

Current Agreement

Between

**The Rockwood National Education Association
(RNEA)**

and

The Rockwood School District

July 1, 2025 to June 30, 2028

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. For the purpose of this agreement, “educators” include the following teachers, counselors, librarians, instructional technology specialists, early childhood teachers, early childhood special education teachers, certified speech language pathologists (hired before June 30, 2024), 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, assistant 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.

Article II - Salary

Section A: Salary Schedule

School Year	Step	Step One	See Appendix for Salary Schedule
2025-26	BA	\$47,014	A
	DOC	\$55,619	
2026-27	BA	\$48,194	B
	DOC	\$57,015	
2026-27	BA	TBD	C
	DOC	TBD	

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

Educators 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 of 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 RSD Tuition Reimbursement – Teacher/Administrator form.) Courses must be a part of the university's Education program. Any classes not within an Education program must enhance content knowledge relevant to the subjects currently taught. Any courses outside of a university's Education program must be pre-approved by the Assistant Superintendent of Human Resources or their designee.
2. Completion of graduate hours beyond a master's degree may include Rockwood offered coursework approved by the professional development committee.
3. Micro-credentials are a way for teachers to earn additional credits towards their salary schedule by demonstrating mastery of specific skills. Rockwood Micro-Credentialing and other free Micro-Credentials offered by professional

organizations that meet Rockwood's established professional learning criteria and approved in advance by the Professional Learning Department can be applied towards MA+15 and MA+30 salary levels. Additional information regarding micro-credentials can be found on One Rockwood.

Teachers must submit proposals for personalized micro-credentials before starting their new learning. These proposals should be submitted by the following deadlines:

- September 20
- January 20
- June 20

A committee, including representatives from the Professional Learning Department, a Professional Learning District Committee Representative, and RNEA, will review these proposals within 10 working days of the deadline. They will use a scoring guide and checklist to decide whether to approve, deny, or request revisions to the proposal.

How to Earn Micro-Credentials:

- 1) Select a Skill: Teachers choose the skills they want to develop.
- 2) Find a Learning Opportunity: This could be a course, workshop, or self-study.
- 3) Collect Evidence: Teachers gather evidence to show their competency.
- 4) Get Feedback and Approval: Facilitators review the evidence and award the Micro-Credential.

Key Points:

- Value: One micro-credential unit equals approximately 15 hours of work.
- Exclusivity: Micro-credentials earned in Rockwood are not transferable to other districts.
- Proposal Process: Teachers must submit proposals for personalized micro-credentials by specific deadlines.
- Facilitator Compensation: Facilitators are paid double the course time for planning, delivery, and assessment.
- Additional Work: Participants in paid district professional learning will need to complete additional work beyond the event, which is not compensated.

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.

4. 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 **educators** 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 **educators** holds active National Board Certification, full stipend will be paid.
- Stipends for part-time **educators** will be pro-rated based upon the percentage of a full-time contract held by the **educator** that year.

Section C: Loss of Pay/Paychecks

Educators 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, **educators** will be paid on the preceding date.

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

In the event an **educator** incurs five or more uncompensated contractual days **within a pay period**, 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 **educator** 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, **educators** 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 **educators** who are not taking such workshops for tuition reimbursement.
3. Substituting for Another Teacher: Payment will be **reviewed annually based upon a compensation study.**
4. Curriculum Planning Compensation
 - b) Curriculum Writing. The rate of curriculum writing compensation will be **paid consistently**, reviewed annually by Human Resources **based upon a compensation study.**
 - c) Summer Workshop Stipend. The rate of summer workshop stipend will be reviewed annually by Human Resources and set at a competitive rate.
 - d) Recognizing the various needs and time constraints of **educators**, **educators** participating **in** in-depth studies of curriculum writing **may be provided a variety of** options for completing tasks **including those listed below.** The process and timeframe are determined by the curriculum coordinator in collaboration with the director of curriculum and professional learning:
 - 1) After school hours.
 - 2) Saturdays.
 - 3) During the summer.
 - 4) **Educators** who meet during school hours will have a substitute hired to cover their classes and will not be additionally compensated.

5. Part-Time Educator Compensation

Part-time **educators** 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 **educators** will be required to work their contractual proportion in all other duties required of full-time **educators** (i.e., planning and conference, arrival and departure times).

The Assistant Superintendent of Human Resources or designee will explain to part-time **educators** 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 District offers a 403(b) and 457 deferred compensation plan to eligible employees. The 403 (b) plan is serviced by one vendor for new accounts and contributions while employees with accounts prior to July 1, 2016 have a grandfather provision to continue with their current financial advisor subject to certain conditions.

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 **educator** salaries and other compensation, the Board shall promptly notify the Rockwood National Education Association Board of **Executive Board** 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 **educators** 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 **educators** 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, educators, 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.

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 employee (not dependent) contribution.
2. Termination of Insurance Coverage
 - A full-time **educator** 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 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 **educators** 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 of Human Resources, additional days from the **educator's** accumulated sick leave. The district reserves the right to request medical documentation if the length of the requested sick leave exceeds fifteen days.

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

3. Sick Leave Award for Retirement

In order to be eligible for sick leave award upon retirement **educators** 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**

2025-26	First 100 days	\$149.25 per day
	101-150 days	\$223.88 per day
	151+ days	\$298.50 per day
2026-27	First 100 days	\$153.00 per day
	101-150 days	\$229.50 per day
	151+ days	\$305.99 per day
2027-28	First 100 days	TBD
	101-150 days	TBD
	151+ days	TBD

There is not a 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 2029-30 school year.

The District will make an employer contribution for the value of sick leave retirement award into an eligible deferred compensation account opened by the employee within the Rockwood School District 403 (b) or 457 plan, subject to annual employer contribution limits.

Payment to 403(b) or a 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 of 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, spring break, or professional development days. An appeal for either the day prior to winter break or spring break or professional development days may be granted upon approval of the Assistant Superintendent of 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 of Human Resources.

It is the educator'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 educator has no remaining days, then the educator will be docked at educator's per diem daily rate.

The educator 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 educators will be granted for educators who elect to receive compensation for their perfect attendance day.

1. A day of excused absence with pay will be granted to each educator 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; professional development days, 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 educator.

Section E: Child-Rearing Leave

Educators 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 educator 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.
-or-
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.
-or-
4. The full school year following the birth of the child. This option must be selected by the educator 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 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. 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 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.
-or-
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.
-or-
4. The full school year following placement of the child. This option must be selected by the educator 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

Educators 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 of Human Resources, or designee.

Educators 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 educator to report the absence.

Article V - Professional Staff Substitutes

Section A: Professional Staff Responsibilities

Educators 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. Educators 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.

All educators 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.

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. Educators will have a duty-free planning period except as required by the principal in special cases.
3. Principals will seek suggestions from educators 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 educators 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.

Curriculum and resource materials must go through a consistent review process that includes feedback from educators, parents and community members before being presented to the BOE for approval.

Section C: Distribution of Pilot Programs

District-level departments may ask educators to field test new curriculum, resources, programs, or technology. Participation in these field tests should be on a voluntary basis. District departments should ensure that the same educators are not asked to complete multiple field tests at once.

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 educators and parents/students.
2. These instructional expectations, developed through a committee process with Association and educator 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 students, support will be provided for educators.

1. New students may receive formal and informal academic and social emotional screeners, as needed, to support learning needs and social development.
2. All schools will develop and utilize a system to report student academic and/or social emotional concerns including protocols that should be followed from prevention to postvention. This information will be detailed in the school's staff handbook and reviewed annually during the contractual teacher orientation days prior to the start of school. Infractions in violation to the

student discipline policies and regulations will be recorded in the district's student information system.

3. Communication regarding outcomes for academic and/or social emotional support will happen as soon as possible, within a reasonable amount of time. In the event that this communication did not occur, the educator is encouraged to seek additional information by communicating directly with their building administrator.
4. Rockwood is committed to providing district approved resources to meet the social and emotional needs of all our students which may include working with outside resources.
5. Representatives from employee groups who support the development of students social and emotional needs including but not limited to representatives from Student Services and a RNEA designee to work collaboratively to make recommendations regarding universal tier 1 social emotional supports, data tracking and protocols for prevention and postvention to support all individuals who have been impacted by a crisis.

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 needs 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 **District Safety Team** 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 **educators** for the design and implementation of strategies to support the development of appropriate student behavior.

Article VIII - School Day **Year Defined**

Section A: School Day/Year** Defined**

1. For full-time employees, the educator school day is a 7 hour and 37-minute day. The school year for teaching employees is 187 days which shall include all student attendance days, staff professional development days, parent-teacher conferences, two (2) holidays and all staff work days. In addition to the regular hours of duty, attendance at meetings called by the principal's office or **District Administration** is considered a part of each **educator'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

Educators 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 **educator** 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.

1. ECA **positions and** rates will be developed through the recommendations of the ECA Committee.

2. Any discussion of districtwide extracurricular activities (ECA) contract adjustments or calculation shall be proceeded 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/educator 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 educator 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 educators.
- 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 if an extra-curricular commitment such as band or theater is considered part of the contract.

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

The educator 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 of Human Resources.

Section D: Zero Hour

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

Article X - Professional Development

Section A: Tuition Reimbursement/Staff Development

Educators 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 **the** form **entitled RSD Tuition Reimbursement – Teacher/Administrator** to the Assistant Superintendent of 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 **educators** 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.

Educators are eligible for tuition reimbursement. The amount is based upon the current UMSL **tuition** rate for three (3) graduate credit hours. 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 tuition reimbursement**.

Section B: District Professional Development Days

All professional development should be timely, relevant, and **aligned with district and building school improvement goals**. To ensure this, professional learning opportunities will be developed **in collaboration with district and building professional development committees** comprised of PDC representatives, educators, and administrators. **The District PDC committee will develop schedules for district professional development days which include designated time for educators to process their learning with their Professional Learning**

Community (PLC). Schedules for district professional development days will be communicated in a timely manner so educators are aware of professional development focus and locations. The District PDC Committee is encouraged to continue to evaluate the quality of professional learning offerings.

Section C: 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. District administrators will encourage interested educators to attend worthwhile workshops and help the educators find funding to attend.
2. Educators should follow the guidelines in Regulation 4420 and 3440 for pre-approval of registration and other costs.
3. The District will coordinate professional learning so as to minimize multiple teacher absences in a school.

Article XI - Educator Evaluation

On the Probationary Teacher Summative Evaluation Form, the recommendation regarding future employment will be marked to reflect the principal's recommendation based on educator performance. In the event the probationary educator is or could be recommended for non-renewal for a reason other than a performance-related issue, the educator 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 educators with full time contracts
- Current educators who have served two consecutive, full time, one-year only contracts (173+ days for both years) and are applying for a position their third year
- Current educators with tenured, part-time contracts
- Employees on one-year only contracts, (who have not served two consecutive one-year only contracts), and current educators with non-tenured part-time contracts (173+ 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.

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 of 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 staff in support staff positions, as well as regular applicants from within the relevant subject or position of the vacancy.

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 of Human Resources or designee will discuss this matter with the applicant to confirm the problem or determine if it has been resolved. 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 **positions will be posted immediately** 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 of 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 **educators** may submit **an application** 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 **Educator 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 **educator** in writing.”

Article XIII - Traveling Educators

Section A: Placement

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

Section B: Home Base Defined

The District will develop a system in which traveling educators 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 educators.

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 and 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 and sub-committees that require extensive work beyond the contract day should be completed by educators who volunteer for these tasks.

Educators 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, educators 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.

Article XV - Calendar Committee

The Calendar Committee will adhere to the following guidelines:

1. The Calendar Committee will consist of representatives of parents, community, **educators**, 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 **educators** to designate a sum via payroll deduction for contribution to RNEA-PAC.
3. An **educator** 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.

2. Sick days and personal days will be the equivalent of a full-time educator. 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 educator 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 educator who enters the classroom of the president.
 - d) The RNEA will reimburse the RSD the cost (salary + full benefits) of the average new educator 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. The Board and the RNEA agree that the word "voluntary" should be used with discretion. No educator will be required to serve on a voluntary committee or participate in a voluntary activity.

Section D: Collaborative Process/Superintendent's Forum

The Superintendent's Forum will be formed annually consisting of the RNEA President, the RNEA Vice-President, three (3) RNEA designees, the Superintendent of Schools, the Assistant Superintendent of Human Resources, and three (3) Superintendent's designees. When mutually agreed upon, the RNEA and administration may each invite additional participants to serve as content experts on an as needed basis upon topics to be covered. 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 quarterly and may include additional educators 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 MNEA 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. However, the RNEA will not use the District's communication systems to advocate, support or oppose any ballot measure or candidate for public office, or to engage in activities that could be construed as a conflict of interest or misuse of District resources.

The RNEA may use the District's email accounts to direct members to other RNEA-sanctioned websites, such as the RNEA website and other related communication tools, for all official RNEA business provided the incoming email 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 Educator'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

Educator-Initiated Principal Conferences:

1. It is in the interest of the District to establish procedures to assist educators who are experiencing job-related problems they consider significant, but which they are unable to resolve through their own resources.
2. Educators may request a meeting with the building principal and select a silent observer to attend a conference to discuss the problems as perceived by the educator. The silent observer may listen and take notes, but may not participate in the discussion of the issues. The observer may be an educator from the same or another building within the District.
3. This procedure does not apply to the formal educator 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 an educator that is disciplinary in nature or could potentially lead to formal documentation, the educator will be informed of the nature/purpose of the meeting. The administrator will advise the educator of his/her right to a silent observer. The educator 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, up to two days will be given to the educator to obtain an observer if requested. The observer may be an association member and/or a Rockwood School District educator. The observer will not have a speaking role, but will serve as an observer/recorder. The educator 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 educators 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

educator of meetings to develop the contents of the plan. The educator 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 educator. 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.

Before addressing policy-related concerns or disseminating policy information, RNEA leadership will verify its accuracy by reviewing said policy and consulting with the appropriate district administrator. Current policies and regulations will be available online.

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 educators and administrators. When there is a failure to resolve problems on an informal basis, educators have the right and the responsibility to seek assistance from the Rockwood NEA and the Assistant Superintendent of 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 **educators**:

Notification Steps Certification Renewal

1. Approximately two months prior to the expiration date of an **educator's** certificate, **District Administration** sends an e-mail notification to the **educator** stating the month of expiration with instructions on how to go online and apply for an extension or upgrade. The **educator** is requested to contact Human Resources regarding the progress on their renewal process.
2. If the **educator** has not responded to the memo, Human Resources continues to contact the **educator** by e-mail to get a progress report.
3. Human Resources works closely with **educators** 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 an **educator** 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 **District 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 **educators** 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 District Administration agree that pro-active, ongoing, two-way communication is essential in ensuring that administrators, educators, 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 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 websites, District websites, educator websites (if applicable), newsletters, comments at Parent Meetings, Open Houses and conferences, etc.

Section K: New Educators

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

Outside of updates required by law, nothing in Regulation 4110, section entitled "Equal Opportunity," will change during the term of this Current Agreement. If a change is necessary, RNEA and District Leadership, including the RNEA President and Vice-President and the Superintendent and Assistant Superintendent of Human Resources, will convene to craft a Memorandum of Understanding (MOU) signed by both parties. The language of the MOU will then be discussed at the next round of negotiations.

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 of 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 educator 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 two ½ day educator work day to be included in the orientation schedule
- One ½ day of educator work time will be designated for completion of required HR trainings. New curriculum implementation make-up workshops will be held during this time for those educators who were unable to attend implementation workshops over the summer.
- One and ½ day of building time.
- One ½ day districtwide building PLC meetings for the purpose of collaboration. Agenda and make-up of PLC groups to be determined collaboratively with administrator and educator input.

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

All educators in years one and two will participate in 15 hours of professional development each year beyond the contract of 187 days. Educators will have options to attend this training during the summer or after regular school hours during the school year. Educators will be compensated for these hours at the current participant's hourly rate for professional development. In addition, first year educators will be required to participate in three additional days of summer professional development without compensation.

Section D: Grades/Parent-Teacher Conferences

1. Elementary School–Semester 1 grades are due five working days after the end of the second quarter. Semester 2 grades are due by 4:00 p.m. on the last teacher contract day
2. Middle School - Semester 1 grades are due by 3:30 p.m. on five working days after the end of the second quarter. Semester 2 and Quarter 4 Encore/Elective grades are due by 3:30 p.m. on the last teacher contract day. Grades for quarter classes are due five working days after the end of quarters 1, 2 & 3.
3. High School – Semester 1 grades are due five working days after the end of the second quarter. Semester 2 senior grades are due by 4:00 p.m. on the last day of senior attendance. Semester 2 grades for all other students are due by 4:00 p.m. on the last teacher contract day.
4. Each semester will end with an educator work day that is a flexible work day. This flexible time is educator directed. Every effort will be made to avoid scheduling meetings the last week of school during teacher plan time.

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.

Fall conferences will include two evening sessions, each lasting three and a half hours. Spring conferences will consist of one, three-and-a-half-hour evening session. The remaining three and a half hours will involve communicating with parents as outlined in the Best Grading and Communications Practices included with the annual Grading and Reporting Schedules for each grade level.

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 educators 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 educator is to teach and not be burdened with excessive/unnecessary reporting.

Section H: Elementary

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. A 60-minute art class will happen one time a week outside of the 60-minute block. Each week will include a 60-minute PLC meeting or an administrator directed job-embedded professional development session. This schedule will stay in effect until an elementary program review is conducted by the Assistant Superintendent Supervision of Elementary Education along with educators and elementary administrators.

Section I: Middle School

The Middle School Edit Committee composed of administrators, middle school educators, and a District administrator will continue to evaluate programing and provide recommended solutions to identified concerns. The members of this committee will be chosen by the Superintendent or designee and RNEA President.

The middle school building schedule will provide for common plan/PLC time for each grade level team. Each week will include up to 60-minutes of PLC time and 60-minutes of team time.

Section J: High School

Teachers are responsible for five (5) rostered classes.

In addition, high schools have academic lab periods. The purpose of academic lab is for educators 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, educator clerical duties should be kept to a minimum.

Section K: Online Learning

In the event that student enrollment in online courses will impact a teacher, librarian or counselor's schedule and/or job responsibilities, the Rockwood School District and the RNEA agree to meet during the Superintendent RNEA Forum in order to collaboratively develop appropriate solutions and consider best practices.

Section L: Assignment of Part-Time Educators

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

Section N: Changes to Contractual Time

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

Section P: District Grading Committees

When changes are being proposed to grading and reporting practices, the curriculum committee includes representation of teachers of the level(s) affected, administrators, other appropriate district personnel, and RNEA representation. The curriculum committee's role will include but is not limited to:

- 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)

2025-26 Teacher Salary Schedule Rockwood School District

STEP	BA	STEP	BA15	STEP	MA	STEP	MA15	STEP	MA30	STEP	DOC
1	\$47,014	1	\$47,808	1	\$50,312	1	\$51,383	1	\$52,736	1	\$55,619
2	\$47,725	2	\$48,529	2	\$51,199	2	\$52,286	2	\$53,927	2	\$56,876
3	\$48,448	3	\$49,262	3	\$52,099	3	\$53,208	3	\$55,142	3	\$58,158
4	\$49,293	4	\$50,004	4	\$53,013	4	\$54,142	4	\$56,388	4	\$59,470
5	\$50,037	5	\$50,881	5	\$53,945	5	\$55,092	5	\$57,657	5	\$60,815
6	\$50,668	6	\$51,647	6	\$55,163	6	\$56,335	6	\$58,958	6	\$62,185
7	\$51,307	7	\$52,429	7	\$56,408	7	\$57,607	7	\$60,288	7	\$63,586
		8	\$53,218	8	\$57,680	8	\$58,905	8	\$61,648	8	\$65,019
		9	\$54,019	9	\$58,980	9	\$60,232	9	\$63,035	9	\$66,484
		10	\$54,835	10	\$60,309	10	\$61,589	10	\$64,457	10	\$67,980
		11	\$55,660	11	\$61,968	11	\$63,282	11	\$66,229	11	\$69,852
		12	\$56,359	12	\$63,672	12	\$65,024	12	\$68,048	12	\$71,772
		13	\$57,065	13	\$65,424	13	\$66,811	13	\$69,921	13	\$73,747
				14	\$67,222	14	\$68,650	14	\$71,843	14	\$75,774
				15	\$69,072	15	\$70,536	15	\$74,072	15	\$78,236
				16	\$71,349	16	\$72,973	16	\$76,481	16	\$80,780
				17	\$73,670	17	\$75,343	17	\$78,966	17	\$83,406
				18	\$76,064	18	\$77,791	18	\$81,534	18	\$86,117
				19	\$78,533	19	\$80,318	19	\$84,180	19	\$88,916
				20	\$81,087	20	\$82,930	20	\$86,917	20	\$91,807
				21	\$83,320	21	\$85,212	21	\$89,308	21	\$94,331
				22	\$85,607	22	\$87,555	22	\$91,762	22	\$96,923
				23	\$87,963	23	\$89,961	23	\$94,284	23	\$99,589
				24	\$90,381	24	\$92,436	24	\$96,879	24	\$102,328
				*25	\$93,593	25	\$95,720	25	\$100,319	25	\$105,965

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 2026-27 school year (June 30, 2027) until a 2027-28 salary schedule 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

2025-26 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

		L04		L08		L09		L10		L11	
BA		\$81,344						\$56,570		\$56,570	
BA15											
MA										\$98,919	
MA15						\$102,533		\$102,063		\$101,136	
MA30				\$109,087		\$107,641				\$106,561	
DOC								\$110,596			
		L12		L13		L14		L15		L16	
BA						\$56,570		\$56,570		\$56,570	
BA15		\$69,161		\$69,161						\$69,500	
MA		\$97,723		\$96,288		\$95,936		\$95,688		\$94,928	
MA15						\$98,089				\$97,056	
MA30		\$105,270		\$103,727		\$103,354		\$103,089		\$102,272	
DOC						\$108,032				\$107,153	

2025-26 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

		T12	
BA15		\$56,724	

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. 4

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 2026-27 school year (June 30, 2027) until a 2027-28 salary schedule has been negotiated and approved, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect.

2026-27 Teacher Salary Schedule Rockwood School District

STEP	BA	STEP	BA15	STEP	MA	STEP	MA15	STEP	MA30	STEP	DOC
1	\$48,194	1	\$49,008	1	\$51,575	1	\$52,673	1	\$54,060	1	\$57,015
2	\$48,922	2	\$49,747	2	\$52,484	2	\$53,598	2	\$55,281	2	\$58,303
3	\$49,664	3	\$50,498	3	\$53,407	3	\$54,543	3	\$56,527	3	\$59,618
4	\$50,530	4	\$51,260	4	\$54,344	4	\$55,501	4	\$57,803	4	\$60,963
5	\$51,292	5	\$52,158	5	\$55,299	5	\$56,475	5	\$59,105	5	\$62,341
6	\$51,939	6	\$52,944	6	\$56,547	6	\$57,749	6	\$60,438	6	\$63,746
7	\$52,595	7	\$53,745	7	\$57,824	7	\$59,053	7	\$61,801	7	\$65,182
		8	\$54,554	8	\$59,128	8	\$60,384	8	\$63,195	8	\$66,651
		9	\$55,374	9	\$60,460	9	\$61,744	9	\$64,617	9	\$68,153
		10	\$56,211	10	\$61,823	10	\$63,135	10	\$66,075	10	\$69,686
		11	\$57,058	11	\$63,523	11	\$64,870	11	\$67,892	11	\$71,605
		12	\$58,061	12	\$65,270	12	\$66,656	12	\$69,756	12	\$73,573
		13	\$59,077	13	\$67,066	13	\$68,488	13	\$71,676	13	\$75,598
		14		14	\$68,909	14	\$70,374	14	\$73,646	14	\$77,676
		15		15	\$70,806	15	\$72,307	15	\$75,931	15	\$80,200
		16		16	\$73,140	16	\$74,659	16	\$78,401	16	\$82,808
		17		17	\$75,519	17	\$77,234	17	\$80,948	17	\$85,499
		18		18	\$77,973	18	\$79,744	18	\$83,581	18	\$88,279
		19		19	\$80,504	19	\$82,334	19	\$86,293	19	\$91,148
		20		20	\$83,122	20	\$85,012	20	\$89,099	20	\$94,111
		21		21	\$85,411	21	\$87,351	21	\$91,550	21	\$96,699
		22		22	\$87,756	22	\$89,753	22	\$94,065	22	\$99,356
		23		23	\$90,391	23	\$92,444	23	\$96,887	23	\$102,338
		24		24	\$93,102	24	\$95,218	24	\$99,795	24	\$105,408
		25		25	\$96,644	25	\$98,841	25	\$103,589	25	\$109,420

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 2026-27 school year (June 30, 2027) until a 2027-28 salary schedule 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.

2026-27 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

	L04	L08	L09	L10	L11
BA	\$82,971			\$57,701	\$57,701
BA15					
MA					\$101,639
MA15			\$104,584	\$104,104	\$103,917
MA30		\$111,269	\$109,794		\$109,491
DOC				\$112,808	
	L12	L13	L14	L15	L16
BA			\$57,701	\$57,701	\$57,701
BA15	\$70,544	\$70,544			\$71,064
MA	\$100,410	\$98,936	\$98,574	\$98,319	\$97,539
MA15			\$100,786		\$99,725
MA30	\$108,165	\$106,579	\$106,196	\$105,924	\$105,084
DOC			\$111,003		\$110,100

2026-27 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

	T12
BA15	\$57,291

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 2026-27 school year (June 30, 2027) until a 2027-28 salary schedule has been negotiated and approved, all provisions of the Current Agreement including the existing salary schedule, without salary step increases, shall remain in effect.

2027-28 Teacher Salary Schedule Rockwood School District

The 2027-28 Teacher Salary Schedule will be determined collaboratively by the RNEA and Rockwood Administration during the 2026-27 school year.

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 2026-27 school year (June 30, 2027) until a 2027-28 salary schedule 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.

2027-28 TEACHERS OFF SALARY SCHEDULE ROCKWOOD SCHOOL DISTRICT

The 2027-28 Teacher Salary Schedule will be determined collaboratively by the RNEA and Rockwood Administration during the 2026-27 school year.

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.

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At the conclusion of the 2026-27 school year (June 30, 2027) until a 2027-28 salary schedule 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
2024-2025**



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 2024-2025 IBB process, a new Current Agreement will become effective beginning July 1, 2025.

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 IBB Training and Communications Lab.

Role of the Trainer

The IBB training session will be conducted by [Kari Estes](#). The trainer will work with the Assistant Superintendent of Human Resources and the RNEA Bargaining Chair and President to develop the agenda for this training.

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

The Interest-Based Bargaining (IBB) process is essential for open communication and effective problem-solving, and it should be adhered to rigorously.

The Interest-Based Bargaining process includes the following steps in a joint problem-solving process:

1. **Identifying the Issue** – What is the problem? What has been occurring? Why is it a problem?
2. **Identifying Individual and Mutual Interests** – Why do you want to resolve the problem? What do the parties care about? What concerns them? What is at the heart of the matter? Why do they believe a change or contract provision is needed?
3. **Generating Options** – The parties identify all possible solutions to the issue.
4. **Developing Standards for Selecting the Solution(s)** – Instead of using adversarial, power-based methods for arriving at a solution, the parties develop objective criteria to judge the options.
5. **Selection of the Solution** – The parties select a solution from those options that meet the criteria.

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 of 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 of 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 of 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 of 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 2024-2025**

Event	Date & Time	Location	Comments
Ground Rules proposed	Week of July 22	by email	
Ground Rules adopted	September 3, 2024	by email	
1. IBB Training	Wednesday, September 18, 2024	LHS 4 – 6 p.m.	Room 180
2. Communications Lab	Tuesday, September 24, 2024	LHS 4 – 6 p.m.	Room 180
3. Bargaining Session 1	Monday, October 14, 2024	Annex 9 a.m.-4 p.m.	A100 A115 A201
4. Bargaining Session 2	Tuesday, October 15, 2024	Annex 9 a.m.-4 p.m.	A100 A115 A201
5. Make-up Bargaining Session (if needed)	Monday, October 21, 2024	Annex 9 a.m.-4 p.m.	A100 A115 A201
6. Five on Five	Wednesday, October 30, 2024.	Annex 12 - 4 p.m.	A200
7. Final Issue(s) Resolution (if needed)	TBD		
8. Ratification by RNEA	March 11, 2025		
9. Approval by Board of Education	Thursday, March 27, 2025	Board Meeting	

Rockwood School District

Interest-Based Bargaining Teams for 2024-2025

<p style="text-align: center;">Rockwood National Education Association</p> <p>Stephen Polster* Crestview Middle School</p> <p>Melissa Stein Kellison Elementary School</p> <p>Stacey Belmont Clarkson Valley ECC</p> <p>Amanda Bonfanti Rockwood Valley Middle School</p> <p>Meghan Menchella Crestview Middle School</p> <p>Chris Moore Rockwood South Middle School</p> <p>Anne Reed Westridge Elementary School</p> <p>Molly Smith Eureka High School</p> <p>Bonnie Waldrop Pathways</p> <p>Dr. Tracy Wood Westridge Elementary School</p>	<p style="text-align: center;">Rockwood Administration</p> <p>Dr. Paul Godwin Assistant Superintendent of Supervision of Elementary Education</p> <p>Dr. Gary Jansen Assistant Superintendent of Supervision of Secondary Education</p> <p>Dr. Stephen Hankins Assistant Superintendent of Student Services</p> <p>Dr. Shelley Willott Assistant Superintendent Learning & Support Services</p> <p>Cyndee Byous Chief Financial Officer</p> <p>Dr. Jennifer Martin Director Human Resources</p> <p>Dr. Kim Cohen* Assistant Superintendent of Human Resources</p> <p>Danna Thorne Principal, Uthoff Elementary School</p> <p>Dr. Mike Anselmo Principal, Selvidge Middle School</p> <p>Dr. Karen Calcaterra Principal, Lafayette High School</p>
<p style="text-align: center;">RNEA Consultant</p> <p>Thomas Cook RNEA President</p> <p>Lisa Ali MNEA UD</p>	<p style="text-align: center;">Rockwood Administration Consultant</p> <p>Dr. Curtis Cain Superintendent of Schools</p> <p>Dan Steinbruegge Director of Finance</p>

***Bargaining Chair**