

**Addition to Memorandum of Agreement  
East Educational Partnership Organization  
June 6, 2016**

Each provision below shall be applied beginning on July 1, 2016.

1. Section 36 of December 2014 MOA should be replaced as follows.

The parties recognize that the professional responsibilities set forth above go above and beyond the duties compensated by the base salary provisions contained in the RCSD/RTA CBA. Therefore, all bargaining unit members shall receive additional compensation of \$58.50 per day for the current number of negotiated workdays (185) for the 2016-17 school year and \$61.50 per day for the current number of negotiated workdays (185) for the 2017-18 school year and all subsequent years. Such additional compensation shall be paid as part of bargaining unit members' bi-weekly paycheck pursuant to the regular payroll schedule.

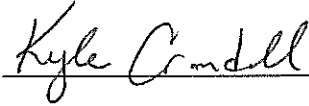
2. Section 38 of December 2014 MOA should be replaced as follows.

Unless otherwise indicated in this Agreement, any bargaining unit member who teaches summer school and/or who is approved for supplemental employment or coaching positions as designated in Section 48 beyond what is performed as part of the regular workday as set forth in paragraphs 13 through 22 above shall be compensated at the rates set forth in Sections 47 and 48 of the RCSD/RTA CBA, except that bargaining unit members who perform services under Section 48.1(a) shall be compensated at a rate of \$20 per hour. Bargaining unit members shall be entitled to additional compensation under Section 48 of the RCSD/RTA CBA only if the scheduled activity regularly extends beyond the bargaining unit members regular workday. Newly hired RCSD bargaining unit members engaged in mandated orientation activities shall be compensated at a rate of \$100 per six hour day, exclusive of lunch for a maximum of 5 days. If the EPO does not provide newly hired RCSD bargaining unit members with the maximum 5 days of orientation activities then the newly hired bargaining unit members may participate in an RCSD/EPO professional development incentive at the district professional development rate. The payment for the number of hours for such teacher shall not exceed \$500 (combined between the orientation activities and RCSD professional development.) For any additional professional development sponsored by the EPO, newly hired teachers shall be compensated at the district professional development rate. Bargaining unit members shall not be required to participate in extracurricular activities outside of the regular workday without additional compensation. Bargaining unit members may volunteer for such uncompensated participation.

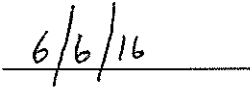
3. Addition to Section 13 of December 2014 MOA.

The EPO and East RTA representatives agree to continue discussions regarding the best process to use to communicate when a regular school day, half-day, Superintendent's Conference Day or any other day is altered from the rest of the RCSD calendar. Both parties agree that the 185 work days established by the district calendar shall coincide with the work days for the East bargaining unit members.

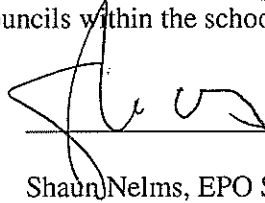
4. During the 2016-17 school year the EPO and East RTA representatives agree to explore a Lead Teacher/Behavior Specialist with the RCSD and at the school level in an effort to explore ways to help students with emotional/social behaviors.
5. The EPO and East RTA representatives agree to collaborate in a process to improve the overall operation of the two governance councils within the school.



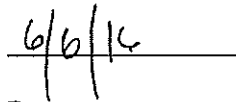
Kyle Crandall, RTA Representative



Date



Shaun Nelms, EPO Superintendent



Date