

**RCCTA & RCSC  
2019-20 Tentative Agreement**

New Language is in *italics and highlighted*. Language to be deleted is in ~~strikethrough~~.

Article IV Compensation and Expenses

*Section E: Wages and Ancillary Duties*

*Instructors for Driver's Education, Grad Point and Professional Development will be paid at the rate of \$30 per hour.*

*Tutoring, supervising Alternative School during lunch, supervising Saturday School or Extended Detention, attending professional development outside the contract time, mentoring new teachers, and working with students after the contract day will be paid at the rate of \$20/hour.*

*Homebound instruction will be paid at the rate of \$25 per hour.*

*Elementary Tech Coaches will be paid at the rate of \$714.00 per school year. This will be reviewed annually by the Board and the Exclusive Representative.*

*Club positions not on the Extra Curricular Schedule that have been determined by the Board will be paid at the rate of \$303.00 per year. This will be reviewed annually by the Board and the Exclusive Representative.*

**Add the sentence below as a note of clarification so the contract won't be rejected as non-compliant.**

*It was not bargained but discussed that the school will determine the parameters, restrictions and/or limitations on the activities.*

Article V

Insurance and Severance

Section B.

The Board agrees to maintain *and contribute to* a group medical and hospital plan or plans agreed to by the Rensselaer Central Classroom Teachers Association.

*Teachers electing to be covered by this plan may select either the single plan or the family plan and the teacher shall pay any necessary difference for the premium.*

*The plans are funded by the Board as follows:*

*Plan B Family            \$955.00 per month (\$900.00 towards rate, \$55.00 for clinic)*

Plan B Empl. +1 \$955.00 per month (\$900.00 towards rate, \$55.00 for clinic)  
 Plan B Single \$614.22 per month (\$559.22 towards rate, \$55.00 for clinic)

Plan C Family \$955.00 per month (\$900.00 towards rate, \$55.00 for clinic)  
 Plan C Empl. +1 \$955.00 per month (\$900.00 towards rate, \$55.00 for clinic)  
 Plan C Single \$613.58 per month (\$558.58 towards rate, \$55.00 for clinic)

Plan D Family \$955.00 per month (\$900.00 towards rate, \$55.00 for clinic)  
 Plan D Empl. +1 \$955.00 per month (\$900.00 towards rate, \$55.00 for clinic)  
 Plan D Single \$522.22 per month (\$467.22 towards rate, \$55.00 for clinic)

The Corporation will contribute to an employee's HSA if the following are met:

Plan	Employee Contribution	Board Contribution
Plan C	\$500.00	\$1000.00
	\$1000.00	\$1500.00
Plan D	\$500.00	\$1000.00
	\$1500.00	\$2000.00

Section C.

The Board will maintain and contribute toward a dental insurance plan. Teachers electing to be covered by this plan may select either the single or family plan and the teacher shall pay any necessary difference for the premium.

The plans are funded by the Board as follows:

Family Plan	\$50.00 per month
Empl. +children	\$50.00 per month
Empl. +spouse	\$50.00 per month
Single	\$18.40 per month

Section D.

The Board will maintain and contribute toward a vision insurance plan. Teachers electing to be covered by this plan may select either the single plan or the family plan and the teacher shall pay any necessary difference for the premium.

The plans are funded by the Board at the rate \$7.19 per month.

Re-letter remaining sections

Appendix A  
Rensselaer Central Schools Corporation  
2019-2020 Compensation Plan

~~A. Amount available for base salary increases for Academic needs \$14,492.00.~~

A. Amount available for base salary increases for Evaluation and Experience:  
\$125,000.00

D. Factor and definitions

~~1. Academic Needs—The importance of retaining teachers in the corporation whose current salary is less than \$35,00 before the salary increase for evaluation and experience.~~

~~E. Distribution Differential for Academic Needs Factor~~

~~a. Academic Needs—\$14,492 will be distributed to eligible to returning full time teachers with a current salary of less than \$35,00 before the salary increase for evaluation and experience. Individual amounts will be given to raise the base salary, of eligible returning full time teachers to \$35,000 before the salary increase for evaluation and experience.~~

Appendix D  
Rensselaer Central Schools Corporation  
Extra-Curricular Schedule

Stipends \$34,000

Each extra-curricular stipend shall be based on \$34,000 multiplied by the index number for each respective position.

Total Amount \$206,935

Athletics

Middle School Cross Country .05910 \$2009