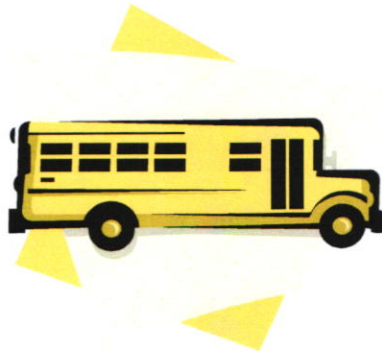


**THE ROSWELL EDUCATION ASSOCIATION AND
THE ROSWELL INDEPENDENT SCHOOL DISTRICT**

**2017 – 2021
NEGOTIATED AGREEMENT**



**FOR CERTIFIED SCHOOL INSTRUCTORS
AND EDUCATIONAL SUPPORT PERSONNEL**

**“FOCUSING ON QUALITY EDUCATION
FOR EACH AND EVERY STUDENT”**

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ARTICLE 1: RECOGNITION

The Roswell Independent School District (RISD) hereby recognizes and agrees that the Roswell Education Association (REA) is the sole and exclusive representative of the certified instructional staff and the associate and secretarial staff, excluding confidential, supervisory, and managerial employees, as defined in Section 4 of the District's Resolution 09-10.6 for the purpose of collective bargaining. Therefore, no other labor organization shall be allowed payroll deductions, representation of bargaining unit employees, to conduct union business, or to solicit members. Accordingly, the rights and privileges of the Association as provided in this Agreement are the exclusive rights of the Roswell Education Association. This does not prohibit the conduct or promotion of instructional related activities/materials by other professional organizations.

DEFINITIONS

1. ASSOCIATION: shall mean the Roswell Education Association.
2. BOARD: shall mean the Roswell Independent School District Board of Education.
3. CERTIFIED SCHOOL INSTRUCTOR: shall mean licensed staff paid off the teacher's salary schedule.
4. SECRETARIAL/ASSOCIATE: shall mean all employees paid on the secretarial/associate salary schedules, other than confidential employees, and not specifically exempt under terms of this agreement.
5. COLLECTIVE BARGAINING: shall mean the act of negotiating between the employer and an exclusive representative for the purpose of entering into a written agreement regarding wages, hours, and other terms and conditions of employment.
6. DAY(S): shall mean workday(s) unless specified otherwise.
7. EMPLOYEE: shall mean employees that have been hired by the Superintendent as specified in the contract/agreement.
8. MANAGEMENT: shall mean the Board and the administrators in the Roswell Independent School District.
9. SUPERVISOR: means an employee who devotes a majority of work time to supervisory duties, who customarily and regularly directs the work of two or more other employees, and who has the authority in the interest of the employer to hire, promote, or discipline other employees or to recommend such actions effectively, but "supervisor" does not include an individual who performs merely routine, incidental, or clerical duties or who occasionally assumes a supervisory or directory role or whose duties are substantially similar to those of his subordinates and does not include a lead employee or an employee who participates in peer review or occasional employee evaluation programs.