

**TENTATIVE AGREEMENT  
RCS/RCSTA  
NEGOTIATIONS PROCEDURE  
April 7, 2022**

**1. Intent of Negotiations**

1.1. It is the mutual intent of the parties to provide students with a rigorous and innovative learning environment which includes a school-site based decision making model consistent with the negotiated agreement. Educator input concerning curriculum, teaching methodology, parent involvement, community collaboration, staff wellbeing and student support is critical.

**2. Initial Proposals**

2.1. No later than the scheduled RCS Board meeting in March of the calendar year in which this agreement expires, RCS and RCSTA shall sunshine initial proposals for reopener negotiations (if applicable) or a successor agreement.

**3. Good Faith Negotiations**

3.1. The parties shall meet and negotiate in good faith on reopeners or a successor agreement within twenty (20) work days of the Board's public hearing for each party's sunshine proposals. Any agreement between the parties shall be reduced to writing and signed by them.

**4. Distribution of Ratified Agreement**

4.1. Within ten (10) work days of ratification of the agreement by both parties herein, RCS shall make the agreement publicly available on its shared drive and the RCS website.

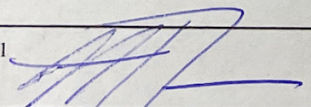
**5. New Unit Members**

- 5.1. RCS shall be responsible for providing a digital copy of the agreement to all newly hired unit members.
- 5.2. RCSTA shall make available a hard copy of the agreement in a teacher common area at each site.

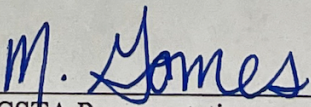
**6. Release Time for Negotiations**

6.1. Unit members appointed by RCSTA for the purpose of meeting and negotiating will receive reasonable release time from duties without loss of compensation as per the EERA.

<sup>1</sup> SUBJECT TO FINAL RATIFICATION BY THE PARTIES:

\_\_\_\_\_  
<sup>1</sup>   
RCS Representative

Date: 4/11/22

  
\_\_\_\_\_  
RCSTA Representative

Date: 4.8.22