

RASA Proposal #1 January 24, 2019

Current Reality:

This Memorandum of Understanding and all of its provisions are to take effect on July 31, 2018 and expire on July 31, 2021. Except as set forth in this document, all contract provisions of the existing RASA contract shall remain in effect through July 31, 2021

Contract Length:

3 year 2018-2019, 2019-2020 and 2020-2021

Salary:

The attached pay scale would become the new adjusted pay scale moving forward.

In 2018-2019 members will **move up 1 step (i.e. those on step 1 would move to step 2) and the salary schedule will be improved by 4.55%** to maintain teachers master max per diem language.

In 2018-2019, a \$1000 off schedule payment will be paid to RASA members on Step 1 or Step 2 upon ratification. Those on Step 3 will receive a 2% off schedule payment in lieu of a step movement.

In 2019-2020 members will **be frozen on their step, but the salary schedule will be improved by 1.75%** to maintain teachers master max per diem. Those members on step 3 will receive a 2% off the new pay schedule **payment** payable on the first paycheck of their new contract in lieu of step movement.

In 2020-2021 members will move up one step. Those members on step 3 will receive a 2% off schedule payment payable on the first paycheck of their new contract in lieu of step movement.

Upon the resignation of the high school principal or middle school principal, the union and district shall meet to discuss an adjustment in starting salary prior to the posting of the position.

Health Insurance:

Maintenance of the insurance benefits that allow the district to be compliant with the hard cap or 80/20 legislative rule.

Work Days:

1-24-2019
David N. Thompson
H. K. K. 01/24/19

Five (5) days of flex time are included. Administrators will be given flexible reporting options whereas all expected work and responsibilities will be completed, but Administrators will have the flextime option of completing said work and responsibilities outside the standard work reporting times and location. Buildings with multiple Administrators must coordinate scheduling/expectations with the building principal. This time may only be taken when school is not in session or on set superintendent administrative work days. The superintendent administrative work days shall be set by June 30 for the upcoming school year.

Sick Leave Calculation:

Sick Leave Calculation It is hereby agreed that all sick leave calculation shall be based upon the Work Year column in the agreed upon salary schedule; subject to the additional agreements of this CBA.

Other Provisions:

Upon approval of any redistricting plan, the district and union shall meet and negotiate any provisions necessary relative to administrative staffing.

Appendix 1 Preservation of Administrator Per Diem Rate

A. The Board agrees to maintain a per diem rate for elementary principals that is higher than the per diem rate of a teacher at the top MA Step.


The union agrees to withdraw any other provisions.
The district agrees to withdraw any other provisions.

Signed:

District

Union

Date: January 24, 2019


1-24-2019
David N. Thompson
10:10 AM 01/24/19

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 Per final calculator

	2016-2017	2016-2017 OHS Reported	2017-2018 SEM 1	2017-2018 SEM 2	2017-2018 Blended	2018-2019	2018-2019		2019-2020	2020-2021	2018-2019		2019-2020	2020-2021
							Sem 02 + Step	4.55%			Current	Per Diem		
HS PRIN 225	97,801.88	98,695.05	99,141.63	100,481.38	99,743.05	100,481.38	100,481.36	106,053.26	106,891.69	106,891.69	446.58	466.90	475.07	
	99,640.23	100,550.19	101,005.16	102,370.10	101,617.87	102,370.10	102,370.10	107,027.90	108,900.93	108,900.93	454.98	475.68	484.00	
	101,532.72	102,459.30	102,922.59	104,312.46	103,546.49	104,312.46	104,240.26	108,983.19	110,890.40	110,890.40	463.29	484.37	492.85	
MS PRIN 216	86,798.89	87,625.55	88,038.87	89,278.86	88,618.66	89,278.86	89,341.06	93,341.06	94,974.53	94,974.53	413.33	432.13	439.70	
	88,531.25	89,374.40	89,795.98	91,060.71	90,387.34	91,060.71	91,060.71	95,203.97	96,870.04	96,870.04	421.58	440.76	448.47	
	90,248.75	91,108.26	91,538.02	92,827.29	92,140.85	92,827.29	92,827.29	97,050.93	98,749.32	98,749.32	429.76	449.31	457.17	
EL PRIN 208	83,453.93	84,276.14	84,687.24	85,509.45	85,074.64	85,509.45	85,509.43	89,400.11	90,964.61	90,964.61	411.10	429.81	437.33	
	85,154.63	85,993.59	86,413.07	87,252.03	86,808.35	87,252.03	87,252.03	91,232.00	92,818.38	92,818.38	419.48	438.57	446.24	
	86,840.44	87,696.01	88,123.80	88,979.37	88,526.90	88,979.37	88,979.37	93,027.93	94,655.92	94,655.92	427.79	447.25	455.08	
HS Asst 206	82,461.10	83,281.61	83,691.86	84,512.37	84,082.20	84,512.37	84,512.35	88,357.65	89,903.92	89,903.92	410.25	428.92	436.43	
	84,186.93	85,024.61	85,443.45	86,281.13	85,841.96	86,281.13	86,281.13	90,206.92	91,785.54	91,785.54	418.84	437.90	445.56	
	85,932.97	86,788.02	87,215.55	88,070.61	87,622.33	88,070.61	88,070.61	92,077.82	93,689.18	93,689.18	427.53	446.98	454.80	
MS Asst 202	80,460.47	81,277.33	81,685.76	82,502.61	82,094.19	82,502.61	82,502.62	84,152.67	85,835.73	85,835.73	408.43	416.60	424.93	
	82,145.04	82,979.00	83,395.98	84,229.94	83,812.96	84,229.94	84,229.94	85,914.54	87,632.83	87,632.83	416.98	425.32	433.83	
	83,844.50	84,695.71	85,121.32	85,972.53	85,546.93	85,972.53	85,972.53	87,694.98	89,445.82	89,445.82	425.61	434.12	442.80	
Dir 1 216	84,510.99	85,312.04	85,712.57	86,513.63	86,087.14	86,513.63	86,513.84	88,244.12	90,009.00	90,009.00	400.53	408.54	416.71	
	86,274.11	87,095.77	87,506.60	88,328.26	87,890.80	88,328.26	88,328.26	90,094.83	91,896.72	91,896.72	410.83	417.11	425.45	
	88,049.93	88,888.51	89,307.80	90,146.38	89,699.91	90,146.38	90,146.38	91,949.31	93,788.29	93,788.29	419.29	425.69	434.21	
Dir 2 206	80,869.33	81,674.00	82,076.33	82,880.98	82,466.94	82,880.98	82,880.98	84,538.60	86,229.37	86,229.37	402.33	410.38	418.59	
	82,552.60	83,374.02	83,784.73	84,606.15	84,183.48	84,606.15	84,606.15	86,298.27	88,024.24	88,024.24	410.71	418.92	427.30	
	84,257.14	85,095.52	85,514.71	86,353.09	85,921.69	86,353.09	86,353.09	88,096.15	89,841.75	89,841.75	419.19	427.57	436.13	
Supervisor 202	75,565.22	76,332.38	76,715.96	77,483.12	77,099.54	77,483.12	77,483.12	79,092.78	80,613.44	80,613.44	383.58	391.25	399.08	
	77,106.31	77,889.14	78,280.56	79,063.40	78,671.98	79,063.40	79,063.40	80,647.62	82,260.57	82,260.57	391.42	399.25	407.23	
	78,684.44	79,483.29	79,882.71	80,681.56	80,282.14	80,681.56	80,681.56	82,297.28	83,943.23	83,943.23	399.42	407.41	415.56	
Supervisor 2 202	74,056.13	74,807.97	75,183.89	75,935.73	75,559.81	75,935.73	75,935.73	77,454.44	79,003.53	79,003.53	375.92	383.44	391.11	
	75,565.22	76,332.42	76,716.02	77,483.21	77,099.61	77,483.21	77,483.21	79,036.64	80,617.37	80,617.37	383.60	391.27	399.10	
	77,106.23	77,889.06	78,280.48	79,063.32	78,671.90	79,063.32	79,063.32	80,647.63	82,260.58	82,260.58	391.42	399.25	407.23	
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