

RCS/RCFT
Tentative Agreement
2020

1. **Compensation Model For Proposal for 2020-2021 \$180,000**

Factors for Base Salary Increase

(This does NOT include the amounts that the corporation pays for TRF, FICA, 401 A, etc...)

A. Evaluation-Highly Effective or Effective -**70%**

B. Experience- Defined as having worked a minimum of 120 days the prior year in RCS-**14%**

C. Education- Obtaining a Master's Degree or a Bachelor's Plus and 36 Hours in any content area (as defined by IDOE) in which the teacher currently teaches, or any other area approved by the superintendent- **8%**

D. Academic Needs- Teach in state mandated Tested area and/or Dual Credit Courses/Advanced Placement Courses and special education -**8%**

- b. Model for 2020-21 will be based on 2019-20 Evaluations from RCS and will be added to base pay.
- c. Teachers who are evaluated as Needs Improvement or Ineffective (bottom two categories of evaluation model) are not eligible for any salary increase or stipend under the Compensation Model.
- d. **ECA Stipends do not become a part of the teacher's base salary.**
- e. **New Teacher Schedule-** Currently \$35,824.51. Add \$1100 which would make starting at \$36,924.51. **Please note this is separate from the Model.**

2. Draft for new language for Compensatory Days:

"Newly accrued comp days cannot be taken after the submission of a resignation letter unless such leave is a legally mandated leave."

3. D. Ancillary Duties- Class Coverage- When needed, the administration may ask a teacher to cover a class or classes when a substitute cannot be provided. In this case the teacher will be compensated in the amount of

\$60.00 for one full day, \$30.00 for one-half day, or for high school teachers the amount of \$15.00 per block, *for middle school teachers the amount of \$15.00 per period, for elementary teachers the amount of \$15.00 per missed special area class.*