

## REA TENTATIVE AGREEMENT - June 22, 2016

Find your **CONTRACT** at [www.rockfordrea.org](http://www.rockfordrea.org)

### **MAINTAIN MESSA INSURANCE**

- We looked at bids from 4 different groups
  - Priority Health (not a savings)
  - BCBS (significant increase in cost)
  - WMHIP (less expensive)
  - MESSA (increase in cost)
- After presentations from WMHIP and MESSA we chose to remain with MESSA
  - **Coverage**
    - Free prescriptions (WMHIP has only 3 free prescriptions)
    - Mammograms – 3D (WMHIP only does 2D mammograms)
    - Out of Network handled more smoothly with MESSA
    - No “step” therapy required with MESSA
      - You have to always follow the same order of protocols for WMHIP even if they’re not recommended by your doctor
    - Chiropractic coverage more thorough with MESSA
  - **Service**
    - MESSA services members directly / WMHIP requires that you work through BCBS
    - Call & online support best in the business
    - NurseLine – free health service
    - Advocates for members when there are disagreements in coverage through BCBS
  - **Stability**
    - Bankruptcy – there is concern with WMHIP’s history
    - Lack of website information
    - Lack of clarity / response
      - There were many questions raised about what is covered that the WMHIP presenter could not answer
    - NVA / VSP – we discovered the same isn’t always the “same”
      - When we made the switch to a new vision provider because it was cheaper we discovered we had to switch back to VSP to get the insurance we were expecting

### **SALARY SCHEDULE**

- **\$800** increase for everyone + **New salary schedule** = net increase for ALL
- New Salary Schedule
  - Numbers will be replaced by letters to eliminate confusion of number of years versus step number.
  - Places everyone on a row that facilitates movement in following years eliminating plateaus from the chart
  - Eliminates half steps
  - **Replaces BA + 18 with BA + 6!**
  - See chart **below**
    - Will add \$800 to each box on the salary chart except Row 1 “New Hires”
    - You have to do the conversion to find where YOU are on the new chart.
      - Find your current step number in the far left column then follow that row to the right. There’s your new LETTER. ☺

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### LEAVE DAYS

- Change from 10 sick days / 4 personal days to **8 sick days / 6 personal days**
- Created **flexibility** in use of personal days
  - **Removed restrictions** from using personal days after April 30<sup>th</sup> or attached to Vacations.
  - Placed a **premium** on these days
    - **Personal** days used after **April 30<sup>th</sup>** will be assessed as **2** personal days
    - **Personal** days used on days preceding/following a school **vacation** or holiday will be assessed **3** personal days (i.e. 1 day used before Spring Break will count as taking 3 personal days)
    - No more than 3 personal days can be used in **succession** (i.e., cannot miss more than 3 consecutive work days by using personal days)
    - **Sick** days used before/after holiday/**vacation** will require a doctor's note
    - Keep current language –
      - **10% limit** – no more than 10% of staff can take personal days at the same time. This will be based on when request is submitted.
      - **ALL** unused personal/sick days **roll over** into sick leave for the following year.

### • CALENDAR

- **Reduction of 5 minutes** to the teacher day at the end of the day
  - Same contracted start time as '15-'16
  - Earlier release time
    - Secondary students released 2:30 / Secondary staff 2:40
    - Elementary students released 3:35 / Elementary staff 3:40
- Increases contracted time for the full year by only **4.83 hours**.
  - State requirement to create 180 day student school year.
  - Change in PD allows us to do this while only adding 4 report days.
  - PD
    - No night meetings
    - Some flexibility in when & what
      - 12 "summer" hours
      - 6 welcome back hours
      - 6 late start hours
      - 6 hours earned during ½ days of your choice
        - The district will be providing various DPPD during the afternoons of our 6 half days.
        - You will be able to choose which of these trainings you want to attend.
        - You must attend a minimum of 6 of these hours.
    - If hours are not completed by end of school year, must be made-up on last two half days of the year.
- Ending the year with 3 half days instead of 2
- See attached calendar

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### • **CLASS SIZE**

- Following current contract language for all K-12 classes, when class sizes meet the level for paraprofessional support, teachers will now have a **choice between having paraprofessional support (current language) OR a dollar amount (new language)**.
  - If contract language is met, teacher may choose between \$6 per day or paraprofessional support.
  - Any class that has student enrollment greater than 20% of above limits will have the choice of **\$10** per day or paraprofessional support.
  - Teachers have 10 days to notify of their selection.
  - If a teacher requests to have students above class size limits, neither paraprofessional support nor compensation will be approved.
  - This language is intended to discourage admin from going over class limits, recognizing the value of keeping classes smaller.
- Reduce **Kindergarten** ratio from 24:1 to 22:1
- Verbal agreement that the practice of DK/K parapro support will continue as long as there are parapro available for the positions (not contractual language)

### • **SUBSTITUTING**

- All DK-5 teachers that cover an entire classroom of students outside of their planning time will be compensated at **district sub rate**. If the classroom is split between two teachers, the pay is split between them.
- This does not change the current language of subbing during your planning time.

### • **NOTIFICATION OF ATTENDANCE**

- **Removed** language that applied to “normal” absences” (p. 15 of current contract)
- New language – “Upon 3 *unpaid leave days* (not FMLA related), an employee will receive a letter of notice. On the 6<sup>th</sup> *unpaid leave day* (not FMLA), the employee will have a meeting with the REA president (MEA UniServ if need be), the building supervisor or his/her designee and the Assistant Superintendent for Human Resources. A written notice will be generated by the Assistant Superintendent of Human Resources, and placed in the employees personnel file, regarding the discussion of the meeting.

### • **ACCUMULATED LEAVE**

- If when you retire, your accumulated sick days are .5 away from next level of compensation, we will round-up.

### • **BOARD PAID INSURANCE**

- Employees who leave the district after completing their contract will have their insurance continue until August 30<sup>th</sup>.

### • **TUITION REIMBURSEMENT**

- Removed this language from the contract (reflecting state law changes)
- This decision allows us to put an additional \$163 onto each person’s pay scale.
- It allows us to change BA+18 to BA+6 (reflecting state law changes)
- Those registered or those who can show they were in the process of registering by **June 21<sup>st</sup>** will have their reimbursement honored.

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- **DEFINITION OF MASTERS + 15/30**
  - All credits earned as part of a Master's Program in excess of 36 credits will have those additional credits count towards MA + 15/30.
  
- **EXTRA DUTY POSITIONS (p. 38-40 of current contract)**
  - SPORTS (aligning language with current practice)
    - **MS Basketball** 5% (up from 4% due to increased season)
    - **Ski Team** – combined position (boys/girls)
    - **Swim/Dive** – combined dive coach (boys/girls)
    - **MS Volleyball** 5% (up from 4% due to increased season)
  - ACTIVITIES (aligning common activities)
    - **HS TV Studio**
      - 6,7,8 (current language)
      - remove release time (which is not current practice)
    - **HS Student Council**
      - 6,7,8
      - remove “if incorporated with class”
    - **HS Yearbook**
      - 6,7,8
      - remove “if incorporated with class”
    - **MS Student Council** 4, 5, 6
    - Add **Interact Coordinator** = 2, 3, 4
  
- **COUNSELING SUMMER HOURS**
  - Letter of Agreement to retain current language while continuing to resolve this issue
  
- **CHILDCARE WORKERS**
  - Experience granted for time in “childcare”
  - Current employees will be held harmless
  
- **RHS STATE STANDARDIZED TESTING CLASS**
  - To maintain current practice, **paraprofessional support** will be guaranteed but not contractual
  - **\$1500** teaching stipend in contract (reduction from current practice, but makes it contractual)
  
- **PARENT TEACHER CONFERENCES**
  - Any teacher (K-5) that has to hold Parent/Teacher Conferences in excess of the scheduled contractual hours due to class size shall be entitled to **alter their conference times** to fit within the overall time allotted.
    - New language allows for flexibility
    - You may schedule 10–20 minute conferences as needed for your classroom & students
    - All staff at all levels required to attend full conference time
  
- **HIRING WITH CREDIT GIVEN**
  - New hires will be hired commensurate with steps they would have received had they been a Rockford employee.
  - This keeps new hires from leaping ahead of veteran employees on the pay scale.

## 2016-2017 SALARY SCHEDULE

- Includes **\$800 raise & Conversion** from Steps to Letters
- # in **parentheses** = 2015-2016 step designation
- BA + 18 has changed to **BA + 6**
- **MA + 15 & MA + 30** have new definitions (see contract p. 32)
- Find your full **CONTRACT** at [www.rockfordrea.org](http://www.rockfordrea.org)

<b>2016-2017</b> (15-16 step)	<b>BA</b>	<b>BA+6</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>
<b>I</b> (newbies)	38938	40264	42342	44046	44627
<b>A</b> (1)	39998	41312	43427	45185	45769
<b>B</b> (1.5)	40258	41560	43713	45524	46112
<b>C</b> (2.5)	41627	42927	45241	47161	47773
<b>D</b> (3)	42471	43801	46199	48124	48748
<b>E</b> (3.5)	43232	44902	47310	49290	49910
<b>F</b> (4)	43993	46003	48420	50453	51073
<b>G</b> (4.5)	45097	47163	49650	51708	52347
<b>H</b> (5)	46199	48325	50881	52961	53620
<b>I</b> (5.5)	47324	49589	52222	54350	55112
<b>J</b> (6)	48449	50851	53563	55741	56607
<b>K</b> (6.5)	49576	52132	54913	57119	57998
<b>L</b> (7)	50704	53411	56262	58497	59387
<b>M</b> (7.5)	51833	54671	57616	59904	60807
<b>N</b> (8.5)	54084	57215	60299	62698	63629
<b>O</b> (9.5)	56302	59767	62980	65460	66418
<b>P</b> (10.5)	57400	62430	65864	68276	69439
<b>Q</b> (11.5)	57400	63825	67395	69714	71068
<b>R</b> (12.5)	57400	63925	67495	69814	71168
<b>S</b> (13.5)	57400	64025	67595	69914	71268
<b>T</b> (14.5)	57400	65402	69084	71393	72854
<b>U</b> (15.5)	57400	66981	70775	73072	74638
<b>V</b> (16.5)	57400	67106	70900	73197	74763
<b>W</b> (17.5)	57400	67231	71025	73322	74888
<b>X</b> (18.5)	57400	67356	71150	73447	75013
<b>Y</b> (19.5)	57400	68100	72017	74242	75828
<b>Z</b> (20.5)	57400	69219	73258	75413	77018
<b>AA</b> (21.5)	57400	69369	73408	75563	77168
<b>BB</b> (22.5)	57400	69519	73558	75713	77318
<b>CC</b> (23.5)	57400	70075	74092	76288	77903
<b>DD</b> (24.5)	57400	70930	74925	77163	78787
<b>EE</b> (25.5)	57400	71130	75125	77363	78987
<b>FF</b> (26)	57400	71330	75325	77563	79187
<b>GG</b> (26.5)	57400	71530	75525	77763	79387
<b>HH</b> (27.5)	57400	71717	75702	77986	80108
<b>II</b> (28+)	57400	72502	76481	78808	81429

*The salary schedule you saw in the Tentative Agreement missed the letter "D".  
THIS chart is accurate. You may have a new letter now, but your salary is correct.*

*If you believe there is an error in your step designation or your salary,  
please contact Suzy Clements or Doug VanderJagt.*

# LOG INTO EMPLOYEE ACCESS

1

Employee Access - 05.16.02.00.10 - Google Chrome  
https://rpsfamily.rockfordschools.org:444/scripts/ws6a.dtl/W5Service=wsEmpAcc/semhom01.w

ROCKFORD PUBLIC SCHOOLS  
SKYWARD

Home Employee Information Time Off Online Open Enrollment

Employee Access

Jump to Other Dashboards  
Skyward User  
Reset Dashboards Select Widgets

No widgets are selected for this dashboard. Click here to add widgets.

2

Employee Access - 05.16.02.00.10 - Google Chrome  
https://rpsfamily.rockfordschools.org:444/scripts/ws6a.dtl/W5Service=wsEmpAcc/semhom01.w

ROCKFORD PUBLIC SCHOOLS  
SKYWARD

Home Employee Information Time Off Online Open Enrollment

Employee Information  
Personal Information  
Calendar  
Online Forms

Payroll  
Check History  
Check Estimate  
Calendar Year  
Fiscal Year-to-Date  
Direct Deposits  
W2 Information  
W4 Information  
1095 Forms  
Flex Information

3

Lane/Step History - 05.16.02.00.10 - Google Chrome  
https://rpsfamily.rockfordschools.org:444/scripts/ws6a.dtl/W5Service=wsEmpAcc/semhom01.w

ROCKFORD PUBLIC SCHOOLS  
SKYWARD

Home Employee Information Time Off Online Open Enrollment

Personal Information

Demographic  
Employee Info  
Address

Personnel  
Personnel Info  
**Lane/Step History**  
Prof Development  
Assignments  
Certifications

## INSURANCE PREMIUM SUMMARY

We had the good fortune of a .028% insurance premium increase last year. This year's base increase is 15.9%.

### Deduction per pay October to June

	2015-2016	2016-2017	Your INCREASE per PAY
<b>SINGLE</b>	\$ 59.32	\$ 69.76	\$ 10.44
<b>2-PERSON</b>	\$133.24	\$156.71	\$ 23.47
<b>FAMILY</b>	\$165.77	\$194.97	\$ 29.20

This is the amount that comes out of your paycheck **19** times during the school year Plus it's PRE-TAX ... so it's really only costing you 2/3rds of that amount.

### Insurance Contribution for All Full Time Employees School Year 16-17

	12 Months 20% July 2016-June 2017		
	single	2-person	family
Total Annual Premium	\$ 6,408.48	\$ 14,396.76	\$ 17,911.32
Taxes and Fees	\$ 218.52	\$ 490.92	\$ 610.80
Total Premium Subject to 20% Contribution	<u>\$ 6,627.00</u>	<u>\$ 14,887.68</u>	<u>\$ 18,522.12</u>
 Employer Annual Portion	 \$ 5,301.60	 \$ 11,910.14	 \$ 14,817.70
*Employee Annual Contribution	\$ 1,325.40	\$ 2,977.54	\$ 3,704.42
* Employee Contribution per month	\$ 110.45	\$ 248.13	\$ 308.70

	Deduction per pay (19pays)		
	single	2-person	family
Payroll Insurance Deduction	\$ 69.76	\$ 156.71	\$ 194.97
<b>Payroll Deductions for pay dates 10/14/16-06/23/17</b>			

## 2016-2017 School Calendar

**WELCOME Back (WB)** - Aug. 25

**STUDENT Start (SS)** - Aug. 29

**NO School** --

**HALF Days /**

- Oct. 14, Nov. 11, Mar. 3, June 7, 8, 9
- Elementary days will alternate a.m. / p.m.

**LATE Starts (LS)**

- Tues., Sept 27
- Wed., Jan 25
- Mon., Apr 10

**CONFERENCES**

- MS/FC/HS week of Oct.10
- ELEM week of Nov. 7
- FC/HS week of Jan.16
- ELEM/MS week of Feb.27
- FC/HS week of Apr.24

**Professional Development**

- 18 hrs before school starts.
- 6 hrs Late Starts
- 6 hrs flex during 1/2 days

**180** STUDENT contact days

**183** STAFF report days

**7.83** additional STUDENT hours

**4.83** additional STAFF hours as compared to 2015-2016

August 2016							September 2016							October 2016							November 2016						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6		1	<del>2</del>	3				1	2	3	4	5	6	7	8	1	2	3	4	5		
7	8	9	10	11	12	13	4	<del>5</del>	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10		
14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17		
21	22	23	24	WB	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	<del>23</del>	<del>24</del>		
28	SS	30	31				25	26	LS	28	29	30	23	24	25	26	27	28	29	27	28	29	30				

December 2016							January 2017							February 2017							March 2017						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	<del>2</del>	3	4	5	6	7	1	2	3	4				1	2	3	4			
4	5	6	7	8	9	10	8	9	10	11	12	13	14	5	6	7	8	9	10	11	5	6	7	8	9		
11	12	13	14	15	16	17	15	16	17	18	19	20	21	12	13	14	15	16	17	18	12	13	14	15	16		
18	<del>19</del>	<del>20</del>	<del>21</del>	<del>22</del>	<del>23</del>	24	22	23	24	LS	26	27	28	19	<del>20</del>	21	22	23	24	25	19	20	21	22	23		
25	<del>26</del>	<del>27</del>	<del>28</del>	<del>29</del>	<del>30</del>	31	29	30	31				26	27	28				26	27	28	29	30				

April 2017							May 2017							June 2017							July 2017						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1		1	2	3	4	5	6	1	2	3				1	2	3						
2	<del>3</del>	<del>4</del>	<del>5</del>	<del>6</del>	<del>7</del>	8	7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6		
9	LS	11	12	13	14	15	14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13		
16	17	18	19	20	21	22	21	22	23	24	25	<del>26</del>	27	18	19	20	21	22	23	24	16	17	18	19	20		
23	24	25	26	27	28	29	28	<del>29</del>	30	31			25	26	27	28	29	30	23	24	25	26	27	28	29		
						30																			30		