

**COLLECTIVE BARGAINING
AGREEMENT
ROCHESTER COMMUNITY
SCHOOL CORPORATION
AND
ROCHESTER CLASSROOM
TEACHERS ASSOCIATION**

JULY 1, 2021

To

JUNE 30, 2023

TABLE OF CONTENTS

Article I: Recognition	page 2
Article II: Salary and Fringe Benefits	
A. Salary and Factors	page 2
B. Insurance Benefits	page 3
1. Health Insurance	
2. Long-term disability/ADD/Life	
3. Dental Insurance	
4. Vision Care	
5. Indiana Teachers Retirement Fund	
6. New Teachers	
7. Retired Teachers	
Article III: Grievance Procedure	page 5
Article IV: Leaves of Absence	page 6
A. Absence	
B. Death in the Family	
C. Court Leave	
D. Family Expansion Leave	
E. Military Service	
F. Injury on the Job	
G. Association Leave	
Article V: Sick Leave Bank	page 9
Article VI: Retirement Provisions	page 10
A. Pension	
1. 401 a	
2. Annuity Deductions	
Article VII: Effective Dates of Contract	page 12
Ratification	page 12
Appendix A – Salary Grid	page 13
Appendix B - ECA Schedule	page 14
Appendix C – Class Coverage Form	page 15

**ARTICLE I:
RECOGNITION**

This contract, made and entered into this, by and between the Rochester Community School Corporation, of Fulton County, Indiana, acting by and through its governing body, its Board of School Trustees, hereinafter called the “School Corporation” and the Rochester Classroom Teachers Association, an organization of school employees, heretofore recognized by the School Corporation as the exclusive representative, for the school employees, hereinafter referred to as the “Association”.

The School Corporation recognizes the Association as the “exclusive representative” of certificated employees in the following bargaining unit:

The unit shall consist of all certified employees with a regular or supplemental teacher contract, as defined in I.C. 20-29-2-13 and IC 20-28-2-22 in the Rochester Community School Corporation. Excluded from the unit are the following certified employees: The Superintendent of Schools, Assistant Superintendent, Principals, Assistant Principals, Head Teachers at each building, Technology Coordinator, Director of Student Services, Psychologist, Speech Language Pathologists, and Athletic Director now employed or to be employed in the future and any other persons who may fit the statutory definitions of “Supervisor”, confidential employees, “or employees performing security work.”

As used in this contract, a regular teacher contract means those certificated employees who are part-time or full-time employees under a regular or supplemental teacher contract, except those exempted in Article I.

**ARTICLE II:
SALARY AND RELATED FRINGE BENEFITS**

A. SALARY

The parties have a compensation plan that has equal differentials within the salary schedule. The scale is located in Appendix A.

For 2021-2022 teachers who meet the qualifications will be placed on the new scale (located in Appendix A) at their proper level based on years of service, hard to fill position(s), or high need position(s). Teachers will not be placed on a previous placement on the salary scale, unless required by state law. Teachers will qualify for the increase based on the factors of evaluation and academic need. Evaluation will be worth \$1000 of the increase and is defined as having not received an evaluation rating of ineffective or needs improvement in the previous school year, except those who qualify per IC 20-28-9-1.5(f). Academic needs is defined as the need to retain quality staff. The differentiated increase in base salary for academic needs ranges from \$950-12,450 as determined by the parties during negotiations.

For 2022-2023 teachers who meet the qualifications will move one step up on the salary scale. Teachers will qualify for this increase based on the factors of experience and evaluation. Experience will be worth 25% of the increase and defined as accruing a year of service per INPRS during the previous school year. Evaluation will be worth 75% of the increase and is defined as having not received an evaluation rating of ineffective or needs improvement in the previous school year, except those who qualify per IC 20-28-9-1.5(f).

New hire placement: New hires will be placed on the scale using their years of teaching experience. In the case of a hard to fill position/high need, the superintendent can place a new hire on the scale up to one spot above or below where s/he would be placed normally, but not to exceed the highest level of the scale. If this provision is used, the superintendent will notify RCTA. Additionally, in the case of an extremely hard to fill position the superintendent can offer three (3) new hires per school year up to four spots above where s/he would be normally placed, but not to exceed the highest level of the scale. If the superintendent needs leeway beyond this provision, the RCTA president would have to agree to the larger discrepancy based on the evidence

regarding the high need/hard to fill nature.

Compensation earned by a teacher on a partial contract will be awarded on a pro-rata basis.

Teachers who were evaluated the previous year as Needs Improvement or Ineffective (bottom 2 categories in the state adopted evaluation model), or Negatively Impacts Student Growth are not eligible to receive any salary increase and will stay at their current individual base salary, except those who qualify per IC 20-28-9-1.5(f).

Money that would have gone to a teacher rated Needs Improvement or Ineffective will be redistributed equally to the teachers who received a qualifying evaluation rating as a one-time stipend.

The parties agree that the schedules of salaries and pay for extracurricular responsibilities for this Contract are accurately reflected in Appendix B – ECA Schedule and shall remain in force for the period of the contract. If a benefit effective date is different than that date effective above, the benefit shall be as provided and stated on said benefit individually. Any employee who drives their ECA teams to activities, instead of using a bus driver, will receive the same current mileage rate as the corporation bus drivers receive for driving to ECA activities.

Expanded Criminal History Background Check

The school corporation shall pay the cost of any and all expanded criminal history checks and expanded child protection index checks that are required by the School Corporation or per IC 20-26-5-10.

Homebound Instruction

Teachers who are assigned to do homebound instruction will be compensated at their individual hourly rate. If a student does not show after waiting for fifteen (15) minutes, the teacher will be compensated one half hour (30 min) of pay.

Zero Hour Instruction

Teachers who instruct during zero hour will be compensated at their individual hourly rate.

Extended Contracts

Teachers who have an extended contract beyond the 185 days will be paid at their appropriate daily rate. Current positions with extended contracts are: RHS Agriculture 45 days, RHS Project Lead the Way Coordinator 15 days, RHS Counselors 10 days. The number of days was not bargained and is for informational purposes only. Any administrative fees from grants applicable to the related programs with an extended contract are payable to the school corporation and are not additional compensation.

Class Coverage

Teachers who are requested by the principal to cover class for another teacher will receive one day of personal leave for every six (6) periods (Junior or Senior High) or 240 minutes (Elementary) they cover in a given school year. Once a teacher accumulates six (6) periods (Junior or Senior High) covered or the 240 minutes (Elementary), the teacher will turn in documentation to the principal for verification and submission to central office. Use the form in Appendix C for submission.

INSURANCE BENEFITS

1. Health and Major Medical

All teachers are expected to fully participate in the Wellness program. A teacher who does not participate in the free Biometric testing or gets an annual physical under the Wellness plan will pay an extra one-time health insurance fee of \$250. Any physical exam must be documented and occur no later than three (3) months prior to the Biometric testing.

Teachers are responsible for the following portion of premiums on health insurance, with the balance of premiums the responsibility of the school corporation (The Corporation will cover the increase in insurance premiums for 2021-2022):

- MVP: EE only: \$640
- EE/Child: \$1,260
- EE/Spouse: \$1,664
- Family: \$1,829

Beginning in 2022-2023 the school corporation will pay 85% of the total premiums set by the insurer on health insurance and teachers will pay 15% of the premiums set by the insurer on health insurance.

2. Long-Term Disability / Accidental Death and Dismemberment/ Life Insurance

Each teacher will pay \$.01 per year toward the cost of each of these insurance programs. LTD will be a single long-term disability plan for teachers employed under a regular contract who may wish to participate in such a program. The program shall provide a minimum benefit of two-thirds (2/3) salary to age sixty-five (65), with a maximum waiting period between the occurrence of the disability and the beginning of the coverage of ninety (90) calendar days. An Accidental Death and Dismemberment policy will be included in this coverage.

- A. Term Life Insurance Life insurance will be \$40,000 single life insurance policy for each teacher.

3. Dental Insurance The Corporation will pay \$174 toward the cost of a teacher selected dental plan.

4. Vision Care The Corporation will make available two (2) vision care plans for teachers who may wish to participate in such a program. The cost of the insurance will be the full responsibility of the employee, and the minimum number of participants required to establish and maintain such a program will be established by the Carrier.

5. Indiana State Teachers Retirement Fund

For the regular teacher salary, pay for extra responsibilities assigned by the Corporation, the Corporation will pay directly to the Indiana State Teachers Fund (TRF) 3% or 7.5% of salary depending on pre or post 1995 employment. The Corporation will also pay the voluntary 3% contribution of salary to the TRF.

6. Teachers New to the School Corporation

All teachers new to the corporation will be paid an orientation rate of \$100 per day up to a maximum of four (4) days during the first year of their contract with the corporation, for attendance at orientation days.

7. Retired Teachers' Eligibility for Health Insurance

Any certificated employee who retires from Rochester CSC with fifteen (15) years of teaching experience covered by TRF and taught the last ten (10) years with Rochester CSC is entitled to participate in the Rochester health insurance plan at the retiring employee's expense until the employee is eligible for Medicare.

8. Insurance Committee

RCTA and RCSC will convene an insurance committee to review the current plan and the feasibility in moving to another type of insurance plan.

**ARTICLE III:
PROFESSIONAL GRIEVANCE PROCEDURE**

School employees and the school employer desire that grievances be reconciled and disposed of as expeditiously as is possible. The parties agree that grievances, which arise out of the application or interpretation of this agreement, shall be resolved in accordance with the grievance procedure described below:

A. Purpose

The purpose of a grievance procedure is to secure, at the lowest possible administrative level, an adequate solution to grievances, which may arise from time to time.

B. Definition

A grievance is an alleged violation, misinterpretation, or misapplication of a specific article of this Agreement.

C. Grievant(s) and Representation

1. An individual or the Association may present a grievance. The grievant(s) may be accompanied by an association representative if he/she wishes to be.

2. The building principal shall be the administrative representative when a formal written grievance is filed in his/her building

D. Procedure

In the event that a teacher believes there is basis for a grievance, he/she, or the Association, shall first discuss the alleged grievance with the building principal and shall inform the principal that the discussion is to resolve an informal grievance.

If, as a result of the informal discussion with the building principal, a grievance still exists, within twenty (20) working days of the alleged occurrence, the grievant may invoke the following informal grievance steps on the form available from the Association representative in each building.

The informal discussion step with the principal may be waived if the principal indicates he/she does not have the authority to resolve the grievance. In the event that such informal procedures do not dispose of the alleged grievance, the following procedure shall be followed:

- (1) If no informal resolution of the grievance is achieved within ten (10) working days of the submission of the grievance to the informal proceeding, the grievance shall be stated in writing, signed by the grievant(s), and submitted to the building principal on the form as included in Appendix C within ten (10) working days following an informal grievance.
- (2) The grievance shall (a) state the name of the employee(s) involved, (b) state the facts giving rise to the grievance, (c) identify the specific relief requested.
- (3) Within five (5) working days after receiving the written grievance the principal shall communicate in writing his/her answer to the President of the Association and to the Superintendent.
- (4) If the grievance is not resolved by response of the principal as set forth above, the grievant(s) may, within (5) working days of receipt of the principal's answer, appeal to the Superintendent by filing the grievance and the principals answer with the Superintendent.
- (5) The Superintendent, or his/her authorized representative, shall give the grievant(s) an answer in writing no later than five (5) working days after receipt of any written grievance properly filed with the Superintendent's office, and shall send a copy of such answer to the principal and to the Association president.

- (6) Within five (5) working days after receiving the decision of the Superintendent, an appeal from the decision may be made to the Board. The Board shall hold a hearing on the grievance at a regular or special meeting within twenty (20) working days and render its decision in writing to the grievant(s), the Association president and the superintendent within an additional twenty (20) days.

E. Time Limits

The time limits set forth above may be extended only by written consent of the grievant(s) and the Corporation.

If there is a failure at any step to communicate a decision on a grievance within the specified time limit, the grievant(s) shall then have the right to appeal at the next step of the procedure.

Any grievance not advanced from one step to the next within the time limits by the grievant(s), shall be deemed resolved by the answer at the previous step.

F. State and Federal Law

1. Nothing contained herein shall deny to any employee rights under State or Federal Constitutions and Laws.

G. Use of Procedure

1. It is understood that this procedure is applicable only to a grievance, as that term has been heretofore defined.
2. It is further agreed that compliance with the foregoing procedure shall be prerequisite to the filing of any legal or equitable action or any administrative proceedings against the Corporation if such actions or proceedings are occasioned by an alleged violation, misapplication, or misinterpretation as set out in the definition of a grievance, except as required by law.
3. All documents, communication and records concerning grievances shall be kept in a file separate from the personnel files, and shall not be made available to anyone without the approval of all persons involved.

**ARTICLE IV:
LEAVES OF ABSENCE**

A. Absence

Certificated employees may be absent due to personal illness, personal business or family illness (herein absence days) for fourteen (14) days during each year of employment without the loss of compensation. The days will be credited to a teacher's sick leave balance at the close of the school year, which may include summer school. Any unused days will be transferred to the cumulative balance of sick leave days for that individual.

1. Teachers shall give notice prior to an absence using the AESOP system unless an emergency situation exists.
2. Any unused days for a certified employee shall accumulate to a total of one hundred eighty-five (185).
3. An amount equal to twenty-five dollars (\$25.00) times the number of absence days in excess of one hundred eighty-five days will be paid annually to qualified employees on July 5th. This date shall be extended for summer school teachers who will be reimbursed following summer school.
4. Any sick leave days accumulated by a certificated employee in an accredited public school shall be transferred up to ninety (90) days as follows: Beginning with the first year and succeeding year of employment, there shall be transferred up to ten (10) days of sick leave until the accumulated days which

said teacher was entitled to in the former place of employment shall be exhausted or the limit of ninety (90) days is reached. Accumulated days will transfer out as sick leave to the individual's sick leave account

5. All absences shall be taken in full or one-half day units.
6. No more than three (3) Personal Business Days may be consecutively used.
7. All personal business days adjacent to a school vacation, holiday, or make-up day will count as two leave days for each day taken. If the day is for sick leave, a doctor's note will be required by administration to verify. If all of a teacher's yearly allotment of days has been used, the day(s) would be unpaid. This will go into effect after the ratification of this Agreement by both parties.
8. The term immediate family for such purposes of leave for family illness shall include husband, wife, child, parent, or other persons living in the employee's home as a part of the family.

B. Death in the Family

For bereavement, each teacher will be entitled to be absent following a death in the immediate family without loss of pay for a period extending not more than five (5) school days beyond such death. The immediate family for such purposes shall include the husband, wife, child, parent, brother, sister, or any other person living in the employee's home as a part of the family. There will be no differentiation for step-relatives as described above or below.

Upon the death of a grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, or sister-in-law not living in the same home as part of the teacher's family, a teacher shall be entitled to be absent without loss of pay for up to three (3) school days. Should said leave be exhausted prior to the funeral, the teacher shall be entitled to be absent the day of the funeral without loss of pay.

Upon the death of a grandparent-in-law, uncle, aunt, uncle-in-law, aunt-in-law, niece, or nephew, not living in the same home as part of the teacher's family, a teacher shall be entitled to be absent without loss of pay for one (1) calendar day for the funeral if the funeral is on a teacher workday.

C. Court Leave

The Board will compensate a teacher subpoenaed (1) to serve jury duty, (2) to testify in court as a witness in a case in which he/she is not personally involved, (3) to testify in court in any suit arising out of the performance of the duties for, or employment with, the school corporation, or (4) to testify before a judicial or legislative body legally empowered to issue said subpoena in a matter arising out of the performance of the duties for, or employment with, the school corporation for the number of days mandated to perform such obligation. Any teachers employed by the corporation acting in their capacity as officers or their designee or chief negotiator or his designee for the Association will be compensated. During the period of required absence for such mandated duty as provided herein, the teacher shall be paid full regular salary, provided the total amount of per diem jury duty allowance earned during school days by such teacher, if any, is remitted by the teacher to the School Corporation.

D. Family Expansion Leave

1. Pregnancy Leave - Temporary disabilities caused by pregnancy shall be governed by the same provisions governing sickness and by the following:

- a. Any teacher who is pregnant is entitled to a leave of absence any time between the commencement of her pregnancy and one (1) year following the birth of the child, if except in a medical emergency, she notifies the superintendent of the School Corporation of which she teaches at least thirty (30) days before the date she desires to start her leave. She shall also notify the superintendent of the expected length of this leave, including with this notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of the newborn, whichever is applicable. In case of medical emergency caused by

pregnancy, the teacher shall be granted leave as otherwise provided in this section, immediately upon her request and certification of the emergency from an attending physician.

- b. All or any portion of leave taken by a teacher because of a temporary disability caused by pregnancy may be charged, at her discretion, to her available sick leave. After her available sick leave has been used, the teacher may be absent without pay.

2. Non-Birthing Parent Leave

Non-birthing parent leave will be granted for up to a period of one (1) school year without compensation. However, accrued leave may be substituted for up to the first six (6) weeks of the leave. The spouse of the teacher who is pregnant is entitled to a leave of absence any time between the commencement of the pregnancy and one (1) year following the birth of the child, if except in a medical emergency, the teacher notifies the superintendent of the School Corporation at least thirty (30) days before the date the teacher desires to start the leave. The teacher will also notify the superintendent of the expected length of this unpaid leave. This leave may be taken without jeopardy to re-employment, retirement and salary benefits. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.

3. Adoption/Foster Child Leave

When an employee brings a foster child into their home, he/she may take up to 5 leave days deducted from his/her accumulated leave.

Adoptive leave will be granted for up to a period of one (1) school year without compensation. However, accrued leave may be substituted for up to the first six (6) weeks of the leave. Upon initial application for the adoption, the teacher will notify the superintendent at least thirty (30) days before the date on which he/she desires to start his/her unpaid leave. The teacher will also notify the superintendent of the expected length of this unpaid leave. This leave may be taken without jeopardy to re-employment, retirement and salary benefits. A waiver of the thirty (30) days notification requirement may be granted in an emergency situation or at the discretion of the Superintendent.

E. Military Service

A certified employee who is called to active military service shall receive compensation in accordance with the applicable law during the period of leave and shall continue to accrue benefits that are similar in nature to seniority, with regard to service on the job. During leave for drills and annual training of not more than fifteen days per calendar year, the employee shall be entitled to be paid the difference between their military pay and School Corporation pay by the School Corporation.

F. Injury on the Job

A teacher injured during the regular performance of his/her assignment (unless the injury is due to the teacher's failure to comply with posted safety rules) shall be entitled to pay for the remainder of the day on which the injury occurs and pay for any subsequent lost time due to that injury, which is certified as necessary by a licensed physician, up to a maximum of five (5) working days. The five (5) days in question must be regularly scheduled work-days immediately following the day of the injury and/or time lost from work due to required doctor appointments as part of the follow-up care for the treatment of the injury. These days will not be charged against the teacher's sick leave or personal business leave. All such injuries must be reported within twenty-four (24) hours to the building principal or his designee in order for this section to apply. Absence due to injury incurred in the course of the teacher's employment shall not be charged against the teacher's sick leave days. This benefit will be paid in combination with workmen's compensation benefits in amounts not to exceed contracted wages.

G. Association Leave

The President of the Association or his/her designee shall be granted a combined total of two (2) days per year release time with pay for the purpose of Association business within the Corporation and/or lobby efforts. A

written statement shall be submitted to the Superintendent of the Corporation prior to the day(s) in question stating what day(s) the absence shall take place. The Association shall reimburse the Corporation for the cost of the substitute pay for any such days granted. Such release time may be taken in half-day units.

The Corporation will provide release time for the President or his/her designee to attend administrative cabinet meetings or other necessary meetings to facilitate timely and effective communication between parties. (This sentence was not bargained and is for informational purposes only.)

ARTICLE V
SICK LEAVE BANK
PURPOSE

A voluntary sick leave bank shall be established for the benefit of all certified staff members who elect to join the Sick Leave Bank. The Sick Leave Bank shall be used for the purpose of providing a bank of days upon which members of the Sick Leave Bank may draw in case of extended illness of the certified staff member. The following rules shall govern the operation of the sick leave bank.

A. Participation

- 1) The Sick Leave Bank Program is open to all certificated staff members in the Rochester Community School system. The term "Certified Staff Member" shall be as defined in IC 20-29-2-13.
- 2) A member of the certificated staff may join the Sick Leave Bank by providing the contribution of two (2) of his/her accumulated sick leave days to the Sick Leave Bank.
- 3) The annual enrollment period for accepting voluntary membership in the Sick Leave Bank shall be the first ten (10) days of the school year or the first ten (10) days following ratification of this Contract whichever is later.
- 4) A teacher employed by the school corporation after the annual enrollment period has passed shall have ten (10) days from the date of employment in which to elect to participate in the Sick Leave Bank.
- 5) Those certificated staff members electing to become a member of the Sick Leave Bank must remain a member for the entire school year.
- 6) If, at the start of the school year, there are 100 days in the Sick Leave Bank, there shall be no contributions to the Sick Leave Bank except for contributions by teachers returning to membership status and new members.
- 7) A teacher who does not voluntarily donate two (2) days of sick leave as required for membership, or 1 day per subsequent year during which the number of days in the Bank falls below 100, is not qualified to receive benefits from the program.
- 8) Membership in the Sick Leave Bank shall be automatically continued from one school year to the next unless the member indicates in writing his election to withdraw from the Sick Leave Bank. Such withdrawal must be so indicated during the annual enrollment period.
- 9) All donated days lose their identity and are considered a permanent contribution and not transferable.
- 10) Once a certified staff member has dropped out of the Sick Leave Bank Program, he/she must donate two (2) days of accumulated sick or personal leave days to regain membership in the program.

B. Eligibility - Applicants to the Bank must satisfy the following criteria:

- 1) All sick leave and personal leave accumulated by the member have been exhausted.
- 2) A waiting period of five (5) teaching days after the exhaustion of accumulated sick leave and personal business leave must pass before a teacher may apply for the use of sick leave bank days.
- 3) The Bank days requested shall apply to days prior to the date when the teacher's long-term disability insurance would commence.
- 4) The Bank days shall take effect immediately following the decision of the Sick Bank Committee.
- 5) A maximum number of days to be granted per teacher shall be seven (7) school days per school year.

C. Repayment of Loan

- 1) The recipient who remains in the employment of the Rochester Community Schools shall repay the bank the borrowed days at the rate of three (3) days per school year until the loan has been repaid.
- 2) A recipient who leaves the Rochester Community Schools and still owes days to the sick leave bank must transfer any accumulated sick leave and personal business days to the bank as payment toward the loan. If these days are insufficient to cover the number of days owed the Bank, the Corporation will deduct \$75 per day of absence from the recipient's remaining pay.
- 3) In the event a teacher is unable to fulfill the outstanding Sick Leave Bank repayment obligation to the School Corporation, he/she will reimburse the School Corporation \$75 per day of absence.
- 4) A recipient or the recipient's personal representative in case of retirement, total disability, or death while still owing days to the Bank may apply for an exemption. This application is to be directed to the Rochester Community School Board who will make the final determination on the request.

ARTICLE VI:

RETIREMENT PROVISIONS

A. PENSION

1. 401 (a) The Board shall make a single contribution of \$1650 to a 401 (a) plan for any unit member hired after June 30, 2004, at the end of the eligible teacher's third year of service to RCSC. The contribution and interest will vest upon completing ten (10) years of service to RCSC and meeting the requirements for unreduced retirement with the Indiana Teacher Retirement Fund. Unvested funds and accumulated interest

from those unvested funds shall be appropriately reserved to fund newly eligible unit members upon entry into the plan.

2. Annuity Deductions

Employees may select the company they wish to make voluntary annuity payments through payroll deductions. A minimum of three (3) teachers must be enrolled with each company for that company to be available for payroll deductions. A thirty (30) day notice is required for changes in annuity deductions.

**ARTICLE VII:
EFFECTIVE DATES**

This contract shall be effective as of July 1, 2021, and continue through June 30, 2023.

TERMS

If the certified ADM for September 2022 is less than or equal to 1,621 or it is greater than or equal to 1,651 the parties may reopen the contract.

RATIFICATION

The foregoing contract has been ratified by the Board of School Trustees of the Rochester Community School Corporation at a meeting held by said Board of School Trustees on November 9, 2021

The undersigned attest to the following:

1. A public hearing was held in compliance with I.C. 20-29-6-1(b) on August 16, 2021, and electronic participation from the parties and/or public was permitted; and
2. A public meeting in compliance with I.C. 20-29-6-1(b) was held on November 2, 2021, to discuss the tentative agreement and electronic participation from the governing body and/or public was permitted.
3. A public meeting in compliance with I.C.20-29-6-1(b) was held by the Board on the date set forth above for ratification of the tentative agreement. Electronic participation was available.

BOARD OF SCHOOL TRUSTEES OF THE
ROCHESTER COMMUNITY SCHOOL CORPORATION

By: _____
President

Attest:

By: _____
Secretary

The foregoing contract has been ratified by the Rochester Classroom Teachers Association at a meeting of the members of said Association held on October 28, 2021

ROCHESTER CLASSROOM TEACHERS ASSOCIATION

By: _____
President

Attest:

By: _____
Secretary

Appendix A: Rochester Community Schools Base Salary Grid

The salary range for 2020-2021 was \$34,500 - \$67,850. The salary range for 2021-2023 after increases is \$40,000-\$69,900.

Yrs. Exp.	2021-2023
0	\$ 40,000
1	\$ 41,150
2	\$ 42,300
3	\$ 43,450
4	\$ 44,600
5	\$ 45,750
6	\$ 46,900
7	\$ 48,050
8	\$ 49,200
9	\$ 50,350
10	\$ 51,500
11	\$ 52,650
12	\$ 53,800
13	\$ 54,950
14	\$ 56,100
15	\$ 57,250
16	\$ 58,400
17	\$ 59,550
18	\$ 60,700
19	\$ 61,850
20	\$ 63,000
21	\$ 64,150
22	\$ 65,300
23	\$ 66,450
24	\$ 67,600
25	\$ 68,750
26	\$ 69,900

Appendix B: Rochester Community Schools ECA Schedule

The number of positions is for informational purposes only and was not bargained. Payment is calculated by multiplying the listed Base below by the Index. During the 2021-2023 contract, the parties will convene an ECA committee to review all positions, their responsibilities, and comparable salaries to suggest potential changes for 2021-2023, including considering extra remuneration if advance to tournament. (This sentence was not bargained and is for informational purposes only).

Base	\$25,000	
	Index	
Columbia Elementary		
Music Program (Up to 5)	0.0240	\$600
Zebra Zone	0.0050	\$124
K-2 Basketball program	0.0360	\$900
Riddle Elementary		
Clubs-Riddle (5@)	0.0099	\$248
Boys Elementary B'Ball	0.0360	\$900
Girls Elementary Ball	0.0360	\$900
Elementary Volleyball	0.0360	\$900
Elementary Wrestling	0.0360	\$900
Music Program (Up to 3)	0.0132	\$330
Student Council	0.0146	\$365
Rochester Middle School		
Basketball		
Boys 8th Gr B'Ball	0.0867	\$2,168
Boys 7th Gr B'Ball	0.0720	\$1,800
Boys 6th Gr B'Ball	0.0409	\$1,023
Girls 8th Gr B'Ball	0.0867	\$2,168
Girls 7th Gr B'Ball	0.0720	\$1,800
Girls 6th Gr B'Ball	0.0409	\$1,023
Football		
RMS Head Football	0.0867	\$2,168
RMS Asst. Football (3)	0.0720	\$1,800
Volleyball		
8th Gr Volleyball	0.0780	\$1,950
7th Gr Volleyball	0.0648	\$1,620
6th Gr Volleyball	0.0368	\$920
Track-Cross Country		
RMS Cross Country Coach	0.0496	\$1,240
RMS Cross Country Asst Coach	0.0380	\$950

RMS Head Track Coach	0.0457	\$1,143
RMS Asst. Track Coach (3)	0.0380	\$950
Wrestling		
RMS Head Wrestling	0.0457	\$1,143
RMS Asst Wrestling	0.0380	\$950
Golf		
RMS Head Golf	0.0496	\$1,240
Music-Band		
RMS Band	0.0380	\$950
RMS Vocal Music/Choir	0.0380	\$950
All Other ECA-RMS		
Academic Competition (1-4)	0.0218	\$545
Cheerleaders (1)	0.0331	\$828
Clubs-RMS (7 @)	0.0099	\$248
Student Council	0.0146	\$365
Yearbook	0.0286	\$715
NJHS	0.0146	\$365
Rochester High School		
Basketball		
Boys Varsity Basketball	0.2872	\$7,180
Boys Asst Basketball (2)	0.1508	\$3,770
Girls Varsity Basketball	0.2872	\$7,180
Girls Asst Basketball (2)	0.1508	\$3,770
Boys Frosh Basketball	0.1033	\$2,583
Girls Frosh Basketball	0.1033	\$2,583
Football		
Varsity Football	0.2872	\$7,180
RHS Asst. Football (4)	0.1508	\$3,770
Baseball-Softball		
Varsity Baseball	0.1700	\$4,250
Asst. Baseball	0.0789	\$1,973
Varsity Softball	0.1700	\$4,250
Asst. Softball	0.0789	\$1,973
Soccer		
Varsity Boys Soccer	0.1700	\$4,250
Boys Soccer Asst.	0.0789	\$1,973
Varsity Girls Soccer	0.1700	\$4,250
Girls Soccer Asst	0.0789	\$1,973
Volleyball		
Varsity Volleyball	0.2584	\$6,460
Asst Volleyball	0.1358	\$3,395
Frosh Volleyball	0.1033	\$2,583
Track-Cross Country		
Head Track	0.1700	\$4,250

Asst. Track (3)	0.0789	\$1,973
RHS Cross Country	0.1100	\$2,750
Wrestling		
Varsity Wrestling	0.1700	\$4,250
RHS asst. Wrestling	0.0789	\$1,973
Swimming		
Head Swimming Coach (1)	0.1700	\$4,250
Asst. Swimming (3)	0.0789	\$1,973
Golf		
RHS Boys Golf	0.1100	\$2,750
RHS Girls Golf	0.1100	\$2,750
Tennis		
Boys Varsity Tennis	0.1100	\$2,750
Girls Varsity Tennis	0.1100	\$2,750
Music-Band		
RHS Summer Band	0.0584	\$1,460
RHS Pep Band	0.073	\$1,825
RHS Vocal Music/Choir	0.073	\$1,825
All Other ECA-RHS		
Academic Competition(4)	0.0218	\$545
Adult Farmer Class	0.0080	\$200
Area Coordinator (/#positions)	0.1159	\$2,898
Auditorium Manager	0.0414	\$1,035
Cheerleader Varsity	0.0700	\$1,750
Cheerleader JV	0.0331	\$828
FFA	0.0146	\$365
Art Club	0.0146	\$365
Spanish Club	0.0146	\$365
Key Club	0.0146	\$365
National Honor Society	0.0146	\$365
Drama- EEE	0.0944	\$2,360
Drama-EEE Asst	0.0417	\$1,043
FCCLA	0.0282	\$705
Junior Class Sponsor	0.0193	\$483
Newspaper	0.0239	\$598
Senior Class Sponsor	0.0146	\$365
Student Council	0.0193	\$483
Tech Consult Bldg. Level	0.0218	\$545
Yearbook (IN class)	0.0730	\$1,825

Appendix C: Class Coverage Form

CLASS COVERAGE FORM

Teacher Name _____

Substituting for _____

Date _____

Time (number of periods for Jr/Sr High or minutes for Elem.) _____

Principal Signature

Teacher Signature

This form needs to be verified by the principal and submitted to central office.
Six (6) periods of class covered equals one (1) day of leave in Junior or Senior High.
240 minutes of class covered equals one (1) day of leave in Elementary.

Please make a copy for your records.