

**Tentative Agreement
School Years 2013-15**

WHEREAS, the District and RTA are parties to a Collective Bargaining agreement ("CBA") covering the period July 1, 2010 through June 30, 2013; and

WHEREAS, the above referenced CBA shall now be extended for a two-year agreement, covering the period July 1, 2013 through June 30, 2015; and

WHEREAS, the RTA and the District have reached a tentative agreement as specified below:

The parties acknowledge that before the tentative agreement becomes final, the RTA membership must ratify said agreement and the school board of the District must vote on and approve the tentative agreement. Both the District and RTA represent that they will seek the required approval as soon as practicable. Unless modified by the content of this tentative agreement, the terms and conditions of the above-referenced CBA will remain unchanged.

NOW THEREFORE, the tentative agreement agreed by the District and RTA is as follows:

- 1. Duration July 1, 2013 - June 30, 2015**
- 2. Section 16.3 Beginning with the school year 2013-14 Wednesdays shall revert to a normal instructional day. Teachers shall not be obligated to remain in buildings for any purpose beyond the normal instructional day on Wednesdays. A teacher's Professional Responsibilities (Domain IV of Danielson rubric) rating may not be downgraded as a result of absence from participation in voluntary activities held during off duty hours or off duty days.
[delete remainder of section 16.3]**
- 3. Section 46.3. c. The benchmarking formula for school year 2013-14 is 3.2%. Increases shall be applied to 2012-13 year (Appendix A) retroactive to July 1, 2013. The salary increase for the 2014-2015 school year shall be informed by the benchmarking formula contained in Section 46.3(a) of the CBA. The District and the RTA will use best efforts to determine the 2014-2015 salary schedule before the end of the 2013-2014 school year.**
- 4. Section 48.2 [Each seasonal coaching stipend shall be increased by five hundred dollars (\$500.00).]**

A (\$4,500) B (\$4,000) C (\$3,500) D (\$3,000) E (\$2,500)

Section 48.3 All modified sport stipends shall be \$2,500 and the longevity increases shall be the same as in Section 48.2.

5. Section 50.9 Expanded SLLCC

a. The purpose of the SLLCCs is to increase school autonomy and to improve student achievement. The parties agree that SLLCCs at selected sites will be authorized to enter into contractual agreements different than provisions contained in the Agreement.

b. SLLCCs may not create agreements which suspend or change the contractual rights of employees at other work locations or change the terms and conditions for any bargaining member at other work locations.

c. The principal and the designated Association Faculty Representative shall be authorized to sign off on tentative SLLC agreements negotiated by the SLLCC.

d. Both the District and the Association must establish their own "ratification" procedures for agreements reached by SLLCC. All SLLCC agreements must be ratified prior to implementation.

e. The Joint Living Contract Committee shall serve as a resource to the school-level committees. Any procedural issues that a SLLCC is unable to resolve will be referred to the central Living Contract Committee for immediate consideration.

f. The Joint LCC shall establish a mechanism for monitoring the progress of SLLCCs and for supporting the school-level implementation. The parties agree to jointly design an evaluation process for the SLLCC effort focusing on the stated purposes in item c above.

g. At any point during the life of this agreement, either party at a school engaged in the SLLCC pilot may terminate their participation by petitioning the Joint Living Contract Committee. The Joint Living Contract Committee will attempt to resolve problems leading to such requests; however, approval to end participation will not be unreasonably withheld.

h. The parties agree that the following contractual provisions shall not be within the authority of SLLCC deliberations unless a SLLCC petitions the Joint Living Contract Committee for approval to address another contractual provision and receives approval to do so:

The Sections that are not open to SLLCC agreements are:

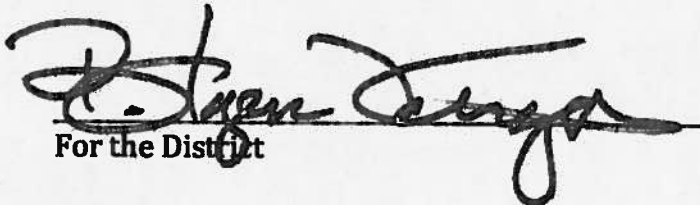
- (1) Recognition**
- (5) Savings Clause**

- (8) Management Rights
- (9) Association Rights
- (14) Grievance Procedures
- (26) Personal Injury Benefits
- (37) Discipline/Discharge Non-Tenured
- (38) Discipline/Discharge Tenured
- (41) Absences
- (43 through 44A) Health Benefits
- (46) General Salary (base salary can be exceeded not diminished)
- (50) Living contract Committee
- (62-64) SIA, HHT, RPPP
- Appendix A

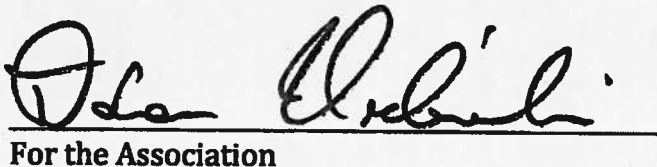
All other contract sections may be subject to change through negotiation by the SLCC.

- i. In addition to these provisions, the District may grant, to the extent allowed by law, autonomies in the areas of:

Administrative requirements
School governance
Educational Program & Curriculum
Principal Selection and Retention
Board Policies: to include, but not be limited to Discipline/Code of Conduct


For the District

8/8/2013
Date


For the Association

8/8/2013
Date

Appendix A

Step	Salary 2012-2013		Step	Salary 2013-2014
1	\$42,283	↘	1	\$42,917
2	\$43,163	↘	2	\$43,636
3	\$43,582	↘	3	\$44,545
4	\$44,687	↘	4	\$44,977
5	\$45,806	↘	5	\$46,117
6	\$47,010	↘	6	\$47,271
7	\$47,612	↘	7	\$48,514
8	\$48,819	↘	8	\$49,136
9	\$50,054	↘	9	\$50,381
10	\$51,229	↘	10	\$51,656
11	\$52,434	↘	11	\$52,868
12	\$54,051	↘	12	\$54,112
13	\$55,410	↘	13	\$55,780
14	\$56,758	↘	14	\$57,183
15	\$58,402	↘	15	\$58,574
16	\$60,021	↘	16	\$60,271
17	\$61,581	↘	17	\$61,942
18	\$62,822	↘	18	\$63,552
19	\$64,143	↘	19	\$64,832
20	\$66,331	↘	20	\$66,196
21	\$68,673	↘	21	\$68,454
22	\$70,183	↘	22	\$70,871
23	\$71,787	↘	23	\$72,429
24	\$73,989	↘	24	\$74,084
25	\$75,751	↘	25	\$76,356
26	\$76,978	↘	26	\$78,175
27	\$78,770	↘	27	\$79,442
28	\$80,689	↘	28	\$81,291
29	\$82,671	↘	29	\$83,271
30	\$84,154	↘	30	\$85,316
31	\$86,194	↘	31	\$86,847
32	\$87,840	↘	32	\$88,953
33	\$89,410	↘	33	\$90,651
34	\$90,936	↘	34	\$92,272
35	\$92,387	↘	35	\$93,846

99-1	\$93,819	↘	99-1	\$95,343
99-2	\$95,441	↘	99-2	\$96,821
99-3	\$97,231	↘	99-3	\$98,495
99-4	\$98,657	↘	99-4	\$100,343
99-5	\$100,400	↘	99-5	\$101,814
99-6	\$101,525	↘	99-6	\$103,613
99-7	\$102,988	↘	99-7	\$104,774
99-8	\$104,694	↘	99-8	\$106,284
99-9	\$106,527	↘	99-9	\$108,045
99-10	\$108,792	↘	99-10	\$109,936
99-11	\$111,585	↘	99-11	\$112,273
99-12	\$113,944	↘	99-12	\$115,155
99-13	\$116,843	↘	99-13	\$117,590
99-14			99-14	\$120,582