

Resolution No. 2002-2003: 202

Ratifying Collective Bargaining Agreement with Rochester Teachers' Association

By Member of the Board Thompson

Whereas, the negotiators representing the Superintendent of Schools and the Rochester Teachers' Association (RTA) have met and concluded a tentative collective bargaining agreement for the period July 1, 2002 through June 30, 2004, and thereafter, and

Whereas, the Superintendent of Schools and the membership of the RTA have ratified the agreement, therefore, be it

Resolved, that pursuant to the provisions of Civil Service Law §§ 201 and 204-a, the Board of Education approves the tentative agreement including the following economic provisions:

1. Salary increases or advancements as indicated on the new unitary, compressed salary schedule for fiscal years 2002-2003 and 2003-2004 and thereafter in accordance with the provisions of the salary benchmarking concept, more particularly defined in Section 46 and in Appendix A of the tentative agreement.
2. Adjustment of the hourly rate for supplemental employment during the school year or summer (proposal development, curriculum preparation, test administration, attendance or conduct of in-service) to \$27.00/hr beginning September 1, 2002 and \$29.00 beginning September 1, 2003.
3. Adjustment of longevity pay above base rate for coaches in the same sport to \$400 after three years; \$650 after five years; \$900 after ten years; and an additional \$300 added after every additional five years beyond the first ten in the particular sport; and providing that longevity pay in a particular sport shall be maintained once earned.
4. Continuation of the Living Contract Committee to provide ongoing discussion and decision-making on matters germane to overall District operations and union-management relations.
5. Providing that when a teacher who is not a member of a Committee on Special Education is required to attend a CSE meeting before or after the normal instructional day, such teacher shall receive compensation at the teacher's own hourly rate for additional time worked before or after the normal instructional day. Providing that the workday is not over 6.5 hours, employees assigned to a CSE may work on a flexible schedule beginning before or ending after the normal instructional day. Release time for special education teachers to write IEPs or to prepare for or attend parent conferences or annual reviews will no longer be required to occur in full-day blocks. The flexibility is intended to reduce substitute costs, and to enhance services for students with special needs and their families.
6. Creating a joint task force to operate up until February 1, 2003, to review and propose changes to the vacancies and transfers section of the collective bargaining agreement, including implications of the ESEA reauthorization (Leave No Child Behind Act) upon such section; and to reexamine criteria for evaluating successful school performance and appropriate incentives for the School Performance Incentive Program.

7. Reducing the maximum number of teachers allowed to be on sabbatical at any time to from 1% to 0.75% of the District's total number of teachers.
8. Requiring unit members hired on or after September 13, 2002 enrolling in traditional Blue Cross/Blue Shield major medical plan to pay the difference between the plan and the most expensive HMO corresponding to the employee's plan, or 15% of the Blue Cross/Blue Shield major medical plan, whichever is greater. This contribution is in addition to the 15% contribution to health insurance costs currently applicable to all RTA members hired on or after July 1, 1991.
9. Extending job sharing opportunities to all bargaining unit members;
10. Extending payment of health and dental premiums for the months of July and August to unit members who are employed by the District as of the last day of the school year in June immediately preceding such summer period.
11. Continuing the current flexible spending account to all bargaining unit members.
12. Extending through June 30, 2004 the use of Blue Choice Value and Preferred Care Opportunity plans, coupled with the funding of a medical reimbursement account (105 Plan), in lieu of the Blue Choice Select and Preferred Care Community 201-1 plans, with vision, eyecare and chiropractic riders referenced expressly in the contract; and providing that members who resign or retire during the term of the agreement shall be eligible for retiree health benefits according to the collective bargaining agreement rather than the Blue Choice Value and Preferred Care Opportunity plans.
13. Requiring Certificates of Personal Illness, within five days of return, for all unit members who seek to use personal illness days on the day immediately before or after a holiday or recess period. It is expected that the provision will positively affect the District's substitute costs.
14. Providing a joint commitment of the District and RTA to identify categorical rather than local sources to implement the School Performance Incentive Program (formerly Classroom Resource Fund), and eliminating former contract commitment of \$1,000,000 for that fund.
15. Replacing the former contract provision relative to teacher incentives (and dropping several categories of eligibility) with a new provision retaining only two categories of eligibility, and referring the issue of reestablishing incentives for other purposes to the Living Contract Committee. The two categories of incentive are:
 - for unit members who have "professional" or "lead teacher" status and have attained advanced certification by the National Board for Professional Teaching Standards an annual incentive of \$1500 not included in base salary, for each year in which the member attains an evaluation of "Distinguished;" and
 - an additional \$1500 to National Board certified teachers who accept District-initiated transfers to fill vacancies and to teach in schools identified by the state or federal government as "low performing schools."

Seconded by Member of the Board Bowers

Roll Call Vote –	Commissioner Thompson – Yes	Commissioner Cook – Yes
	Commissioner Bowers – Yes	Commissioner Giuffrida – Yes

Adopted 4-0, with Commissioners Brown, Porter and Vargas absent.