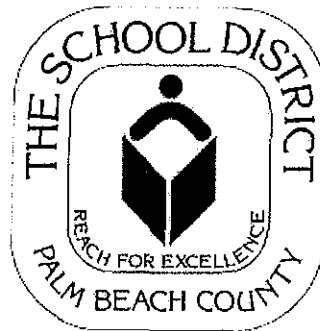
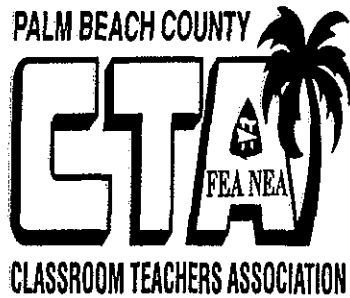
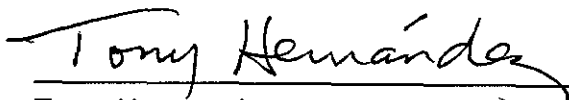


TENTATIVE AGREEMENT

AUGUST 8, 2011

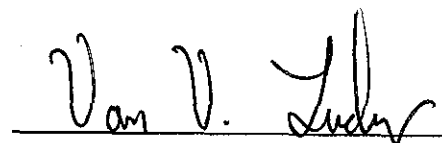


For the Association:

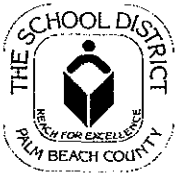


Tony Hernandez, Executive Director
And Chief Negotiator

For the District:



Van V. Ludy, Director Labor
Relations and Chief Negotiator



PREAMBLE

This comprehensive Agreement has been negotiated by and between the School District of Palm Beach County, Florida and the Palm Beach County Classroom Teachers Association (CTA). This Agreement was ratified by CTA on _____, 2011, and was approved by the School Board on _____, 2011.

Unless otherwise provided herein, this Agreement shall be effective when ratified/approved by both parties and shall continue in full force and effect through June 30, 2012 ~~14~~. The parties agree that this Agreement incorporates by reference all written understandings between the parties entered into prior to the effective date of this Agreement unless expired or unless the parties agree in writing otherwise. During this Agreement either party may reopen the contract as follows: In April of the first year (2012) of this Agreement either party may reopen Article VIII, Section A – Salary and Appendix A – Performance Based Salary Schedule plus two (2) additional Appendices and select four additional items (Sections) each to negotiate. In April of the second year (2013) of this Agreement, either party may reopen Article VIII, Section A – Salary and Appendix A – Performance Based Salary Schedule plus two (2) additional Appendices and select four additional items (Sections) each to negotiate.

The parties agree that nothing herein prohibits the opening of negotiations in 2014 for a successor Agreement prior to the expiration of this Agreement; and that nothing herein prohibits the Association from negotiating with the District during 2011 for a January 1, 2012 implementation date on the additional cost of health benefit premiums for calendar 2012 and other mutually agreed upon benefit changes in coalition bargaining with other employee organizations recognized by the School Board as provided in Article VIII, Section H of this Agreement. Should future coalition agreements call for the reopening of Article VIII, Section H, the parties agree to comply with those reopener provisions.

IN WITNESS WHEREOF, the aforementioned parties have executed this Agreement on the _____ day of _____, 2011.

PALM BEACH COUNTY
CLASSROOM TEACHERS ASSOCIATION

THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA

President

School Board Chairperson

Vice President

Superintendent

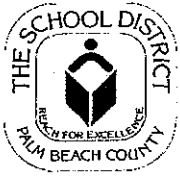
Negotiations Chairperson

Chief Officer of Administration

Executive Director & Chief Negotiator

Labor Relations Director & Chief Negotiator

Legal Counsel for Legal Sufficiency

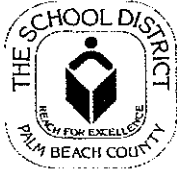


ARTICLE I – GENERAL

SECTION A – DEFINITIONS

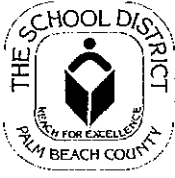
16. "SENIORITY" - The beginning date of continuous employment with the District in this bargaining unit, including approved leaves. If an employee leaves the unit for another position in the District and returns to a position in this bargaining unit within twelve (12) months, his/her seniority will be the original date of employment in this bargaining unit upon returning. If ties occur in the determination of seniority, they will be broken by the date on which employment was offered by the Division of Human Resources or the date of the Principal's recommendation, whichever is earlier. If a tie remains, the determination of who has greater seniority shall be a coin toss and witnessed by an Association representative.

Notwithstanding the above paragraph and of any other conflicting provision(s) of this Agreement, those District employees who were in this bargaining unit who left to take other positions in the District and who will be returning to this bargaining unit for the 2011-2012 school year or later, will be permitted to use all of their years of experience in the District as a member of this bargaining unit plus their years of experience in other District positions after they left the bargaining unit, for placement purposes on the Teachers' Salary Schedule, minus the number of years employees in this bargaining unit have not been awarded salary steps; and their seniority date in this bargaining unit will revert to what it was when they left this bargaining unit.



ARTICLE II - RIGHTS AND RESPONSIBILITIES
Section G – Employee Evaluation

This Proposal is withdrawn from these negotiations and is being negotiated per a special Memorandum Of Understanding that was agreed to and entered into on April 27, 2011, as revised in June of 2011.



ARTICLE II - RIGHTS AND RESPONSIBILITIES

Section O – Children of Employees

Requests by employees for reassignment of their children, who are age and program appropriate, to their work location shall be approved within the following procedural guidelines:

1. The racial balance and student overcrowding of the school will not be negatively impacted.
2. a. Bargaining unit employees will be given priority for placement of their children in after school child care at Palm Beach County Elementary Schools where the District has an in place after school child care program, so long as this does not conflict with the law.
 - b. Eligibility is as follows:
 - i. The child is of elementary school age.
 - ii. The child attends after care at the school in which the child is enrolled.
 - iii. The bargaining unit employee must notify the school by April 30 of the intent to place a child in the after school child care program for the next school year.
 - c. In the event all slots at one school are occupied by bargaining unit employees' children, priority for placement will be based on bargaining unit employee seniority as defined in Article IV, Section H.2, providing notification is made by April 30.
 - d. In the event a bargaining unit employee enrolls their child at a different elementary school during the school year, he/she will be given priority for placement if there is a waiting list at the new elementary school.
 - e. For purposes of this section, eligibility to participate in the priority after-care placement requires that the bargaining unit employee is the legal guardian of the student.
3. The School Board shall assume no liability for the transportation of these students.
4. In the event an employee voluntarily transfers from his/her school, his/her child automatically returns to their home school.

5. The parties agree to form a Joint Committee comprised of three (3) appointees from each party for the purpose of studying and making written recommendations to the Association's President and the Superintendent on the desirability and feasibility of the District providing employees free or a reduced fee for After Care and/or a no-tuition or a reduced tuition for the Pre-K Program for their eligible dependent children.
 - a. The Board agrees to provide TDEs for all Joint Committee members when meetings are conducted during employee duty time.
 - b. The parties agree to set December 16, 2011 as the target date for the Joint Committee to complete its task.



ARTICLE III - WORKING CONDITIONS

Section B - Employee's Hours and Conditions

1. Duty Hours

- a. Except for faculty or professional meetings provided in paragraph #6 below, the duty day shall be a maximum of seven (7) hours and thirty (30) minutes consecutively, provided that this shall not apply to those employees contracting for less than full-time duty.
- b. The workday for all employees during pre-school, post-school, and all planning Teacher Work days during the regular school year shall be from 8:00 a.m. to 3:30 p.m., with one (1) hour for lunch. An exception to this for a modified workday is as determined by a faculty vote conducted by the EBC and approved by the Principal. Once voted and approved, the modified schedule for pre-school, post-school and all Teacher Work Days/In-Service Days at that school will stay in place until a modification is proposed by either party and new vote is conducted and approved for the balance of that school year.

- U.V.P. T.H.*
- ~~2. The need for extended duty days will be announced within the building in writing by the Principal. Volunteers will be considered with the most senior volunteer properly certified employee who is currently assigned to the specific instructional area being provided the extended duty days selected first. If no properly certified volunteers are available and staffing needs cannot be otherwise met, the Board reserves the right to appoint an employee to an extra duty day at his/her daily rate of pay. Such involuntary appointments shall be made on the basis of seniority, with the least senior properly certified employee who is currently assigned to the specific instructional area being provided the extended duty days.~~

3. Leaving the Building - At times when an employee does not have scheduled instructional responsibilities, conferences, or other assigned duties, the employee may, upon prior approval by the Principal, leave the school building for personal reasons. The Principal will not be arbitrary or capricious when considering such requests. Any employee who is away from the building under this provision shall not be considered to be carrying out the responsibilities of his/her position, and the Board shall not be liable for injury to the employee or damage to the employee's property while not on school property.

Whenever possible a Principal will permit an employee to attend his/her child's school Open House and/or parent-teacher conference provided such employee finds his/her

own properly certified coverage or uses available personal leave time. When using personal leave time, the employee will follow procedures set forth in Article V, Section B (2) of this Agreement.

3.4. Check-In Procedure - Employees shall not be required to "clock-in" or "out" by hours and minutes.

4.5. a. Planning Periods – Planning periods are provided for the purpose of instructional planning. Employees in the middle, high schools and schools instructing adults, shall be given **scheduled** a planning period equal **in length** to one (1) class period each **regular student attendance** day. Elementary school employees shall have a non-student contact planning period of forty-five (45) consecutive minutes, or two (2) blocks of thirty (30) consecutive minutes each instructional **regular student attendance** day. Such elementary planning period shall not be scheduled during an elementary employee's relief time as set forth below. Elementary employees who have after school activities **at their school** with students may start such activities at the end of the regular student day and will not take any planning time scheduled at the end of the regular student day. Such planning time, if needed, will be taken after the completion of the after school student activity. The failure to take planning time will not be considered a forfeiture of elementary planning or a violation of this Agreement.

b. As a result of this Agreement, an elementary employee shall not be required to forfeit the lesser of either three (3) planning periods or one hundred thirty-five (135) minutes of his/her planning time per month (September through May) to attend meetings initiated by the administration.

c. ~~An exception to this for an alternative schedule is as determined by a majority faculty vote conducted by the EBC and approved by the Principal. Once voted and approved, the alternative schedule will stay in place until a modification is proposed by either party and a new vote is conducted and approved.~~

5.6. Prohibition Against Requiring An Elementary Teacher to Stay With His/Her Students When Such Students Are With Another Teacher and Relief Time For Elementary Teachers

a. An elementary employee may be assigned to accompany his/her students to and from another location when such students are assigned to another employee during the school day, but shall not be assigned or asked **by the administration** to stay with such students while they are assigned to another employee. This would include, but not be limited to music, art, physical education and library (media center).

b. Effective August 1, ~~2006~~ **2011**, all elementary employees will be scheduled relief time on each regular student attendance day. Employees may use this time for

their own personal use relief time, for planning, attending conferences, and other non-student contact professional activities. ~~and~~ ~~¶~~ ~~the~~ administration agrees not to schedule any employee duties/assignments or to schedule an employee's lunch during this period of time, but may assign the employee to attend child study team meetings and parent conferences during his/her relief time. Affected employees shall be given compensatory time or shall have their relief time restored by the Principal at the first available opportunity, but **if possible** not later than ~~two (2)~~ weeks **ten (10) duty days** after the assignment.

- c.** In addition, each elementary school shall develop a plan for providing relief time when an employee may find it necessary (emergency) to leave students for which he/she is responsible. The school plan shall be mutually developed and agreed to by the Principal and the Employees' Building Council (EBC). If a mutual agreement cannot be reached, the issue shall be submitted to the Area Superintendent for resolution.

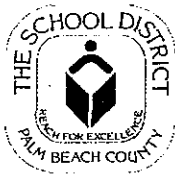
6. Meetings

- a. Faculty Meetings - In addition to the regular workday employees who are not receiving a salary supplement (Dept./Grade Level Chairs or Team Leaders) may be required to spend time before or after the regular workday without being granted additional compensation for the purpose of attending no more than two (2) meetings per month (September through May) initiated by the administration. Such meetings shall be consecutive with the regular workday. Employees shall not be required to remain longer than ninety (90) minutes per month and not to exceed sixty (60) minutes at any one (1) meeting beyond the regular workday. In elementary schools, the EBC will conduct a vote of the employees to determine if these faculty meetings will be held during the regular workday or beyond the regular workday. If a majority vote to hold these faculty meetings during the regular workday, this will require elementary employees at that school to give-up part or all of their planning period on days such meetings begin during the elementary workday. Forfeiture of these planning periods is in addition to the forfeitures set forth in 4 (b) above. In addition to Faculty Meetings as stated above, at the Principal's option, he/she may schedule a faculty meeting for up to fifty-five (55) minutes ~~on~~ **during** any or all Teacher Work Days/**In-Service Days** as specified in the School Board ~~e~~Calendar.
- b. Meetings Prior To and On Holidays and Weekends - A meeting which takes place beyond the employees' duty hours and which requires attendance, as set forth in (a) above shall not be called on any day immediately preceding a non-workday or on a non-workday.

- c. Notice of Meetings - The notice of any meeting **conducted immediately before, immediately after or during the duty day with an administrator that requires one or several employees to attend** shall be given to the affected employee(s) involved **as soon as possible before said meeting and if any affected employee is unable to attend a meeting scheduled immediately before or after the regular duty day and gives notice to the administrator that he/she is unable to attend, the meeting will be postponed for no longer than** at least two (2) **duty** days, except in emergency circumstances.
7. Compensatory Time For Open House and Parent-Teacher Conferences - ~~Except as set forth above,~~ **No** more than twenty (20) hours of compensatory time per school year may be earned and used for required attendance at one (1) "open house" and/or assigned "parent-teacher conferences" ~~which~~ **that** are scheduled beyond the normal workday. Service required beyond these limitations will be with compensation according to the supplemental hourly rate set forth in Appendix B. Only with the concurrence of the affected employee shall an individual parent-teacher conference **that cannot be conducted during the duty day** be conducted at a time not immediately before or after the employee's workday or at a site other than the employee's work site. No employee will be expected to conduct a parent-teacher conference with a hostile parent/guardian without the presence of an administrator. In addition, a Principal may request, but may not require employees to attend other after school, before school and/or evening **and/or weekend** activities. These employees who are requested and who voluntarily attend such activities will be granted additional compensatory time, **which may be in addition to the twenty (20) hours that can be earned above.**
8. Records of Compensatory Time and Supplemental Hourly Rate of Pay
- a. *It is the responsibility of each employee to keep a verifiable written record of his/her earned compensatory time and to schedule the taking of such compensatory time with his/her Principal before the end of the school year during which compensatory time was earned. Compensatory time shall not be cumulative from year to year. The Principal will not act in an arbitrary or capricious manner when scheduling the use of compensatory time for employees.*
- b. *It is the responsibility of the Principal to keep a record of his/her employee's earned supplemental hourly rate of pay. Payment shall be made as soon as possible, but in no case later than thirty (30) calendar days after such pay was earned.*
9. Professional Development Days

Professional Development Days, as approved by the School Board, will be provided to support implementation of the School Improvement Plan.

- a. On Professional Development Days students will be released early to allow the staff to participate in planning and professional development activities to support implementation of the School Improvement Plan.
- b. On student attendance days that are not Professional Development Days, the schedule will be adjusted to compensate for the decrease in instructional time on the Professional Development Days. Any adjustments to the schedule will be made within the provisions of the contract.
- c. Activities on Professional Development Days will directly support implementation of the School Improvement Plan and will focus on collegial planning and training. The SAC, IIT, and EBC will give input to the principal regarding activities on these days. In-service points will be awarded for eligible activities, following the District Master In-service Plan Guidelines.
- d. Employees are required to work on Professional Development Days. Any employee wishing time off on a Professional Development Day must request and be approved or personal reasons leave or sick leave.



ARTICLE III – WORKING CONDITIONS

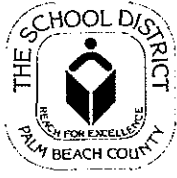
SECTION C – Professional Qualifications And Assignments

Paragraphs 1 and 2 - No Change

1. Secondary employees shall not be assigned to more than two (2) distinct academic fields or be assigned to more than three (3) distinct preparations that can be distinguished by recognized differences in content and that require **additional preparation time** **unless there is no other employee at the school with only two (2) preparations who is certified to instruct the class and who is not already assigned to instruct an additional period. In such situations, a secondary employee may be assigned to four (4) preparations. It is understood that without his/her concurrence, a secondary employee may not be assigned to four (4) preparations for two consecutive school years. The parties further agree that the negotiated changes to this paragraph will be as a District-wide pilot and unless the parties agree to continue or to continue with negotiated modifications to this paragraph, the negotiated changes to this paragraph will sunset at the expiration of this Agreement.**

A secondary ESE employee while teaching ESE students may be assigned to all subject areas for which he/she is certified to teach.

Paragraphs 4 and 5 – No Change



Article III – WORKING CONDITIONS

SECTION O - Substitute And Adjunct Employees

1. Permanent Substitute Employees who are properly certificated for regular T-Bargaining Unit Positions will be placed in said position effective with the beginning of the 1995-96 School Year and will no longer be considered Permanent Substitute Employees.
 - a. Permanent Substitute Employees who are not properly certificated for regular T-Bargaining Unit Positions shall remain at their existing building and this cadre of employees **of the District, but** will be phased out by attrition or for cause as outlined in Article II, Section M of this Agreement unless otherwise agreed to by the parties. **Notwithstanding any other provisions of this Agreement, effective June 30, 2011, Permanent Substitute Employees may be assigned and reassigned to schools where the District determines they are most needed. Such employees are subject to the Lay-Off/Call-Back procedures set forth in Article IV, Section H of this Agreement.** This cadre of employees shall be provided the following effective with the beginning of the 1995-96 School Year: **June 30, 2011, unless otherwise noted below:**
 - (i) The work year for Permanent Substitute Employees shall be 182 days, plus 6 paid holidays, for a total of 188 days. Permanent Substitutes shall be paid in accordance with Appendix G of this Agreement. The teacher payday schedule shall apply to Permanent Substitutes.
 - (ii) The workday for Permanent Substitutes shall be seven and one-half (7 ½) hours per day, including a duty-free continuous lunch period of no less than ~~twenty-five (25)~~ **thirty (30)** minutes each workday.
 - (iii) Permanent Substitutes are classified as non-instructional employees and will not receive increments for experience, nor will service as a Permanent Substitute be counted toward professional service contract eligibility. Sick leave shall be earned in the same manner as non-instructional personnel.
 - (iv) Permanent Substitute Employees will be provided paid personal leave as set forth in this Agreement.

- (v) When an employee is absent, the Principal shall utilize the Permanent Substitute first, before seeking other substitutes or other employees to fill-in for an absent employee. Only when a Permanent Substitute Employee is not filling-in for an absent employee, will the Permanent Substitute be asked **assigned** to perform other duties as directed by the Principal.
- (vi) **If required by law**, Permanent Substitutes will be evaluated as set forth in this Agreement.
- (vii) Permanent Substitute Employees who work or reside in the Glades Area shall receive one-half the supplement provided to instructional personnel as set forth in this Agreement.
- (viii) Permanent Substitute Employees will be provided Medical, Dental, **Vision, Disability** and Life Insurance coverage **the same as other employees** as set forth in **Article VIII, Section H** of this Agreement.

2. Interim Employees **are properly certificated for regular T-Bargaining Unit Positions.**

- a. **An** Interim Employees are **is an** employees who have filled-in **is filling-in** for another **a regular contract** employee who is on an **a long-term** approved leave of absence or who are **is** otherwise employed **as an interim employee** in keeping with Article IV, Section B (1) of this Agreement.
- b. An interim employee shall receive pay based on **pursuant to** Appendix A **of this Agreement.**
- c. Interim employees shall not have the right to transfer and may be released from their employment with seventy-two (72) hours advance written notice.
- d. If an interim employee is later employed in a position as a regular **contract** employee, he/she shall no longer be considered interim **and then must complete his/her initial probationary annual contract as a regular employee.** A regular employee shall not be returned to interim status.
- e. Interim employees who have satisfactorily fulfilled their responsibilities, as determined by their Principals/**Directors, and to the extent possible in keeping with other provisions of this Agreement** will be given first consideration **along with similarly situated Adjunct Employees*** when filling **T-bargaining unit** vacancies for which they are certified **should they apply for such vacancies.**

3. Adjunct Employees are properly certificated for regular T-Bargaining Unit Positions.

- a. **An Adjunct Employee is a part-time, temporary but certified teacher who**
 - 1) Is a teacher applicant or a current employee who wishes to become an adjunct employee,**
 - 2) Is a teacher retiree, or**
 - 3) Is an active or retired college/university instructor.**

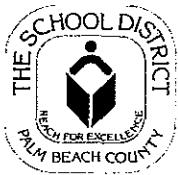
- b. **An adjunct employee will only be hired and assigned 1) to teach a class(es) at a secondary school(s) when a regular/interim teacher at that school(s) cannot be scheduled to teach such class(es) in order to meet class size requirements ; or 2) to team-teach with a regular teacher at either a secondary or elementary school in order to meet class size requirements in assigned classes.**

- c. **An adjunct employee's rate of pay is set forth in Appendix G of this Agreement and he/she is not eligible for board-paid benefits or leave. An adjunct employee is paid only for hours worked and can be utilized as a substitute if available to do so and with the approval of the Principal.**

- d. **Adjunct employees shall not have the right to transfer, but may be reassigned/transferred by the District and may be released from their employment with seventy- two (72) hours advance written notice.**

- e. **Adjunct employees who have satisfactorily fulfilled their responsibilities, as determined by their Principals/Directors, and to the extent possible in keeping with the provisions of this CBA will be given first consideration along with similarly situated interim employees when filling T-bargaining unit vacancies for which they are certified should they apply for such vacancies.**

- f. **The above subsection 3 will be used as a District-wide pilot and unless the parties agree to continue or to continue with negotiated modifications to subsection 3, such subsection and the term "Adjunct Employee" will sunset at the expiration of this Agreement.**



ARTICLE III – WORKING CONDITIONS

SECTION P – Secondary (Middle, High, Vocational, Alternative, Special) School Scheduling

1. **Except as provided for in paragraphs 2, 7 e and/or f, Employees in middle, high, vocational, alternative and/or special schools shall not be assigned to more than five (5) periods per day as set forth in #4 below or a modified schedule as voted on by the faculty as outlined in paragraph 7 sub-paragraphs a, b, c and/or d of this article Section.**
2. **Ideally, An an assignment of an employee in any such secondary school for a to teach an additional sixth period shall should be by mutual agreement of the employee and the Principal. However, in the event a volunteer is not available or if those who volunteer are not selected by the Principal to be assigned to teach an additional period, the Board Principal reserves the right to select and assign an employee to teach an additional period (see #5 below). In making such assignments, the Principal will consider whether or not assigning an employee to teach an additional period will require that teacher to have a fourth preparation, as set forth in Article III, Section C, paragraph 3 of this Agreement. Further, the Principal may not refuse to reject a properly certified teacher who volunteers to teach an additional period for arbitrary or capricious reasons. In addition, if the assignment to teach an additional period is also a fourth preparation, such assignment may not be repeated for two consecutive school years without the concurrence of the affected teacher. The parties further agree that the negotiated changes to this paragraph 2 and to paragraph 5 a. below will be used as a District-wide pilot and unless the parties agree to continue or to continue with negotiated modifications to this paragraph 2 and/or paragraph 5 a. below, the negotiated changes to these paragraphs will sunset and will revert to their original language at the expiration of this Agreement.**
3. The length of the class period in a secondary school shall not be less than 50 minutes nor more than 55 minutes or **the length of a period in** a modified schedule as voted on by the faculty as outlined in paragraph 7 of this article.
4. The regular daily schedule of each secondary employee shall consist of no more than five (5) assigned periods within the seven (7) period instructional day for students or a modified schedule as voted on by the faculty as outlined in paragraph 7 of this article. Of the remaining two (2) periods, one (1) shall be assigned for purposes of planning, in accordance with Article III, B, 4. The second period shall

be used for planning and other work related non-instructional activities of the employee; when necessary such activities may include assigned school operation responsibilities which were traditionally managed before, during or after the student day. Such assignments shall be equitably distributed **to the extent practical to employees not assigned to instruct an Additional Period per paragraph 2 above.**

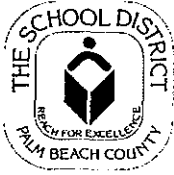
5. a. Employees in middle, high, vocational, alternative and/or special schools who are ~~voluntarily or involuntarily~~ assigned **to teach an additional** ~~a sixth~~ period shall be compensated according to Appendix F. Should an employee work less than the entire year, the supplement will be prorated for the amount worked.
- b. In compliance with Article III, B, 4, secondary (middle, high, vocational, alternative, special) school employees such as counselors, media specialists, occupational specialists and other non-regular classroom employees in each secondary school will develop in cooperation with their Department Chair (or Team Leader where a Department Chair is not a position in the school) a schedule which allocates planning time to such employees consistent with the amount of planning time classroom teachers are scheduled in that school on a daily basis.
- c. In those instances where either the Principal or such employee described in (b) above believes that scheduling and planning time is not feasible due to the workload assigned the employee, **at the request of the employee** a meeting will be held between the Principal and the employee. If the Principal and the employee agree that the workload assigned the employee is such that the assigning of planning time does not allow the employee sufficient time during his/her workday to meet the need of students, other teachers and parents, ~~a sixth~~ **an additional** period supplement will be awarded to the employee as set forth in (a) above.
- d. If an agreement **per paragraph c above** cannot be reached between the Principal and such employee, the **employee may take the** ~~issue may be taken~~ to the Employee Building Council (EBC) at that school for review and recommendations **to the Principal.**
- e. If a satisfactory solution **per paragraph d above** cannot be reached at the school level, the ~~Area Superintendent-EBC~~ may **submit the matter to** ~~be requested by the EBC Area Superintendent to review and resolve the matter.~~
- f. Planning time is defined as non-student ~~and non-parent~~ contact time during which such employees will not be assigned specific responsibilities or duties except as provided in **Article** III, D of this Agreement. Departmental or team planning will not be considered a violation of this provision. Planning time is also defined as being somewhat different in nature from a classroom teacher's planning time. For

example, a classroom teacher may elect to use planning time to grade papers **while a** -A counselor may choose to review a student's records and a media specialist might review material orders during their planning time.

6. Vocational instructors assigned to teaching duties for six (6) hours per day shall be entitled to a **an Additional Period** supplement for **instructing students that** the sixth hour.
7. a. In the event the administration wishes to modify scheduling, the building Principal will propose such scheduling modifications to his/her respective Employee Building Council (EBC) which will conduct a secret ballot vote of all employees covered by this Agreement who are assigned to that school. Such employees may vote to adopt the proposed scheduling modifications or to reject the proposed modifications. If adopted, the duration of such adopted scheduling modifications shall be no longer than the end of the first full school year after the modifications were adopted.
- b. If the administration wishes to extend the adopted scheduling modifications beyond this time period, another vote must be taken as set forth above. If adopted during this second vote, the extension of the adopted scheduling modifications shall be no longer than the end of the following full school year. If the vote to extend the adopted schedule modifications for a second full school year is rejected, the schedule will revert to a 7-period schedule at a High, Vocational, Alternative or Special School or the schedule will automatically revert to a six period schedule at a Middle School at the beginning of the following school year, unless a different modified schedule is proposed by the Principal and adopted as set forth above. If the principal does not wish to extend the adopted scheduling modifications beyond the initial full school year or beyond the following full school year, the modified schedule will revert to a 7-period schedule at a High, Vocational, Alternative or Special School, or the schedule will revert to a 6-period schedule at a Middle School at the beginning of the following school year.
- c. If the administration wishes to extend the adopted scheduling modifications beyond two school years, a third and final vote must be taken as set forth above. If adopted during this third and final vote, these adopted scheduling modifications no longer are subject to additional votes in order for it to be maintained.
- d. Nothing herein shall limit the Principal at any time from proposing a change to or a different modified schedule provided such schedule is proposed to the EBC as set forth in paragraph a above. Such proposed change or proposal for a different modified schedule is subject to provisions of paragraphs a, b, and c above.
- e. Notwithstanding the above provisions, the District may take action to establish an eight (8) period instructional schedule or a four by four (4 x 4) block or modified block instructional schedule at a High, Vocational, Alternative or Special School, or to establish a seven (7) period instructional schedule at a Middle School that is

categorized as being an "Intervene", a "Correct II", a "Turn-Around" or a "Transition" School after giving notice to the Association and the school's instructional staff that the District has elected to establish this schedule.

- f. **Notwithstanding any other provisions of this Section, effective July 1, 2011, the parties agree that the District may take unilateral action to establish an eight (8) period, a seven (7) period or a six (6) period instructional schedule or a four by four (4 X 4) block or a modified block schedule at one, several or all High, Vocational, Alternative or Special Schools; or to establish either a seven (7) period or a six (6) period instructional schedule or a block or a modified block schedule at one, several or all Middle Schools to assist the District in meeting State class size requirements. If such action is taken by the District, the Association and the affected employees will be notified in advance. Employees assigned to teach an additional period will be paid their regular salary plus the Additional Period Supplement in accordance with Appendix F of this Agreement. In addition, the District agrees to negotiate with the Association any impact on the affected Association's bargaining unit members' terms and conditions of employment should the District take unilateral action under the provisions of this paragraph to modify a secondary school's schedule. The parties further agree that this subparagraph f will be used as a District-wide pilot and unless the parties agree to continue or to continue with negotiated modifications to this subparagraph, subparagraph f will sunset at the expiration of this Agreement. If this subparagraph sunsets, the original language of paragraph 8 will be reinstated as a part of this Section at the same time.**
- f. **g.** When a new secondary school opens, the school's initial schedule is determined by the school's Principal. Thereafter, any modifications to that schedule must comply with the provisions a, b, c, d, or e **or f** above.
- ~~8.- The Board will have unilateral authority to adopt a secondary school schedule other than the seven (7) period day schedule. In the event the Board adopts a different secondary schedule the procedures set forth in paragraph 7 a. above will be the procedure used by the administration in the event the administration wishes to modify whatever new schedule the Board may adopt, on a secondary school by secondary school basis. Further, the Board agrees to negotiate with the Association the impact on the Association's bargaining unit members' terms and conditions of employment of any Board adopted change to the seven (7) period day. To effect these impact negotiations, the Board will notify the Association at least twenty (20) days in advance of the date the Board makes effective any change from the seven (7) period secondary schedule. The Association will have the right to negotiate the impact of the new schedule and to renegotiate paragraph 4 above so it complies with the new secondary schedule adopted by the Board. **(See last sentence of 7 f above.)**~~



ARTICLE VIII - COMPENSATION AND BENEFITS

SECTION A - Salary

1. Pursuant to the provisions of Section A (3) below the parties have agreed that the value of step increments for **both** the ~~2009-2010~~ **2010-2011 and the 2011-2012** school years is 0%.
2. The parties further agree that any negotiated salary increase will recognize any step increase as a part of the total negotiated salary increase.
3. The parties agree that employees will be eligible for a step increment at the beginning of the school year; however, the step increment will not be implemented until the value of the step has been determined through negotiations. For **both** the ~~2009-2010~~ **2010-2011 and the 2011-2012** school years, the value of the step increment is 0%. Accordingly, the parties agree that the step placement of all employees who were paid on the ~~2008-2009~~ **2009-2010** Teachers' Salary Schedule will continue unchanged for **both** the ~~2009-2010~~ **2010-2011 and 2011-2012** school years.
4. **The parties agree that upon ratification of this Agreement by the Association's bargaining unit and adoption by the School Board, the Salary Schedule will be increased by \$500 across the board and this increase is reflected in Appendix A of this Agreement that contains this new Teachers' Salary Schedule to be effective May 1, 2011, but not retroactively paid per paragraph 1 of Appendix A until this Agreement is ratified by the Association's bargaining unit and is adopted by the School Board.**
2. ~~Upon Association and Board approval of this Agreement, the District will pay a one-time bonus of \$500.00, minus standard deductions, to each full-time and half-time T-bargaining unit employee who was on active pay status for at least 99 days during the 2009-2010 regular school year and who remains an employee on the date this Agreement is approved by the School Board. In addition, the provisions of paragraph 1 of Appendix A are applicable to these one-time bonus payments.~~

5. Implementation:

a. When the parties ratify/adopt this Agreement, the provisions of this Section and of Appendix A will be effective May 1, 2011 and will remain in effect for the balance of FY11 and all of FY12. This Section and Appendix A will not be subject to being reopened for further negotiations for 2010-2011 and for 2011-2012 except as may be required pursuant to Article I, Section E of this Agreement. Notwithstanding Appendix C of this Agreement, the parties agree that the summer school (Special Session) hourly rate of pay for the summer of 2011 will be based on the Teachers' Salary Schedule that was in effect at the beginning of the 2010-2011 school year.

b. In recognition of and in keeping with the provisions of this Section that this Section and Appendix A will not be subject to being reopened for further negotiations for 2010-2011 and 2011-2012 except as provided in Article I, Section E of this Agreement, the District will not implement a furlough of employees who are in the Association's bargaining unit during 2010-2011 and 2011-2012.



ARTICLE VIII – COMPENSATION AND BENEFITS

SECTION B – Experience For Salary Defined

1. ~~Up to and including January 6, 2003, the following verified full-time combined public (including District) and/or private school teaching experience shall be counted as years of experience on the salary schedule, not to exceed ten (10) years. Effective January 7, 2003, and in accordance with Paragraph 8~~ **7 below and other provisions** of this Section, all new employees will be granted all verified **prior** years of public and/or private school **successful** teaching experience **not to exceed 25 years**. Full-time experience is defined as working for pay for more than one-half of the number of contract days in a school year during the term of **each year of previous** public and/or private teaching. Employees must submit verification within ninety (90) days of the beginning date of employment in order to receive experience credit. If any employee has extenuating circumstances that justifies the failure to submit verification within the allotted time, the employee may appeal to the Chief of Human Resources. The decision of the Chief of Human Resources shall be final. If the employee does not submit the form after the ninety (90) days of the beginning of employment or if his/her appeal to the Chief of Human Resources is not sustained, the employee may submit the form after the ninety (90) days and receive credit in subsequent school years. Verification shall be submitted on a form provided by the District.
 - a. Public School Teaching Experience
 - (1) teaching experience in Florida **provided that the experience is earned with a minimum of a Bachelor's Degree**, including prior District experience;
 - (2) teaching experience for public school teaching outside the State of Florida, but within the United States provided that the experience is earned with a minimum of a Bachelor's Degree;
 - (3) out-of-state experience which shall include special state/federal schools, state/federal colleges/junior colleges of the United States and its possessions (Puerto Rico, Canal Zone, Virgin Islands, Guam, America Samoa, Wake and Midway Islands, trusteeships and American dependent schools under the Department of

Defense/Department of State. Once verified, experience credit may not be revoked. The exception to these conditions shall be the classification of employees listed in **paragraph 2 below and in Appendix A 2, 3, 4 and 5** of this Agreement. Additions or deletions to this list must be made by mutual agreement of the parties. For the Association, the Board of Directors is authorized to agree to such additions or deletions.

b. Private School Teaching Experience

- (1) teaching experience in a private school accredited by a District recognized accrediting agency which includes, but is not limited to the following: Middle States Association of Colleges and Secondary Schools; New England Association of Colleges and Secondary Schools; North Central Association of Colleges and Secondary Schools; Northwest Association of Secondary and Higher Schools; Southern Association of Colleges and Secondary Schools; Western Association of Colleges and Secondary Schools; Association of Christian Teachers & Schools, Assemblies of God; Association of Independent Schools of Florida; Association of Waldorf Schools; Florida Association of Christian Colleges and Schools; Florida Catholic Conference; Florida Council of Independent Schools; Independent Schools Association of the Central States; Montessori School Accreditation Commission; New York Archdiocese; Department of Education of the U.S. State in which the employee taught; U.S. Department of Defense/Department of State;
- (2) employees must have held a State-issued teaching certificate during the period of private teaching employment;
- (3) teaching experience for private school teaching provided that the experience is earned with a minimum of a Bachelor's Degree during the private school employment;
- (4) the private school must operate a regular session with two or more teachers encompassing more than one grade level;

c. Foreign Country Experience

- (1) Teaching experience in a foreign country school that is accredited by any of the District recognized accrediting agencies listed in 1 (b) (1) above plus any of the following accrediting agencies: Association of Christian Schools International; Christian Schools International; Commission on International & Trans-Regional Accreditation; International Christian Accrediting Association;

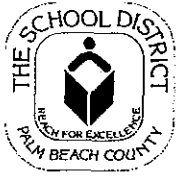
- (2) employees must have held a teaching certificate/**teaching license** issued by the government of the foreign country during the period of foreign country teaching employment;
 - (3) teaching experience for foreign school teaching provided the experience is earned with a minimum of a Bachelor's degree during the foreign school employment;
 - (4) the foreign school must operate a regular session with two or more teachers encompassing more than one grade level.
2. **Effective June 30, 2011**, Vocational and co-operative instructors will receive credit for full-time work experience as approved by the Superintendent on an equitable basis. Once verified, **such prior work** experience credit may not be revoked **for as long as the employee remains a vocational or co-operative instructor unless he/she does not have a post four-year college/university degree**. Such **work** experience shall be limited to ten (10) years. **Within the limitations stated herein**, Vocational and co-operative employees are to be treated in like fashion with the conditions outlined in # 1 above. **In the case a vocational or co-operative instructor who has a post four-year college/university degree who received credit for full-time work experience, such instructor will be allowed to keep such work experience credit should he/she later become a regularly certified instructor.**
3. All employees shall be given credit on the salary schedule for military service, as provided in Military Leave (Article V, Section D, 6).
4. Critical-Staff-Requirements An employee who has held **an annual contract**, a continuing contract or professional service contract in any Florida District **or who has held a teaching contract elsewhere** shall be placed on the PSC/CC **single** column of the **Teachers' sSalary sSchedule** at the appropriate experience step upon employment within the limitations set forth in this section **and in Paragraph 7 below**. Such employees shall **be issued a one-year probationary annual contract** ~~serve their normal three (3)-year probationary periods .~~
3. In keeping with the District's "GROW OUR OWN" Program, non-instructional District employees who have at least ten (10) years of **non-teaching** experience with the District who have earned certification requirements to become a teacher, if **subsequently** employed by the District in an instructional position, will be granted the number of years necessary, not to exceed step ten (10), ~~on the AC Salary Column so they will not suffer a salary reduction from the annual salary they were previously being paid as non-instructional employees. In the event the employee's previous annual salary exceeds the salary figure at step ten (10) of the AC Salary Column, they will be granted the number of years necessary, not to exceed step five (5) on the PSC~~ **single**

column **Teachers' Salary Schedule** Column so, to the extent possible in accordance with these provisions, they will not suffer a salary reduction from the annual salary they were previously being paid as non-instructional employees. **Upon being employed as instructional employees,** such employees shall **be issued a one-year probationary annual contract.** ~~Serve their normal three (3)-year probationary period~~

6. Except for the provisions set forth in paragraph **8 Z** below, new and/or amended provisions of this Section shall be effective upon the ratification/adoption date of this Agreement **unless otherwise noted.** **Prior teaching Experience** granted prior to this date shall not be revoked **except as otherwise provided herein.**
7. ~~Effective July 1, 2001, the District will recognize and accept service credit for each year of prior full-time teaching service up to ten (10) years for which each new employee received a satisfactory performance evaluation. As used herein a "new employee" is one who was not an employee of the District on June 30, 2001, but who becomes an employee of the District on or after July 1, 2001. The District will treat years of teaching experience out of the District the same as years of experience within the District. An employee whose employment ends with the District and who is subsequently re-employed, will be granted up to ten (10) years of service credit upon his/her re-employment, provided he/she has this number of years of prior experience from within and/or outside the District. Instructional personnel employed pursuant to Florida Statutes section 121.091 (9)(b)3 (i.e. re-employed retired personnel) are exempt from these provisions.~~
- 8 Z.** Effective January 7, 2003, the District will recognize and accept service credit for each year of prior full-time teaching service for which each new employee received a satisfactory performance evaluation **not to exceed 25 years.** As used herein a "new" employee is one who was not an employee of the District on January 6, 2003, but who becomes an employee of the District on or after January 7, 2003, or who leaves the employment of the District for at least one school year and is subsequently re-employed by the District on or after July 1, 2004, as an instructional employee. The District will treat years of teaching experience out of the District the same as years of experience within the District. Instructional personnel employed pursuant to Florida Statutes ~~s~~**Section 121.091 (9)(b) and (c) 3** (i.e. **employed or re-employed retired personnel from Florida or elsewhere**) are exempt from these provisions **and on and after April 12, 2011 will be placed on Step 7 of the Teachers' Salary Schedule upon the effective date of their employment and will advance a step(s) when all other instructional employees advance a step) (s) on such Salary Schedule.** As used herein, "one school year" shall mean two (2) consecutive regular school semesters even if these semesters are separated by a summer break.

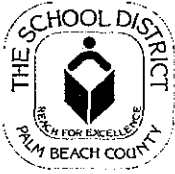
- 8** 9. The parties agree that employees hired prior to January 7, 2003, shall be placed on the appropriate step of the salary schedule effective January 8, 2007. Such placement will be based on recognition of all prior teaching service credit that was not previously recognized by the District, up to Step 25.

~~The parties further agree that the cost of the adjustment referenced above shall be made part of any overall FY 2008 economic settlement reached, both in terms of cost and percentage increase.~~



ARTICLE XI -TERM OF AGREEMENT

Unless otherwise provided herein, this Agreement shall be effective when ratified by both parties and will remain in full force and effect through June 30, 2012 14.



APPENDIX A – PERFORMANCE-BASED SALARY SCHEDULE

For Classroom Teachers Association – CTA

2009-2010 TEACHERS' SALARY SCHEDULE Effective May 1, 2011
And Throughout FY12

2011-2012 TEACHERS' SALARY SCHEDULE

<u>STEP</u>	<u>AC/PSC/CC</u>
1	\$36,822 <u>37,322</u>
2	36,924 <u>37,424</u>
3	37,485 <u>37,985</u>
4	38,260 <u>38,760</u>
5	38,403 <u>38,903</u>
6	39,423 <u>39,923</u>
7	40,379 <u>40,879</u>
8	41,310 <u>41,810</u>
9	42,508 <u>43,008</u>
10	43,554 <u>44,054</u>
11	44,870 <u>45,370</u>
12	46,647 <u>47,147</u>
13	48,190 <u>48,690</u>
14	49,648 <u>50,148</u>
15	51,152 <u>51,652</u>
16	52,411 <u>52,911</u>
17	53,652 <u>54,152</u>
18	55,129 <u>55,629</u>
19	56,618 <u>57,118</u>
20	58,332 <u>58,832</u>
21	60,046 <u>60,546</u>
22	61,851 <u>62,351</u>
23	63,687 <u>64,187</u>
24	64,631 <u>65,131</u>
25	65,576 <u>66,076</u>
26	66,200 <u>66,700</u>

Longevity base salary ~~\$71,245~~ **71,745**: Employees who were paid the Longevity base salary in 2007-2008 will be paid a base salary of \$71,245 **71,745** in **effective May 1, 2011** 2008-2009. New employees or employees returning from a leave of absence shall not be paid the Longevity base salary unless they were paid the Longevity base salary during the 2007-2008 school year or the prior school year.

APPENDIX A - PERFORMANCE-BASED SALARY SCHEDULE (cont'd)

1. In the event a retroactive salary increase is negotiated, only bargaining unit members who are current employees at the time of Board approval are entitled to the retroactive pay increase. Employees who meet this criterion will receive the retroactive salary increase for the days they were on paid status during the period of retroactivity. If supplements or bonuses are negotiated, unless otherwise stipulated, they will not be considered wage increases and the parties agree and acknowledge that supplements and/or bonuses are one-time payments and no commitment is made to continue any supplements and/or bonuses in the future.

2. Advanced Degrees:

Masters	Add: \$3,000 to Bachelor's
Double Masters	Add: \$4,500 to Bachelor's
Specialists*	Add: \$4,500 to Bachelor's
Doctorate	Add: \$6,000 to Bachelor's

National Certificates:

National Board Certificate**	Add: \$2,000 to Bachelor's
SCCC or NCSP Certification***	Add: \$2,000 to Bachelor's

*A degree comparable to the Specialist Degree in Florida, as determined by the District, will be recognized for this advanced degree supplement payment.

This amount will be paid **annually to a holder of a valid National Board for Professional Teaching Standards (NBPTS) certificate, in addition to any supplement amount appropriated by the Florida Legislature.

*****Effective July 1, 2011**, † this amount will be paid **annually** to a holder of a valid "Standards for the Certificate of Clinical Competence" (SCCC) certificate or of a valid "National Certified School Psychologist" (NCSP) certificate, **for as long as the respective employee remains in a Speech Language Pathologist's/Audiologist's position or remains in a School Psychologist's position. Should a Speech Language Pathologist/Audiologist or a School Psychologist voluntarily leave their respective positions with the District, they will no longer be eligible to receive the annual National Certificate supplements listed above; however, if they are involuntarily moved from their respective positions, they will continue to receive the National Certificate supplement listed above.**

An employee holding more than one of the following certificates is eligible to receive only one **annual** supplement: NBPTS, SCCC or NCSP.

APPENDIX A – PERFORMANCE-BASED SALARY SCHEDULE (cont'd)

3. The positions of Speech Pathologist (meeting requirements), School Psychologist, Occupational/Physical Therapist, Audiologist and ROTC employee shall be paid on the above schedule based upon experience, degree and contract status. The minimum entry level for the above positions shall be at step 10 (AC/PSC/CC column); however, actual years of teaching experience must be earned in or out of the District to achieve Step 19 on the salary schedule. Effective July 1, 2006, an employee who is assigned to one of the above listed positions who was at step 18 of the salary schedule during the 2005-2006 school year or who achieves step 18 in the future will be paid at step 18 for a period of five (5) school years or until the employee has 19 actual years of teaching experience in or out of the District, whichever occurs first, and will be advanced to step 19 at that time pursuant to Article VIII, Section A 3 of this Agreement.
4. An exception to the standard established in paragraph 3 above is when the District is required to pay an ROTC employee an annual salary that is greater than that provided by the salary schedule. In such cases, the ROTC employee will be paid the higher salary and will not be eligible for future negotiated salary increases until and unless the negotiated salary schedule provides a higher salary than the salary the District is required to pay the ROTC employee.
5. Notwithstanding any other provisions of this Agreement, the salary of an employee granted additional step(s) and/or a higher salary column placement as provided in paragraphs 3 and 4 above who later moves to a different position that does not provide for additional steps and/or a higher salary column placement, will have his/her salary and/or salary column placement appropriately adjusted at the time he/she moves to the different position.



APPENDIX B - SUPPLEMENTS

1. Unless otherwise noted below, effective July 1, ~~2006~~ **2007**, supplements are to be paid for service performed beyond the regular duty day. Therefore, employees, excluding High School Athletic Directors, receiving any supplements are to teach or carry a full instructional assignment.
2. The parties agree that when filling these supplemental positions, the responsibilities associated with each supplement may be divided among two or more employees. When this occurs, the supplement's salary will be divided between or among those employees who are sharing the supplement's responsibilities.
3. The parties also agree that should the District determine that no employee at a work site is qualified to perform the responsibilities of a particular supplement or if no employee at that work site wishes to fill the supplement, the District may fill the position with an employee assigned to a different work site or with personnel not in the T-bargaining unit.

CATEGORY 1 - \$5,250 effective July 1, 2006, and \$5,460 effective July 1, 2007

- Athletic Trainer
- One per School District – Executive Director High School Athletics

CATEGORY 2 - \$4,725 effective July 1, 2006, and \$4,915 effective July 1, 2007

- High School Athletic Director

CATEGORY 3 - \$3,950 effective July 1, 2006, and \$4,110 effective July 1, 2007

- High School Head Coach Football
- High School Band Director
- High School Head Coach Basketball
- School Psychologist Administrative Duties**

CATEGORY 4 - \$3,150 effective July 1, 2006, and \$3,275 effective July 1, 2007

- High School Head Coach Baseball
- High School Cheerleading Varsity Coach (2 semesters)
- High School Varsity Female Sports Coach (one supplement for each Varsity Female Sport offered)
- High School Head Coach Soccer
- High School Head Coach Softball
- High School Head Coach Swimming
- High School Head Coach Wrestling
- High School Head Coach Track
- High School Head Coach Volleyball

APPENDIX B – SUPPLEMENTS (cont'd)

CATEGORY 5 - ~~\$2,900 effective July 1, 2006,~~ and \$3,015 effective July 1, 2007

- High School Assist. Coach Football
- High School J. V. Coach Football
- High School Chorus Director
- High School 9th Grade Football Coach
- High School Assist. Band Director
- High School Science Club Advisor/Science Fair Coordinator
- High School J.V. Coach Basketball

CATEGORY 6 - ~~\$2,400 effective July 1, 2006,~~ and \$2,500 effective July 1, 2007

- High School Assist. Athletic Director
- High School J. V. Coach Baseball
- High School J. V. Coach Wrestling
- High School J. V. Female Sports Coach (one supplement for each J. V. Female Sport offered)
- High School J. V. Coach Soccer
- High School J. V. Coach Softball
- High School J. V. Coach Volleyball
- Middle School Athletic Director (10-15 sports)

CATEGORY 7 - ~~\$2,100 effective July 1, 2006,~~ and \$2,185 effective July 1, 2007

- High School Cross Country Coach
- High School Debate Coach
- High School Drama Coach
- High School Head Coach Tennis
- High School Student Government Sponsor
- Middle School Band Director
- All Levels - SACS Chair for "School Improvement" Accreditation
- All Levels - Special Olympics (Paid to an employee or shared among employees who prepare students for and supervise eligible students at official Special Olympic competitive events.)
- One per School District – County Council of Student Councils

CATEGORY 8 - ~~\$1,850 effective July 1, 2006,~~ and \$1,925 effective July 1, 2007

- High School 9th Grade Coach Basketball
- High School Bowling Coach
- High School Assist. Coach Baseball
- High School J. V. Cheerleading Coach
- High School Dance/Drill Team Coach
- High School Golf Coach
- High School Gymnastics/Weight Coach
- High School Assist. Coach Soccer
- High School Assist. Coach Softball
- High School Assist. Coach Swimming
- High School Assist. Coach Tennis
- High School Assist. Coach Track

APPENDIX B – SUPPLEMENTS (cont'd)

CATEGORY 8 - ~~\$1,850 effective July 1, 2006, and \$1,925 effective July 1, 2007~~ (cont'd)

- High School Assist. Coach Volleyball
- High School Assist. Coach Wrestling
- High School Newspaper Advisor
- High School Yearbook Advisor
- High School Senior Class Sponsor
- High School 9th Grade Female Sports Coach (one supplement for each 9th Grade Female Sport offered)
- Middle School Athletic Director (5-9 sports)
- Middle School Head Coach Baseball
- Middle School Head Coach Basketball
- Middle School Head Coach Soccer
- Middle School Head Coach Track
- Middle School Head Coach Volleyball
- Middle School Science Club Advisor/Science Fair Coordinator

CATEGORY 9 - ~~\$1,575 effective July 1, 2006, and \$1,640 effective July 1, 2007~~

- Middle School Athletic Director (2-4 sports)
- Middle School Assist. Band Director
- Middle School Chorus Director

CATEGORY 10 - ~~\$1,100 effective July 1, 2006, and \$1,145 effective July 1, 2007~~

- High School Junior Class Sponsor
- High School FL. Future Educators Club Advisor
- High School Vocational Ag.
- All Levels – SAC Chairperson (must serve as SAC Chairperson at school employed)
- Middle School Debate Coach
- Middle School Drama Coach
- Middle School Newspaper Advisor
- Middle school Student Government Sponsor
- Middle School Yearbook Advisor
- All Levels SECME Advisory (~~\$1,100 per semester effective July 1, 2006 and \$1,145 per semester effective July 1, 2007~~)
- One Supplement per Area – District Science/Math Fair Coordinator/Facilitator

CATEGORY 11 - ~~\$800 effective July 1, 2006, and \$835 effective July 1, 2007~~

- High School Future Farmers of Amer. Club Advisor
- Middle School FL. Future Educators Club Advisor
- Middle School Intramural Coordinator
- Elementary Safety Patrol Coordinator
- Elementary Teachers of Tomorrow Sponsor
- All Levels – Academic Games Sponsor (~~\$800 per season effective July 1, 2006 and \$835 per season effective July 1, 2007~~)

APPENDIX B – SUPPLEMENTS (cont'd)

CATEGORY 12 – ~~\$550 effective July 1, 2006, and \$575 effective July 1, 2007~~

- High School National Honor Society Sponsor
- High School Academic Tournament Sponsor
- Middle School Intramural Sponsor
- Elementary School Math/Science Fair Coordinator
- All Levels - Chess Club Sponsor
- All Levels - Art Exhibitors: Each school is allocated one art exhibit supplement for school-wide, District and/or community exhibits. (For other art activities or clubs agreed upon by the art instructor and his/her Principal will count as one of the ~~\$562~~ ~~\$540 effective July 1, 2006 and \$562 effective July 1, 2007~~ SPECIAL ACTIVITIES supplements.)

SPECIAL ACTIVITIES

- High Schools – effective July 1, 2007, one \$562 supplement/75 students
- High School – Tech Prep Coordinator \$2,000 upon completion of all requirements (this Payment is contingent on continuation of Federal Grant funding).
- Middle Schools – effective July 1, 2007, one \$562 supplement/75 students
- Secondary Schools - \$1000 (one-time supplement) to be paid to each fulltime school-based employee assigned to a secondary school (Middle School or High School) who has or adds the Reading Endorsement on his/her Florida State Department of Education issued teaching certificate making the employee certified to teach Reading at the secondary level.

This one-time supplement will be paid after the Reading Endorsement is added to the employee's certificate and will be paid either on the last pay date in June or on the last pay date in December whichever occurs first after the endorsement is added to the employee's certificate.

New employees who resign their employment or whose employment is terminated during their 97-day probationary period will not be eligible to receive this stipend. If an employee has received the stipend and his/her employment ends during their 97-day probationary period, the District may retrieve this supplement from the employee's pay.

- Elementary schools – Effective July 1, 2007, one \$562 supplement/65 students. A minimum of ten supplements will be allocated to each elementary school

APPENDIX B – SUPPLEMENTS (cont'd)

-Elementary Music Coordinator –Effective July 1, 2007, \$208 per major production, not to exceed three major productions per school year

- All Levels – High School Department Head/Chair; Elementary Grade Chair; Middle School Department Head/Chair or Team Leader- Effective July 1, 2006, \$235 per member as of Oct. 1 of each year.

Effective July 1, ~~2006~~ 2007, Middle Schools having both Team Leaders and Department Chairs, such Leaders and Chairs will receive ~~\$225~~ \$235 per member as of Oct. 1 of each year (~~this amount increases to \$235 effective July 1, 2007~~).

Effective July 1, ~~2006~~ 2007, in instances when the same employee is both a Middle School Team Leader and a Middle School Department Chair at the same time, such employee will receive ~~\$160~~ \$167 per member of the Department and ~~\$160~~ \$167 per member of the Team as of Oct. 1 of each school year (~~this amount increases to \$167 effective July 1, 2007~~).

-All Levels - Supplemental Hourly Rate - \$20.44/hour effective July 1, 2006

-All Levels - Trainers who provide training for those attending Mandatory In-Service –\$7 per hour in addition to the Mandatory In-Service Hourly Rate.

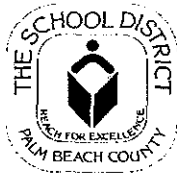
-All Levels - Professional Development (PD) Contact (one per school) effective January 21, 2011: \$700.00
Professional Development Team Member (per member) effective January 21, 2011: \$500.00
-High School Professional Development Teams consist of five (5) members and one (1) PD Contact

-Middle School Professional Development Teams consist of three (3) members and one (1) PD Contact

-Elementary, Alternative & Non-Traditional School Professional Development Teams consist of two (2) members and one (1) PD Contact

- High School Advanced Placement (AP) Supplement - \$50 per student passing an AP exam. (This ratio and payment is contingent on continuation of State AP funding and compliance with the State AP funding formula.)

- High School (effective July 1, 2005) – Community Service Facilitator supplement is dependent on the number of students enrolled in and who successfully complete the course(s) “Voluntary School/Community Service” and/or “Voluntary Public Service” that semester, i.e.,
(1-25 students - \$510 per semester;
26-50 students - \$1,020 per semester; and
51+ students - \$1,530 per semester.)



APPENDIX F – ADDITIONAL PERIOD SUPPLEMENT

An employee assigned an additional period of work in middle, high, vocational, alternative and/or special school will be paid the following rate for each additional period of work. An employee assigned to a technical or career center will also be paid this rate of pay for any time in excess of five (5) periods or five (5) hours per day, whichever is less.

Effective January 1, 2007 \$23.50 per period*

*This assumes that the period is less than one (1) hour in duration. If the period is longer than an hour, this rate will be an hourly rate and will be paid proportionate for any ten (10) minute block(s) of time over an hour.



APPENDIX G - PERMANENT SUBSTITUTE EMPLOYEES AND ADJUNCT EMPLOYEES PAY RATES

Daily pay rate for Permanent Substitute Employees:

Effective July 1, 2007: \$134.26 per day
Effective July 1, 2008: \$136.95 per day

Hourly pay rate for Adjunct Employees:

Effective June 30, 2011: \$20.00 per hour