

Negotiations 2018 Compensation and New Legislation Reopener

*Agreements approved by Riverview School District and Riverview Education Association
Approved by Riverview Board of Directors on August 15, 2018*

ARTICLE 1.0 – RECOGNITION AND DEFINITIONS

Section 1.2 - Definitions

Unless the context in which they are used clearly requires otherwise, when used in this Agreement, the term "Agreement" shall mean this entire contract. The term "days" shall mean contracted days unless otherwise specifically defined in this Agreement.

The term "teacher," "employee," "elementary employee," "secondary staff," "certificated staff members," "elementary teacher," and "special education employee" shall refer to employees represented by the Association in the bargaining unit as defined in Article 1.0, Section 1.1. Unless the context in which a term clearly requires otherwise, these terms are synonymous.

The term "special education employee" shall refer to employees filling the positions of "Special Education Classroom Teacher," "Speech and Language Pathologist," "Physical Therapist," "Psychologists," "Preschool Teacher," "Vision Specialist," and "Occupational Therapist." The term "elementary teachers" shall include special education teachers.

An employee's "per diem" shall mean an employee's placement on the [Riverview General Education Certificated Salary Schedule](#) ~~state salary schedule~~ divided by 180 days and then multiplied by the employee's full time equivalent (FTE).

ARTICLE 3.0 – RIGHTS AND PRIVILEGES OF THE TEACHER, THE ASSOCIATION, AND THE SCHOOL BOARD

Section 3.1 - The Teacher

- A. The Board of Directors believes that controversial issues are a part of the District's instructional program when related to subject matter in a given grade level or specific curricular field. Teachers will use professional judgment in determining the appropriateness of the issue to the curriculum and the maturity of the students. If, in the judgment of the teacher, there is a questionable matter of a controversial nature then it shall be reviewed by the appropriate administrator. In the presentation of all controversial issues, every effort will be made by the teachers to affect a balance of biases, divergent points of view, and opportunity for exploration by the students into all sides of the issues. In discussing controversial issues, the teacher will encourage students to express their own views, assuring that it be done in a manner that gives due respect to one another's rights and opinions. When discussing controversial issues, the teacher will respect positions other than ~~their~~ ~~his~~ own. Students will be encouraged, after class discussions and independent inquiry, to reach their own conclusions regarding controversial issues. [Student editors are responsible for determining the news, opinion, feature, and advertising content of student media. A student media adviser may not be terminated, transferred, removed, or disciplined for not suppressing protected student media.](#)

Section 3.2 – Association Privileges

C. Staff Information

At least two (2) weeks before the District's New Employee Orientation, the District shall provide the Association President and WEA UniServ Council with the names of building reassignment and transferred employees along with their new assignment; and a list of the name, FTE, assignment, worksite, home address, and, if known, home email and phone number for new hires.

D. Orientation of New Staff

The Association President and REA representatives designated by the REA President will be included on the agenda of the District's New Employee Orientation. This will include reasonable access for the Association to new employees of the bargaining unit for the purposes of presenting information about their exclusive bargaining representative to the new employee. The Association presentation may occur during the District's program for the orientation of new employees, or at another time mutually agreed to by the District and Association. No employee may be mandated to attend the meetings or presentations by the Association. "Reasonable access" for the purposes of this section means: (1) the access to the new employee occurs within ninety days of the employee's first work day within the bargaining unit; (2) the access is for no less than thirty minutes; and (3) the access occurs during the new employee's regular work hours at the employee's regular worksite, or at a location mutually agreed to by the District and Association.

ARTICLE 4.0 – PAYROLL DEDUCTIONS AND REPRESENTATION FEES

Section 4.1 - Payroll Deductions for Association Dues and Representation Fees

- A. On or before August 25 of each school year, the Association shall provide the District written notice of the dollar amount of dues, assessments, and fees of the Association and its affiliates, including the National Education Association and the Washington Education Association, to be deducted in the coming school year under payroll deduction as provided for in this Article.
- B. The District shall make a payroll deduction for Association dues, assessments and fees upon receipt of a written authorization executed by an individual employee. Such authorization shall continue in effect from year to year unless a request of revocation is submitted to the District and the Association, signed by the employee, and received between August 15 - September 15, preceding the designated school year for which revocation is to take effect.
- C. Any deductions for political contributions subject to RCW 42.17A.495 shall be separately authorized in writing by the employee on forms that comply with WAC 390-17-100, and be revocable by the employee at any time. The Association shall provide annual notice to all employees who have authorized political contributions of their rights, consistent with WAC 390-17-110.

D. These deductions shall be made for employees of the District including employees in paid leave status in equal amounts from each paycheck beginning the pay period in September and ending the pay period in August for a total of twelve (12). For employees who commence employment after September, the District shall make these deductions beginning with the employee's first pay check. The District agrees to remit within ten (10) calendar days directly to the Washington Education Association or its designee all monies so deducted, accompanied by a list of teachers from whom the deductions have been made. A duplicate list shall be promptly provided to the Association as receipt for said transaction. Within five (5) business days after School Board of Directors' action, the District shall notify the Association of any changes in said list due to a change in an employee's FTE, or employees entering or leaving ~~the employ of~~ employment with the District.

~~A. Membership Deductions: Within ten (10) calendar days of their commencement of employment, employees may sign a membership form furnished by the Association, which shall authorize deduction of membership dues, fees, and assessments of the Association (including the National Education Association and the Washington Education Association). The employee or the Association may deliver the membership form to the District payroll office by the 15th of the month for payroll office processing of the deductions. Such authorization shall continue in effect from year to year unless a request of revocation is submitted to the District and the Association, signed by the employee, and received between August 15—September 15, preceding the designated school year for which revocation is to take effect. Each month during the school year the Association agrees to provide the District with the names of those employees who have joined the Association and paid dues by means other than through payroll deduction.~~

~~B. Representation Fee Deductions: In the event that any employee fails to sign and deliver a membership form as described herein or has revoked a previous dues deduction authorization as set forth above, the District agrees to deduct from the salary of such employee a representation fee in an equal amount to membership dues: provided, however, that employees who have joined the Association and paid by means other than payroll deduction, as verified by the monthly Association list, shall not be subject to this deduction. Representation fee deductions shall be handled and transmitted by the District in the same fashion as membership deductions as provided for in this Article. The District agrees to remit to the Association each month a list of employees on behalf of whom representation fee deductions have been made.~~

~~C. Charitable Organization Deductions: In order to safeguard the rights of any employee objecting to the representation fee based on bona fide religious tenets or teachings of a church of which the employee is a member, such employee shall notify the Association and the District of such objection in writing.~~

~~Pending determination of any bona fide religious objection, the District agrees to deduct from the salary of the employee claiming such objection an amount equivalent to the Association dues: provided, however, that said monies shall not be transmitted until such time as the District is notified that a final determination pursuant to RCW 41.59 has been made. In the event that it is finally determined that the employee does not have a bona~~

~~fide religious objection, the District agrees promptly to remit to the Association or its designee all monies being held.~~

~~In the event an employee has been determined to have a bona fide religious objection, the Association and the employee shall mutually agree upon a recognized charitable organization which will receive monthly an amount of money equal to the dues of the Association including the National Education Association and the Washington Education Association. If such a mutual agreement cannot be reached, the Washington State Public Employment Relations Commission shall designate the charitable organization.~~

DE. **Association Indemnification:** The Association (including the Washington Education Association) will indemnify, defend and hold the District harmless against any and all claims, suits, orders or judgments brought or issued against the District as a result of any action taken or not taken by the District pursuant to proper implementation of this Article contingent upon:

1. The District agrees that the Association shall be authorized to defend such suit through an attorney of the Association's own choosing.
2. The District agrees to provide full cooperation and information to the Association in defending any suit which may be brought against it as result of this Agreement.
3. The Association agrees to reimburse any employee from whose pay Association dues or fees were deducted, those sums in excess of the total amount due the Association at that time, provided the Association or its affiliate actually received the excessive amount.

ARTICLE 6.0 LEAVES

Section 6.7 - Family Medical Leave and Washington State Paid Family and Medical Leave (PFML)

~~Employees exhausting sick leave may be eligible for Family Medical Leave Act (FMLA) benefits~~ may qualify for up to twelve (12) work weeks of job-protected leave for certain family and medical reasons under the Family Medical Leave Act (FMLA). At the discretion of the employer, sick leave may be taken concurrently with family medical leave. Pregnancy disability leave is in addition to family medical leave and is not counted toward FMLA, if the employee is eligible for FMLA.

Beginning January 1, 2020, employees who are eligible for family medical leave are eligible to receive Paid Family and Medical Leave (PFML) under the Washington State Family and Medical Leave and Insurance Act.

ARTICLE 7.0 – SALARIES, STIPENDS, AND BENEFITS

Section 7.1 - Provisions Covering Placement on ~~Teachers'~~ Salary Schedule

- A. **Teachers Employees Covered:** All ~~teachers employees~~ covered by Article 1.0, Section 1.1, will be placed on and paid according to the salary schedule in Exhibit I, incorporated herein by reference.
- B. ~~Advanced placement on the salary schedule shall be granted only for credit hours earned subsequent to the actual receipt of the BA degree. Placement for experience (years of certificated experience) and education (degrees, credits and clock hours) shall be in accordance with the rules for the state's S-275 reporting process for the 2017-18 school year, except as modified below, and based on documentation provided to the District by October 1. No advancement will be made on the salary schedule after October 1.~~
- C. ~~**Classification:** Classification on the salary schedule for experience shall be for the full year only.~~
- C. Professional Non-Education Experience:** For those employees holding Educational Staff Associate (ESA) certification, the District will recognize experience credit for professional employment in non-education related settings subject to the following: (1) the experience occurred after the employee completed the professional training required for the ESA position for which they have been hired; (2) the experience included the job duties and responsibilities similar to those of the ESA position for which the employee has been hired; and (3) the experience primarily involved working with children and young adults ages birth to twenty-one. (4) qualifying experience will not include self-employment. Verification of experience is required and will be based on records submitted by October 1. For placement in the 2018-19 school year, however, employees will have until October 31 to submit relevant records of experience.
- D. ~~**Experience Credits:** Credit will be given for experience. In computing credit for experience, credit will be given for the whole year, provided the teacher was employed in any state accredited educational agency and held a valid teaching certificate for not less than ninety (90) full-time days.~~
- ~~Teachers employed by the school district less than full time will move one step on the experience salary scale according to the State's definition of certificated years of experience as explained in the current Washington Administrative Code.~~
- ~~Experience credit shall be given for required, active military service which interrupts a teacher's employment. Such experience credit shall be consistent with applicable Washington Administrative Code.~~
- E. ~~**Education Credits:** Education credits may be granted for advancement on the salary schedule as explained in the current Washington Administrative Code.~~
- F. ~~**Index:** Increments for experience, education and advanced degrees will be in accordance with the index shown on the salary schedule (see EXHIBIT I incorporated herein by reference).~~

~~G. It is mutually agreed that in the event the Legislature appropriates funds for the purpose of increasing the employee's salary during the period of this contract, the amount which is otherwise provided for herein shall be increased subject to the receipt of such funds by the District and in compliance with such distribution guidelines as may be adopted by the Office of the State Superintendent of Public Instruction and/or the District.~~

No changes to Section 7.3

Section 7.4 - Certificated Salary Schedules

~~REA certificated staff shall be appropriately placed on the current salary schedule to include one year experience and any further educational credits reported to the District by October 1. Applicable experience increments will be applied to the September paycheck; applicable educational credits, on the October paycheck retroactive to the beginning of the contract year.~~

~~The intent of the parties is to provide annual contractual salaries (Certificated Employee Contract) for the years covered by this Agreement at the funded capacity above the minimum level required by state law and within the maximum level allowed under applicable law and regulation. In addition, the parties acknowledge the necessity for the District to comply with the State compensation limitations and that the District retains the authority to make equitable compensation adjustments in order to ensure compliance with applicable laws and regulations. Should any salary level be found to be outside these legal parameters, the parties agree to negotiate a replacement provision under Section 2.2.~~

~~See EXHIBIT I: SALARY SCHEDULE incorporated herein by reference.~~

ARTICLE 8.0 – OTHER TERMS AND CONDITIONS OF EMPLOYMENT

Section 8.1 – Basic Education Contract Days

Employee contracts are for services directly related to providing Basic Education as defined by the state. Compensation for Basic Education includes required contracted work days, and those professional responsibilities related to Basic Education such as instructional planning, student assessment, reporting student progress, special education conferencing (IEP, MDT, etc.), and professional learning and collaboration.

~~A.~~

Teachers will be contracted for:

A. One hundred eighty (180) student days;

B. Basic Education Day 4: Report Card Preparation and Planning

A day will be placed on the school calendar for the preparation of report cards and planning at the end of semester one. This work may occur on or off-site.

C. Basic Education Day 5: Professional Learning Day

The day will be scheduled on the second (2nd) Friday in October and will be used for:

1. a District-scheduled in-service, or:
2. the employee may exchange this day for attendance at a professional conference (such as but not limited to, NW Math Conference, Washington Science Teachers Association, Washington Library Association, etc.);
3. a mutually agreed upon plan for the day by the employee and his/her supervisor.

The employee shall notify his/her supervisor no later than the 2nd Friday after school starts if the employee chooses Option 2 or Option 3.

D. School Calendars

- 1.-~~B~~. The adopted school calendars are attached as EXHIBIT V.
 - 2.-~~C~~. The three-year school calendar will be developed in the following manner:
 - a. The Superintendent will establish an inclusive committee to meet at least one time each year in January to review the District calendar. Every effort shall be made for the committee membership to include: two (2) District administrators, five (5) REA members (1 from each level and two (2) at large), two (2) classified employees, two (2) parents, and one (1) community member. The committee is tasked to incorporate into the school calendar modifications resulting from collective bargaining or from an agreement reached by the REA Leadership and Superintendent Meetings (Section 3.4).
 - b. This committee will:
 - i. develop a three-year school calendar draft incorporating school breaks (i.e., winter break, spring break, and mid-winter break) eighteen (18) months prior to the expiration date of the previous three-year school calendar;
 - ii. verify the accuracy of the school calendar on a yearly basis;
 - iii. provide a draft to internal and then to external stakeholders for feedback;
 - iv. modify the school calendar if appropriate based on the feedback; and
 - v. communicate the final School Board version of the three-year school calendar to all stakeholders.
 - c. The committee will complete the process of the final version of the three-year school calendar prior to February 15th of the year preceding implementation.
- E. ~~D~~. Calendar: The District will set the first day of instruction and High School Graduation.

F. ~~E~~ Student Early Release Days: (Teacher-Directed, District-Directed, and Building-Directed Collaborative Time)

The District and the Association recognize that, in order to focus on improved student learning and address common priorities and goals, time is needed for planning, collaboration, professional development, and communication. Release time for this work will be designated for Teacher-Directed, District-Directed, and Building-Directed Collaborative Time.

Student early release days will be each Friday of a full, five-day instructional week and will be no greater than ninety (90) consecutive minutes for each qualifying Friday.

1. **Teacher-Directed Days:** Four (4) Teacher-Directed Days (or the equivalent of approximately three hundred and sixty minutes per school year) will be dedicated to teacher-directed time. Staff will work on self-identified needs individually or in groups based on personal choice.

An additional four (4) Teacher Directed Days will be dedicated to teacher collaboration time within grade level or subject (content) area, and/or other professional grouping such as special services.

2. **District-Directed Days:** Four (4) District-Directed Days will be dedicated to district-directed time. This may include required professional development, district-wide assessment, curriculum development, collaborative time, professional learning communities, or other district-directed work. The use of district-directed collaborative time for District wide assessment scoring must be agreed upon by the building Site Based Council and the Teaching and Learning Department.
3. **Building-Directed Collaborative Time:** Remaining qualifying Fridays will be scheduled to accommodate a wide variety of collaborative activities including, but not limited to, district-wide assessments, vertical teaming, grade level meetings, content area meetings, specialist meetings, and curriculum development/alignment/articulation/assessment. The use of building-directed collaborative time for District wide assessment scoring must be approved by each building's Site Based Council. These days will be dedicated to building and program work according to plans developed by the Site-Based Council with an opportunity for staff input and submitted from each building and program to the Teaching and Learning Department not later than October 1st.

Definition: District-Directed Days and Building-Directed Collaborative Time are to be used to collaborate as colleagues and/or with internal/external consultants. Each building will work with staff and the district to plan meaningful activities aimed at improving student learning. Such activities could include horizontal and vertical team meetings, programs and activity planning, group consultation, curriculum alignment and assessment, specialist meetings, etcetera.

Section 8.2.1 – ~~Enrichment~~ Compensation for ~~Additional~~ Time ~~Outside of Basic Education~~

- A. ~~Nine (9)~~ Seven (7) additional days of work will be offered by the District.
- B. Compensation for each full day worked shall be at the employee's per diem rate. Compensation for a less-than-full-time employee shall be prorated. Additional days of work are not accumulative. Principals are required to keep records of ~~teacher's~~ employees' verification of fulfillment of each of the days. These records should be turned in to the District Personnel Office no later than June 30th each year.

Payment for additional days will be made in twelve (12) equal installments and will be included with each regular pay warrant. Adjustments for any days not worked will be promptly deducted from the employee's warrant.

If an employee is unable to work due to an emergency or a death, Emergency Leave or Bereavement Leave will be granted on condition the situation meets the terms set forth in Sections 6.2 and 6.3 of this Agreement. The employee must follow the notification requirements for these Leaves. The use of this Leave shall apply only to Days 1, 2, ~~5,~~ and 6.

- C. Use of the additional days of work will be offered as follows:

Enrichment Day 1: ~~District~~ Welcome Back Day

A District-directed day to be used by the District for informational purposes, professional learning and/or for other purposes as the District deems necessary. Such day will be placed on the school calendar.

Enrichment Day 2: ~~District~~ Day

The day will be devoted to in-District, on-site, District-scheduled training. This day is before the beginning of the student school year. Such day will be placed on the school calendar.

Enrichment Day 3: ~~Classroom~~-Set-up Day

This day is before the beginning of the student school year. The day is for staff planning and preparation for the upcoming year. This day the principals will avoid any building-wide meetings. If an emergency meeting should be called, it will be of short duration (i.e., less than one hour in length). Meetings will be the exception rather than the rule.

~~Day 4: Report Card Preparation and Planning Day~~

~~This day will be used for preparation of report cards and planning at the end of semester one. This day will be placed on the school calendar. Buildings will be open for staff use on this day.~~

~~Day 5: Professional Learning Day~~

~~The day will be scheduled on the second (2nd) Friday in October and will be used for~~

~~4. a District-scheduled in-service, or:~~

- ~~5. the employee may exchange this day for attendance at a professional conference (such as but not limited to, NW Math Conference, Washington Science Teachers Association, Washington Library Association, etc.);~~
- ~~6. a mutually agreed upon plan for the day by the employee and his/her supervisor.~~

~~The employee shall notify his/her supervisor no later than the 2nd Friday after school starts if the employee chooses Option B or Option C.~~

Enrichment Day 6: District Professional Learning Day

The day will be devoted to in-District, on-site, District-scheduled training. Such day will be placed on the school calendar.

Enrichment Day 7: Check-out Day

The day after students leave should be used for checking out from the building, cleaning the room, storing books, equipment, and materials. This day the principals will avoid any building-wide meetings. If an emergency meeting should be called, it will be of short duration (i.e., less than one hour in length). Meetings will be the exception rather than the rule.

Enrichment Day 8: Additional Teacher Responsibilities and Obligations

(The equivalent of one day's work: 7 hours)

The total of seven hours of documented time for each FTE employee will be devoted to after-school activities in addition to those specified in Section 8.2.2 – Compensation for Professional Responsibilities. Each building authorized after-school activity will be considered as not less than two (2) hours.

The following responsibilities, obligations and other activities are District-recognized activities, for example, but not limited to:

High School:

- School Dances/Socials
- Athletic Competitions
- Plays/Concerts
- Science Fair/STEM Nights
- Band/Music Concerts

Middle School:

- STEM/Science Night
- School Dances/Socials
- Athletic Competitions
- Band/Music Concerts

Elementary:

- STEM/Science Night
- Spanish Speaking Curriculum Night
- Arts Day Preparation/Event
- Multicultural Night
- August Open House
- Plays/Concerts

Community/educational events

Volunteers shall first be sought among the staff for school activities, school supervision, and control prior to making involuntary assignments.

Enrichment Day 9: Technology Training Day

Employees will be offered a District technology training day, one day for secondary and one day for elementary employees. ~~Beginning with the 2017-2018 school year, these~~ These days shall be placed on the school calendar. ~~For 2016-2017, these days will be August 23, 24, 25 & 26.~~

Enrichment Day 10: Special Education Employees

See Article 8, Section 8.10.C.

Section 8.2.2 – Enrichment Compensation for Professional Responsibility Outside of Basic Education

- A. Each FTE (1.00) employee shall be compensated for professional responsibilities performed during the school year and outside of the regular workday.
- B. There will be two (2) Evening Events required as follows:
 1. Elementary School
Curriculum Night or Kindergarten Orientation (as applicable to a teacher's assignment)
One other evening event to be determined through site-based decision
 2. Middle School
Curriculum Night
One other evening event to be determined through site-based decision
 3. High School
Curriculum Night
Graduation
- C. The compensation for activities appropriate for professional responsibility compensation shall include but not be limited to:
 - Professional development,
 - Attending classes for credit/clock hours,
 - Special curriculum projects,
 - Basic/special needs curriculum planning,
 - Professional materials research, and
 - ~~Student assessment,~~
 - ~~Preparation of second semester report cards,~~
 - ~~Special education conferencing, (IEP, MDT, etc.)~~
 - ~~And other~~ Other professional services.

D. Compensation for professional responsibilities for each FTE employee shall be the equivalent of:

- ~~21.5% of base effective 2016-2017~~
- ~~24.0% of base effective 2017-2018~~
- ~~26.5% of base effective 2018-2019~~
- 7% of Basic Education salary effective 2018-19

E. Payment for professional responsibility will be made in twelve (12) equal installments and will be included with each regular pay warrant. Verification of professional responsibilities shall be required of each individual in accordance with District forms and procedures.

Section 8.2.3 – ~~Incentive Compensation~~ Longevity Pay

~~A. Longevity Pay~~

Each employee with seventeen (17) or more years of full-time service, as recognized by the OSPI (Office of Superintendent of Public Instruction) shall be paid a stipend each year according to the following schedule. Such pay will be in recognition of leadership responsibilities and shall be an incentive for continuous professional service in public education.

2016-2018- 2019	\$1,500 <u>1,000</u> \$2,000-2,500 \$2,500 <u>4,000</u>	17+ years 21+ years 25+ years
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Payment for the ~~incentive-longevity~~ portion of the ~~Enrichment TRI~~ contract will be made in twelve (12) equal installments and will be included with each regular pay warrant.

Section 8.2.4 – ~~Elementary Classroom Teachers – Time for Grading~~

~~Regular education Kindergarten through Grade 5 classroom teachers, excluding special education teachers, ELL, LAP and Title teachers, elementary physical education teachers, music teachers, and Library Media Specialists, will be granted a three hundred and fifty dollar (\$350) stipend for time devoted to preparing student progress reports and assessments for the second semester.~~

~~No later than two weeks from the date of submission of the Elementary Report Card Committee's report, the parties will review the report. Either party may submit for bargaining the issue of said stipend for the remainder of the term of the contract. If agreeable to the Riverview Education Association and the Riverview School District, said stipend can remain as stated above, be revised, or be allowed to expire prior to the end of the current contract.~~

Renumber subsequent sections, given the deletion of Elementary Report Card

Section 8.2.5 – Compensation for Technology Integration and Training

Technology compensation is for the implementation of District initiatives, acquiring new technology skills, and on-going training on the integration of technology into classroom instruction.

The District will provide an accountability process and verification form to ensure that technology training and integration is consistent with District technology goals, the Washington State K-12 Ed Tech Standards, and evaluation by School Data Solutions (or equivalent).

Compensation for Technology Integration activities will be in the form of a technology stipend. To earn this stipend, employees will assess their current use of technology and identify goal areas for technology integration based on the implementation of current district initiatives, and acquire new technology skills and ongoing training on the integration of technology into classroom instruction. Employees will complete a verification form to document the Technology Integration work they have performed and submit it to their supervisor for approval. Said form will be submitted no later than June 1 for payment.

- A. Compensation for Technology Integration activities will be in the form of an annual technology stipend of \$1,625 per FTE.
- B. 1:1 Multiple Mobile Device Stipend: Employees will be compensated \$300 for the first year when the staff member has an in-class set of mobile devices. Eligible employees are those teaching core content classes (social studies, science, language arts, mathematics). Those employees who participated in the 1:1 pilot in 2015-2016 will receive a \$300 stipend.
- C. Enrichment Day #9 Technology Training Day (See Section 8.2.1.)

Technology Levy Funds: The parties agree that employee compensation for Technology Training and Integration (Section 8.2.4, annual technology stipend, 1:1 Multiple Device Stipend, and Section 8.2.1, Enrichment Day #9 - Technology Training Day) are contingent on funds from the technology levy.

ARTICLE 12.0 – SUBSTITUTES AND LEAVE REPLACEMENTS

Section 12.1 - Substitutes

- A. Substitutes
 - 1. For the 2016-17 school year, bargaining unit substitutes will be paid one-hundred and fifty dollars (\$150) and one-hundred and sixty dollars (\$160) for District retirees, per full day of work.

2. Beginning with the 2017-2018 school year, the REA Leadership and Superintendent Team will discuss and determine the daily rate of pay for bargaining unit substitutes for the current school year.

B. Long Term Substitutes (Twenty-One Consecutive Days or More Substitutes)

1. Substitute assignments of twenty-one (21) consecutive days or more in the same assignment shall be paid according to the ~~Basic Education salary~~ ~~Salary Allocation Model~~ adopted by the parties in accordance with employee's placement on the Riverview General Education Certificated Salary Schedule ~~Certificated Salary Schedule~~ (EXHIBIT I). Payment will be retroactive to the first day of assignment plus any additional days (Compensation for Time, Section 8.2.1) assigned. If a day is missed before the completion of the 21st consecutive day, it will be necessary to start re-counting with day one upon return to the assignment.