualify under Section 125 of the Internal Revenue Code of 1986, as amended. The Board does not guarantee or in any way warrant that the salary reductions are non-taxable, said determination to be made by the individual teacher.

- 12.4 The Board may pick the insurance carrier but may not substantially change coverage without mutual consent of the Association.
- 12.5 Teachers may contribute to Medical and Dependent Care Flex Accounts. Participants will pay a monthly fee for each account and the additional cost if they wish to have a debit card. The company administering the flex accounts will set the monthly amount. The Board will be responsible for the difference between the minimum monthly administrative fee total and the amount covered by participant's fees.
- 12.6 A Joint Insurance Committee comprised equally of Board and Association representatives will meet to analyze insurance issues and is charged with creating strategic recommendations to the Board to control costs, maintain quality benefits, and avoid penalties under the Patient Protection and Affordable Care Act.

Article XIII – Compensation

13.1 Pay Period

Payroll checks shall be issued every two (2) weeks, with the first pay period of a new school year following the same sequence (2 weeks) as the last school year.

Payment shall be made through direct deposit and participation is mandatory. Each teacher will receive his/her paycheck on a twelve (12) month basis.

13.2 Internal Substitute Pay

It is mutually agreed between the Board of Education of Rockton School District #140 and the Rockton Teachers' Association that if a teacher voluntarily, with the approval of the Administration, supervises and/or teaches the class of another teacher, the first teacher will be compensated at a rate of one-eighth (1/8) of the per diem for each full forty-three minute period of such supervision and/or teaching. For the purpose of this agreement, the per diem will be calculated by dividing the salary as shown for a teacher with a Bachelor's Degree and zero years of experience on the "Salary Schedule" by 180. Teacher's Retirement will be paid by the District.

13.3 Salary Schedule (Schedule located on pages 23-28)

- A. Teachers will be placed on the salary schedule according to the degree they earned (Bachelors' or Masters') that led to their licensure as a teacher, plus any education graduate credits earned beyond the date they applied to receive their licensure. Any credit hours earned after a teacher completed their course work for a Bachelors' degree or Masters' degree but before the teacher completed the work necessary to receive their licensure will not be credited toward lane placement.
- B. Financial Compensation and Benefit Agreement between the Teachers' Association and the Board of Education of Rockton School District #140 shall be as follows:

Base Salary 2020-2021 without TRS contribution \$35,639.31
Base Salary 2020-2021 with TRS contribution \$39,163.55

- C. Teaching staff shall be placed on the Salary Schedule with the following educational lanes: BA, BA+9, BA+18, BA+27, BA+36, MA, MA+10, MA+20, MA+30, MA+40 or degree.
- D. The six people placed in lane BA+24 during the 2016-2017 school year will be placed in lane BA+36.
- E. The five people placed in lane BA+18 during the 2016-2017 school year will be placed in lane BA+27 and will only need nine additional credits to advance to the BA+36 lane.

13.4 Teachers in the MA+40 lane are eligible for tuition reimbursement in the amount of \$75 per credit hour up to three credit hours per contract year.

13.5 The Board shall pay the full cost of teacher's retirement.

13.6 The Board will pay ½ of 1% toward TRS health insurance.

13.7 Longevity movement on the salary schedule shall be based on a Teacher's Full Time Equivalent (FTE) for the year. When calculating a teacher's FTE, FMLA or any other

non-paid leave will not be considered time worked. Those teachers working above 50% will advance a full step on the salary schedule at the beginning of the next school year. Those working 50% and below will receive ½ year's credit, and would remain in their current cell until they have accumulated a full year's credit.

- 13.8 In order to advance on the salary schedule, college coursework must be at the graduate level and teachers shall submit an official transcript no later than October 15.
- 13.9 A master's degree in Educational Administration from an accredited college or university will be recognized for compensation on the salary schedule.
- 13.10 The Curriculum Coordinator position will have a 190 day contract and will be paid a per diem rate equal to the employee's 180 day per diem rate. The rate will be calculated by dividing the employee's current placement on the salary schedule by 180 and will be paid equally over 26 pay periods. In the event of an emergency or special circumstance, the Superintendent may authorize extra days for this position. This extra time will be paid at an hourly rate based on the employee's per diem rate.

The scheduling of the 190 day contract will be mutually agreed upon between the Superintendent and the Curriculum Coordinator.

- 13.11 Each year teachers who provide library programs and services for the district shall be granted up to five (5) additional hours in order to prepare and/or close the district libraries. Compensation for the additional hours will be at an hourly rate of 0.067% of the base salary. Additional hours may be approved by the superintendent as needed.
- 13.12 Psychologists with a specialist degree or the equivalent from an approved program will be placed on the Salary Schedule at MA + 30. Psychologists will receive \$6,000 for performing duties assigned by administration which are related to the special education department.

The psychologist position will have a 185 day contract and shall be paid a per diem rate equal to the employee's 180 day per diem rate. The rate will be calculated by dividing the employee's current placement on the salary schedule by 180 and will be paid equally over 26 pay periods. In the event of an emergency or special circumstance, the Superintendent may authorize extra days for this position. This extra time will be paid at an hourly rate based on the employee's per diem rate.

- 13.13 Speech and language pathologists will be placed at MA+30 due to the number of graduate credits required to get a Master's degree in Speech Pathology. Speech and language pathologists will receive \$5,000 as a "Responsibility Factor" for additional paperwork due to large caseloads.

The speech and language pathologists position will have a 180 day contract and shall be paid a per diem rate equal to the employee's 180 day per diem rate. In the event of a special circumstance, the Superintendent may authorize up to two extra days per year for this position. The additional days shall be paid at a per diem rate equal to the employee's 180 day per diem rate. The rate will be calculated by dividing the employee's current placement on the salary schedule by 180 and will be paid equally over 26 pay periods. This extra time will be paid at an hourly rate based on the employee's per diem rate.

- 13.14 On an annual basis the Board and the Association will discuss the feasibility of a Joint Financial Committee comprised equally of Board, Association, and community representatives, will meet to analyze the financial state of the district. Community members shall be appointed by mutual agreement of the Board and Association.

- 13.15 Extra Duty Pay Schedule (Schedule located on page 25)

Extra Duty compensation will be calculated on a percentage of the base salary (a teacher with a Bachelor's Degree and zero years of experience) as shown on the Salary Schedule.

Extra duty assignments created by external grants shall be paid at a rate determined by the Board. The rate determined by the Board shall be maintained for the duration of the year of the assignment even if the grants allocation is reduced.

Throughout the duration of this contract, new duties and their compensations can be developed mutually between the Superintendent, the Association President, and the person performing the new extra duty. The contract will be amended to include the new duty on the extra duty pay scale. Qualified teachers will be considered first for extra duty positions. Employees who take on new stipend positions will be placed according to their prior experience.

The building principal will be responsible for evaluating the individual performing the extra duty assignment. If the individual's performance of the extra duty assignment is

unsatisfactory, the principal will inform the staff member in writing by March 1st that the assignment will not be continued for the next school year.

All extra duty and volunteer jobs will be posted via district email as vacancies occur.

Rockton School District No. 140 Salary Schedule			2020-2021							
	Degree									
Years Experience	BA	BA +9	BA +18	BA +27	BA +36	Masters	Masters +10	Masters +20	Masters +30	Masters +40 or Degree
0	\$35,639.31	\$37,421.28	\$39,203.24	\$40,985.21	\$42,767.17	\$44,549.14	\$46,331.10	\$48,113.07	\$49,895.03	\$51,677.00
1	\$37,064.88	\$38,846.85	\$40,628.81	\$42,410.78	\$44,192.74	\$45,974.71	\$47,756.68	\$49,538.64	\$51,320.61	\$53,102.57
2	\$38,490.45	\$40,272.42	\$42,054.39	\$43,836.35	\$45,618.32	\$47,400.28	\$49,182.25	\$50,964.21	\$52,746.18	\$54,528.14
3	\$39,916.03	\$41,697.99	\$43,479.96	\$45,261.92	\$47,043.89	\$48,825.85	\$50,607.82	\$52,389.79	\$54,171.75	\$55,953.72
4	\$41,341.60	\$43,123.57	\$44,905.53	\$46,687.50	\$48,469.46	\$50,251.43	\$52,033.39	\$53,815.36	\$55,597.32	\$57,379.29
5	\$42,767.17	\$44,549.14	\$46,331.10	\$48,113.07	\$49,895.03	\$51,677.00	\$53,458.97	\$55,240.93	\$57,022.90	\$58,804.86
6	\$44,192.74	\$45,974.71	\$47,756.68	\$49,538.64	\$51,320.61	\$53,102.57	\$54,884.54	\$56,666.50	\$58,448.47	\$60,230.43
7	\$45,618.32	\$47,400.28	\$49,182.25	\$50,964.21	\$52,746.18	\$54,528.14	\$56,310.11	\$58,092.08	\$59,874.04	\$61,656.01
8	\$47,043.89	\$48,825.85	\$50,607.82	\$52,389.79	\$54,171.75	\$55,953.72	\$57,735.68	\$59,517.65	\$61,299.61	\$63,081.58
9	\$48,469.46	\$50,251.43	\$52,033.39	\$53,815.36	\$55,597.32	\$57,379.29	\$59,161.25	\$60,943.22	\$62,725.19	\$64,507.15
10	\$49,895.03	\$51,677.00	\$53,458.97	\$55,240.93	\$57,022.90	\$58,804.86	\$60,586.83	\$62,368.79	\$64,150.76	\$65,932.72
11	\$51,320.61	\$53,102.57	\$54,884.54	\$56,666.50	\$58,448.47	\$60,230.43	\$62,012.40	\$63,794.36	\$65,576.33	\$67,358.30
12	\$52,746.18	\$54,528.14	\$56,310.11	\$58,092.08	\$59,874.04	\$61,656.01	\$63,437.97	\$65,219.94	\$67,001.90	\$68,783.87
13	\$54,171.75	\$55,953.72	\$57,735.68	\$59,517.65	\$61,299.61	\$63,081.58	\$64,863.54	\$66,645.51	\$68,427.48	\$70,209.44
14	\$55,597.32	\$57,379.29	\$59,161.25	\$60,943.22	\$62,725.19	\$64,507.15	\$66,289.12	\$68,071.08	\$69,853.05	\$71,635.01
15	\$57,022.90	\$58,804.86	\$60,586.83	\$62,368.79	\$64,150.76	\$65,932.72	\$67,714.69	\$69,496.65	\$71,278.62	\$73,060.59
16	\$58,448.47	\$60,230.43	\$62,012.40	\$63,794.36	\$65,576.33	\$67,358.30	\$69,140.26	\$70,922.23	\$72,704.19	\$74,486.16
17	\$59,874.04	\$61,656.01	\$63,437.97	\$65,219.94	\$67,001.90	\$68,783.87	\$70,565.83	\$72,347.80	\$74,129.76	\$75,911.73
18-20	(3-Year Longevity Step)					\$70,209.44	\$71,991.41	\$73,773.37	\$75,555.34	\$77,337.30
21						\$71,635.01	\$73,416.98	\$75,198.94	\$76,980.91	\$78,762.88

Salary Schedule Plus Retirement (9%)		2020-2021									
Years Experience	Degree										
	BA	BA +9	BA +18	BA +27	BA +36	Masters	Masters +10	Masters +20	Masters +30	Masters +40 or Degree	
0	\$39,164.07	\$41,122.27	\$43,080.47	\$45,038.68	\$46,996.88	\$48,955.08	\$50,913.29	\$52,871.49	\$54,829.70	\$56,787.90	
1	\$40,730.63	\$42,688.83	\$44,647.04	\$46,605.24	\$48,563.44	\$50,521.65	\$52,479.85	\$54,438.05	\$56,396.26	\$58,354.46	
2	\$42,297.19	\$44,255.40	\$46,213.60	\$48,171.80	\$50,130.01	\$52,088.21	\$54,046.41	\$56,004.62	\$57,962.82	\$59,921.02	
3	\$43,863.76	\$45,821.96	\$47,780.16	\$49,738.37	\$51,696.57	\$53,654.77	\$55,612.98	\$57,571.18	\$59,529.38	\$61,487.59	
4	\$45,430.32	\$47,388.52	\$49,346.73	\$51,304.93	\$53,263.13	\$55,221.34	\$57,179.54	\$59,137.74	\$61,095.95	\$63,054.15	
5	\$46,996.88	\$48,955.08	\$50,913.29	\$52,871.49	\$54,829.70	\$56,787.90	\$58,746.10	\$60,704.31	\$62,662.51	\$64,620.71	
6	\$48,563.44	\$50,521.65	\$52,479.85	\$54,438.05	\$56,396.26	\$58,354.46	\$60,312.66	\$62,270.87	\$64,229.07	\$66,187.27	
7	\$50,130.01	\$52,088.21	\$54,046.41	\$56,004.62	\$57,962.82	\$59,921.02	\$61,879.23	\$63,837.43	\$65,795.63	\$67,753.84	
8	\$51,696.57	\$53,654.77	\$55,612.98	\$57,571.18	\$59,529.38	\$61,487.59	\$63,445.79	\$65,403.99	\$67,362.20	\$69,320.40	
9	\$53,263.13	\$55,221.34	\$57,179.54	\$59,137.74	\$61,095.95	\$63,054.15	\$65,012.35	\$66,970.56	\$68,928.76	\$70,886.96	
10	\$54,829.70	\$56,787.90	\$58,746.10	\$60,704.31	\$62,662.51	\$64,620.71	\$66,578.92	\$68,537.12	\$70,495.32	\$72,453.53	
11	\$56,396.26	\$58,354.46	\$60,312.66	\$62,270.87	\$64,229.07	\$66,187.27	\$68,145.48	\$70,103.68	\$72,061.88	\$74,020.09	
12	\$57,962.82	\$59,921.02	\$61,879.23	\$63,837.43	\$65,795.63	\$67,753.84	\$69,712.04	\$71,670.24	\$73,628.45	\$75,586.65	
13	\$59,529.38	\$61,487.59	\$63,445.79	\$65,403.99	\$67,362.20	\$69,320.40	\$71,278.60	\$73,236.81	\$75,195.01	\$77,153.21	
14	\$61,095.95	\$63,054.15	\$65,012.35	\$66,970.56	\$68,928.76	\$70,886.96	\$72,845.17	\$74,803.37	\$76,761.57	\$78,719.78	
15	\$62,662.51	\$64,620.71	\$66,578.92	\$68,537.12	\$70,495.32	\$72,453.53	\$74,411.73	\$76,369.93	\$78,328.14	\$80,286.34	
16	\$64,229.07	\$66,187.27	\$68,145.48	\$70,103.68	\$72,061.88	\$74,020.09	\$75,978.29	\$77,936.50	\$79,894.70	\$81,852.90	
17	\$65,795.63	\$67,753.84	\$69,712.04	\$71,670.24	\$73,628.45	\$75,586.65	\$77,544.85	\$79,503.06	\$81,461.26	\$83,419.46	
18-20	(3-Year Longevity Step)						\$77,153.21	\$79,111.42	\$81,069.62	\$83,027.82	\$84,986.03
21						\$78,719.78	\$80,677.98	\$82,636.18	\$84,594.39	\$86,552.59	

Rockton School District 140 Extra Duty Pay Schedule						
2020-2021	\$ 35,639.31					
Duty	0-2 Years	% of Base	3-5 Years	% of Base	6+ Years	% of Base
Level 1						
Boys Basketball Coach (2)	\$ 2,494.75	7.00%	\$ 2,762.05	7.75%	\$ 3,118.44	8.75%
Girls Basketball Coach (2)	\$ 2,494.75	7.00%	\$ 2,762.05	7.75%	\$ 3,118.44	8.75%
Cheerleading Advisor	\$ 2,494.75	7.00%	\$ 2,762.05	7.75%	\$ 3,118.44	8.75%
Spirit Squad	\$ 2,494.75	7.00%	\$ 2,762.05	7.75%	\$ 3,118.44	8.75%
Track Coach (2)	\$ 2,494.75	7.00%	\$ 2,762.05	7.75%	\$ 3,118.44	8.75%
Play Director	\$ 2,494.75	7.00%	\$ 2,762.05	7.75%	\$ 3,118.44	8.75%
Coed Soccer Coach (2)	\$ 2,494.75	7.00%	\$ 2,762.05	7.75%	\$ 3,118.44	8.75%
Girls Volleyball Coach (2)	\$ 2,494.75	7.00%	\$ 2,762.05	7.75%	\$ 3,118.44	8.75%
Level 2						
Band Director	\$ 1,963.73	5.51%	\$ 2,174.00	6.10%	\$ 2,451.98	6.88%
Yearbook Advisor	\$ 1,963.73	5.51%	\$ 2,174.00	6.10%	\$ 2,451.98	6.88%
Track Coach Assistant (2)	\$ 1,963.73	5.51%	\$ 2,174.00	6.10%	\$ 2,451.98	6.88%
Level 3						
Student Council Advisor	\$ 1,265.20	3.55%	\$ 1,400.62	3.93%	\$ 1,578.82	4.43%
Play Director Assistant	\$ 1,265.20	3.55%	\$ 1,400.62	3.93%	\$ 1,578.82	4.43%
Cross Country Team (2)	\$ 1,265.20	3.55%	\$ 1,400.62	3.93%	\$ 1,578.82	4.43%
NJHS Advisor	\$ 1,265.20	3.55%	\$ 1,400.62	3.93%	\$ 1,578.82	4.43%
Peer Support	\$ 1,265.20	3.55%	\$ 1,400.62	3.93%	\$ 1,578.82	4.43%
Science Olympiad	\$ 1,265.20	3.55%	\$ 1,400.62	3.93%	\$ 1,578.82	4.43%
Level 4						
Quiz Bowl Coach (2)	\$ 823.27	2.31%	\$ 908.80	2.55%	\$ 1,026.41	2.88%
SMMS Choir Director	\$ 823.27	2.31%	\$ 908.80	2.55%	\$ 1,026.41	2.88%
WPES Choir Director	\$ 823.27	2.31%	\$ 908.80	2.55%	\$ 1,026.41	2.88%
Level 5						
Project Fair Advisor (2)	\$ 445.49	1.25%	\$ 491.82	1.38%	\$ 555.97	1.56%
Art Enrichment (2)	\$ 445.49	1.25%	\$ 491.82	1.38%	\$ 555.97	1.56%
Music Enrichment (2)	\$ 445.49	1.25%	\$ 491.82	1.38%	\$ 555.97	1.56%
SMMS Art Club Advisor	\$ 445.49	1.25%	\$ 491.82	1.38%	\$ 555.97	1.56%
Strategic Games Advisor	\$ 445.49	1.25%	\$ 491.82	1.38%	\$ 555.97	1.56%
Geography Club Advisor	\$ 445.49	1.25%	\$ 491.82	1.38%	\$ 555.97	1.56%
Spanish Club Advisor	\$ 445.49	1.25%	\$ 491.82	1.38%	\$ 555.97	1.56%
Running Club Advisor (3)	\$ 445.49	1.25%	\$ 491.82	1.38%	\$ 555.97	1.56%
Athletic Director						
	\$ 3,653.03	10.25%	No percentage increase for years in the position.			
Overnight field trips .15% of base salary = \$53.45/teacher						
WPES after school Math & Reading will be .067% of base (\$23.87 per hour)						
Any certified staff member attending a district initiated staff development activity approved for a stipend payment will be eligible to receive a stipend in the amount of .067% of base (\$23.87 per hour). Any certified staff member approved to teach a district initiated staff development course shall receive an hourly rate of .09% of base (\$32.07per hour)						
Library and Lunch duty will be .067% of the base (\$23.87 per hour)						
Tutoring students on Home Bound will receive .067% of Base (\$23.87 per hour).						

Duration Clause

This Agreement shall continue to be in effect through the day preceding the first teacher attendance day of the 2020-2021 school year.

**Board of Education
Rockton School District No. 140**

Katie Littlefield
President

Mary Neuman
Secretary

8/18/20
Date

**Rockton Teachers' Association
IEA-NEA**

L. Daniels
President

D. Kelly
Secretary

8/18/20
Date