

PROPOSED INSTRUCTIONAL BARGAINING UNIT
CONTRACT LANGUAGE CHANGES

Note: Below are the actual proposed changes to your Instructional Bargaining Unit Agreement. Only those articles or sections containing changes are included. You may assume that any language that does not appear remains unchanged. Please take the time to read all the proposed changes very carefully.

Key: Underlined text is new contract language
~~Strikethrough~~ text is existing contract language that is to be deleted
Regular text is existing contract language that is to remain as is

ARTICLE II – DEFINITIONS

Summer Enhancement A voluntary, District designated program that benefits economically disadvantaged students that occurs during the summer recess. This program is not part of an extended school year program.

ARTICLE V - TEACHER RIGHTS

Q. When a teacher is moved to another classroom location on the same campus he or she will be given one compensatory day as compensation for the extra time required to pack his or her belongings and prepare for the move. The teacher will not be expected to move heavy articles. Teachers will be provided boxes for packing and may not be required to box textbooks or school supplies. In cases where a teacher is being asked to prepare for a move into or out of a newly constructed building or one undergoing extensive renovation, he or she will be provided with one additional duty day for such move.

Teachers who are moved to a new cost center or grade level at the ~~ten~~ five-day count will be afforded two work days without teaching duties to prepare their new classrooms following the move.

Teachers will be given the appropriate award based on their circumstances. Such awards are not additive.

ARTICLE IX - TEACHER DUTY DAY

A. Duty Day

4. Planning Time

Planning time will consist of blocks of time no less than 15 minutes and may include time outside the student day. Except as noted below, each teacher will have at least one continuous block of no less than 45 minutes per day of planning time during the student day. Meetings will not occur during a teacher's individual planning time.

The provisions for planning time apply only to teachers with classroom teaching responsibilities.

- a. All non-block high school teachers (except as provided in e, below) shall have at least 425 minutes of planning time a week, of which ~~55~~ one class period per week may be reserved for collaborative planning time. All high school teachers will have at least one ~~55-minute~~ class period planning period per day scheduled during the student day.

ARTICLE XI - PERFORMANCE EVALUATION OF INSTRUCTIONAL STAFF

~~The following contract language will be subject to re-openers and review within one year from its full implementation upon request by either party.~~ The parties agree changes may occasionally be necessary to this Article as more information and experience becomes available. As such, the parties have the right to alter the Article by mutual consent during the term of this Agreement. Any such changes will be immediately communicated to the members of the bargaining unit and will be added to the next ratification package for the approval of the parties.

Teacher Evaluation System (TES) will be made up of two components; the score on the Professional Rubrics Investing and Developing Educator Excellence (PRIDE) and the score on the State of Florida's value added tables of student learning growth or other student learning growth data approved by the State and specified below. The percentage of which each will contribute to a teacher's total evaluation is specified below. Each teacher will receive an **overall rating** of Highly Effective, Effective, Needs Improvement (referred to as Developing in the case of teachers in their first three years of employment), or Unsatisfactory based upon the total number of points accrued on the two measures.

Definitions

Internal Assistance Plan (IAP): A school-based process afforded to Category 1 and 2 teachers to support performance concerns. This process will continue as is, following a teacher's change to a different cost center.

90-Day Performance Probation: The statutory 90-day process initiated after notification of unsatisfactory performance for which unsuccessful completion could lead to termination of a professional services or continuing contract for the criteria noted above. During this 90-day period the district will continue to offer assistance to the teacher in the form of a Performance Improvement Plan (PIP). This process will continue as is, following a teacher's change to a different cost center.

ARTICLE XII – TEACHER CONTRACTS

I. ESOL

All newly hired teachers (those hired and appointed after June 30, 2004) must meet the ESOL training requirements described in State Board Rule 6A-6.0907 and the 1990 META/DOE Consent Decree within specified timelines (presently set by the State of Florida at five years). The Board will offer the required ESOL course work to its employees via on-line courses. ~~For those positions requiring a formal ESOL certification and/or endorsement the Board will reimburse teachers for taking the ESOL certification exam and will assume the costs of adding the ESOL certification or endorsement to a teacher's existing teaching certificate. Additionally, for currently assigned teachers (those hired on or before June 30, 2004) in those positions requiring a formal ESOL certification and/or endorsement the Board will reimburse teachers for taking the ESOL certification exam and will assume the costs of adding the ESOL certification or endorsement to a teacher's existing teaching certificate through the 2004-2005 school year.~~ The Board will remind teachers of this requirement on a yearly basis on the district's Annual Teachers Contract.

L. Minimum Certification Requirements

1. ESE: The district will apply the core subject requirement mandated by the State of Florida for ESE classroom teachers to those teachers holding the position of behavior specialist or ESE Liaison. The district may apply additional core areas at their discretion which are not mandated by the State. In the case of a behavior specialist or ESE Liaison that works in mixed elementary/secondary settings, a core subject as defined by the district in either area will suffice.
2. Elementary and Middle Grades PE: PE certification for elementary or middle grades PE classes is required. This requirement will not apply to PE aides working under the direction of a PE teacher.
3. Dance: Dance K-12 certification is required for teachers of Dance classes at all levels.
4. Introduction to Computers, Elementary and Middle Grades: Elementary Education certification (PreK-Primary or Elementary Education K-6) is required for teachers of elementary level Introduction to Computers Tech Education courses. Teachers of middle grade level courses will possess either Tech Education, Business Education or Computer Science certification.
5. These modifications to the requirements specified under the Course Code Directory will continue in effect until such time modified by the parties.

6. Drama: Any teacher placed into a high school Drama vacancy will hold Drama certification.

ARTICLE XIV - REDUCTION IN FORCE

C. Procedures

7. Surplussing

d. Teachers on a Performance Improvement Plan (PIP) shall not be allowed to voluntarily surplus him or herself more than once in a career unless both parties agree.

ARTICLE XXVIII - SALARIES

A. Grandfathered Salary Schedule

The salary of each grandfathered teacher covered by this Agreement is set forth in Appendix A, which is attached hereto and made a part thereof. Any teacher who holds continuing or professional services contract status retains the right to remain on the Grandfathered Salary Schedule. The Grandfathered Salary Schedule will be those schedules found in the 2014-15 Instructional Bargaining Unit Agreement and as subsequently modified herein and in the future. Any teacher may elect to move to the Performance Salary Schedule by agreeing, in writing, to permanently surrender his or her continuing or professional services contract pursuant to Chapter 1012.22, Florida Statutes. In so doing, the teacher permanently forfeits his or her right to return to the grandfathered status.

2015-16-2016-17 Salary Computation:

The yearly performance-based salary supplement for the ~~2015-16~~ 2016-17 school year will be ~~2.5~~ 4%. That amount will be expressed as follows: teachers on the Grandfathered Instructional Salary Schedule will be increased by normal step progression for the ~~2015-16~~ 2016-17 school year plus up to two additional steps (or an approximately equal cash bonus) as described below. ~~those Teachers~~ receiving no step increase (i.e., those on Step 29) will receive a ~~2.5~~ 4% one-time supplemental payment. ~~In addition,~~ A grandfathered teacher who did not receive, but was entitled to step progression (as specified elsewhere in this Agreement) for the ~~2011-12~~ 2012-13 and 2013-14 school year(s) will recapture an additional step(s) for that year's lack of step progression. Those teachers receiving just a total of one step will also receive a ~~1.25~~ 2.66% one-time supplemental payment in addition to the step and those receiving a total of two steps will receive a 1.33% cash bonus in addition to the two steps. Teachers must be in active duty status at the time of the one-time supplemental payment to be eligible to receive the payment. These one-time supplemental payment amounts are paid on normal salary. All such moves will be retroactive to July 1, ~~2015~~ 2016.

Supplements (All supplements are subject to yearly renegotiation)

1. Skill Based Supplements

Annual Performance-Based Salary Supplement: Beginning with the 2016-17 school year the Grandfathered Salary Schedule will be automatically increased by the yearly negotiated performance-based supplements minus 1% per step for years in which step progression is granted, unless specifically altered herein (the latter provision will not take effect until the 2014-15 steps are recovered).

5. Activity Based Supplements

Any teacher receiving a sports or activity salary supplement as specified in Appendix A of this Agreement will be paid in the manner expressed in the 2014-15 Instructional Bargaining Unit Agreement. The Supplement Salary Schedule will be automatically increased by the amount added to the Grandfathered Salary Schedule through negotiations. All activity based supplements will be adjusted effective July 1, 2017 to reflect up to five steps advancement, if applicable. This adjustment will not be retroactive.

B. Performance Salary Schedule

Any teacher on an annual or probationary contract and any teacher holding a continuing or professional services contract who willingly and permanently surrenders his or her continuing or professional services contract pursuant to Chapter 1012.22, Florida Statutes and is currently employed or on leave will be placed on the Performance Salary Schedule. Teachers on the Performance Salary Schedule are not eligible to receive longevity payments (other than grandfathered teachers moving to the Performance Salary Schedule. When a teacher on the Grandfathered Salary Schedule elects to move to the Performance Salary Schedule their longevity payments will be frozen at its current dollar value at the time of their election). Grandfathered teachers electing to move to the Performance Salary Schedule will retain their current normal salary for purposes of initial salary placement on the Performance Salary Schedule.

~~2015-16~~ 2016-17 Salary Adjustment Computation:

~~1. Any current teacher moving to the Performance Salary Schedule will receive an initial salary based on their current normal salary at the time of ratification of this Agreement. In addition, for the 2015-16 implementation year, a teacher will be given a salary increase of ½% for each year of service in the district from July 1, 2011 to June 30, 2015. Full time service for one day more than one half of the contractual year will be counted as a year of service. If eligible, a 2.5% performance based supplement, included in the skill-based supplement below, will be added to the initial salary calculation to determine the teacher's total salary for 2015-16. A teacher's 2015-16 salary with applicable education supplements will be no less than an initial salary of \$41,000 for a teacher with a Bachelor's, \$46,000 for a teacher with a Master's and \$51,000 for a teacher with a Doctorate.~~

1. The performance based supplement for the 2016-17 school year is 4%. This amount will be applied to the normal salary of any existing teacher paid on the Performance Salary Schedule and will be in addition to the ½% yearly inside teaching experience supplement and will be applied to all other skill based supplement amounts a teacher is qualified to receive, as described below.
2. For teachers hired after ratification of this agreement, the initial salary for a 196-day teacher will be ~~\$41,000~~ \$42,000. In addition, a teacher will receive ½% above the initial salary for each year of verifiable experience in an accredited pre-k-12 or Florida charter public school setting or accredited public school located in a foreign country if in a U.S. government-affiliated program. In the case of a teacher of Adult Education, public school, Florida charter school and foreign government-affiliated school service will be granted for pre-k-20 experience. Full time service for one day more than one half of the contractual year will be counted as a year of service. In the case of SLPs, OTs, and PTs, where the professional licensure is required, verifiable outside clinical experience can be used in lieu of K-12 experience. Credit for outside teaching experience will be limited to a maximum of 7.5% above the initial salary.

Supplements (All supplements are subject to yearly renegotiation)

1. Skill-Based Salary Supplements

a. Annual Performance-Based Salary Supplement

(1) Highly Effective or Effective Performance

A teacher receiving an overall evaluation score falling within the Highly Effective or Effective range on the previous school year's evaluation will receive a ~~2.5%~~ 4% increase on their normal salary. The percentage or amount granted for any given school year will be subject to yearly negotiation. This requirement will be waived for teachers hired during the present school year and in the case of teachers returning from a leave of absence who do not have a current evaluation. In the case of the latter, their most recent evaluation will be used in determining whether or not they qualify for the performance supplement.

(2) Needs Improvement/Developing or Unsatisfactory Performance

A teacher receiving an overall Needs Improvement/Developing or Unsatisfactory rating will not receive any performance-based supplement for that school year.

This provision will also apply to any teacher on involuntary reassignment or administrative leave. Any teacher denied a yearly performance supplement due to involuntary reassignment or being placed on administrative leave will receive all applicable deferred supplements upon reinstatement to his or her former position.

b. Supplement for Inside Teaching Experience

Teachers will receive a ½% increase on their normal salary, if in the preceding year, they received an overall TES evaluation of Effective or Highly Effective while on the Performance Salary Schedule and worked one day more than one half of the contractual year. This increase will be paid to each eligible teacher at the time of the yearly

negotiated performance increase or by the end of the school year, whichever is sooner. Time earned while paid on the grandfathered scale does not apply for inside teaching experience credit.

c. Education Supplement

~~Upon ratification of the 2015-2016 Agreement,~~ Teachers on the Performance Salary Schedule are eligible to receive an annual education supplement upon conferral of an advanced degree and who have not received salary credit for that same degree on the former pay scale, as described below:

MA	\$5,000.00 (\$5,000 over BA)
Doctorate	\$10,000.00 (\$5,000 over MA)

In addition to the MA and Doctorate education supplements, for those teachers who move from the Grandfathered Salary Schedule: those with a BA+30 credit at the time of the move will receive an additional education supplement of \$2,500 for earning a Master's degree and those with MA+45 at the time of the move will receive an additional education supplement of \$2,500 for earning a Doctorate degree. For payroll purposes, these education supplements will be separated from normal salary at the time of placement of the Performance Salary Schedule.

Teachers hired before July 1, 2011 and who were involuntarily placed on this salary schedule at time of implementation, will be given until June 30, 2018 to earn either a BA+30 or MA+45 status. A teacher meeting those qualifications will be paid a yearly supplement of \$2,500 for the advanced course work. In such cases, the advanced course work need not be earned in a specific area of certification held by that teacher.

Except as noted above, in order to qualify for one of the above salary supplements the advanced degree must be earned in a subject area of certification presently held by the teacher. A teacher who no longer holds an area of certification which led to the advanced degree supplement will lose that education supplement. An advanced degree in Curriculum and Instruction or Education will be considered in-field ~~for all academic areas~~ for an advanced degree supplement (there will be no retroactivity in this particular instance).

3. Activity-Based Supplements

Any teacher receiving a sports or activity salary supplement as specified in Appendix A of this Agreement will be paid in the manner expressed in the 2014-15 Instructional Bargaining Unit Agreement. The Supplement Salary Schedule will be automatically increased by the amount added to the Grandfathered Salary Schedule through negotiations.

All activity based supplements will be adjusted effective July 1, 2017 to reflect up to five steps advancement, if applicable. This adjustment will not be retroactive.

C. Method of Payment

1. Number of Payments

Each teacher will be paid in 24 installments.

2. Pay Dates

~~196-day teachers: Beginning with the last weekday of August, pay dates shall be the fifteenth and last weekday of each month.~~

~~220-day teachers: Beginning with August 15th, pay dates shall be the 15th and the last weekday of each month.~~

~~12-month~~ All teachers will be paid semi-monthly.

The first 196-day teacher pay date is the last weekday of August. However, should the teacher work year be adjusted in such a manner that the first teacher work day occurs before August 5th in any given year, the first pay date will become August 15th. Should the first teacher work date occur after August 20th in a given school year, the first teacher pay date will be September 15th.

ARTICLE XXXII - TOBACCO POLICY

- A. The use of tobacco products is prohibited in school buses, district-owned vehicles, and in any portion of any building or property owned by, or leased to, the School Board.
- ~~B. Each cost center head shall establish an area on the cost center's campus to be the designated area of the use of tobacco products. This designated area may not be contained within any building owned by, or leased to, the School Board and may not be located in any area which is normally in view of students or the public.~~
- ~~C. Notwithstanding Paragraph B of this Article, a cost center may declare their grounds as tobacco free in accordance with those procedures outlined in Article XXIV, of this Agreement.~~
- ~~D. Non-school work sites may elect to make their site a tobacco free environment by a majority secret ballot vote of those casting ballots. A vote will be triggered by a petition sent to the superintendent including 10% or more of the employees assigned to the work site (a work site may be constituted by multiple cost centers housed in the same physical location). There will be no more than one vote per school year. A work site can change its selection by conducting a subsequent vote.~~

ARTICLE XXXIII - DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2014~~6~~, and shall continue in effect until June 30, 2017~~9~~. This Agreement may be extended only in writing.
- B. This Agreement may not be assigned by either party.
- C. This Agreement is subject to salary and benefit re-openers for the ~~2015-2016~~ 2017-18 and ~~2016-2017~~ 2018-2019 school years.

Contract language can only be reopened for negotiation if mutually agreed to by the parties.

IN CONSIDERATION OF THE MUTUAL COVENANTS THIS AGREEMENT IS MADE AND ENTERED INTO THIS THIRD DAY OF JANUARY 2017, ~~NINTH DAY OF DECEMBER 2014~~, BY AND BETWEEN THE SARASOTA CLASSIFIED/TEACHERS ASSOCIATION AND THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA.

APPENDIX F - SUMMER SCHOOL

B. Summer School Benefits

Sick leave will be earned, and may be used or accumulated, in the same manner and degree as during the regular school year. Other fringe benefits provided during the regular school year will also be provided during summer school, except that there shall be no duplication or overlap of benefits.

Except for illness or unforeseen tragedy, staff must commit to work the entire period for which they are hired. No time off will be granted for personal leave or attending workshops. Any teacher who violates this rule without prior approval will not be able to teach in the following school year's summer school program unless agreed to by the parties.

All benefits will be prorated according to the number of days of summer school. Summer school teachers, who work at least half the summer school term, will receive benefits at one-half the rate or amount received by full time summer school teachers.

APPENDIX I – 401A QUALIFIED RETIREMENT PLAN FOR ACCUMULATED SICK LEAVE PAY AND ANNUAL LEAVE/VACATION PAY

The BENCOR NATIONAL GOVERNMENT EMPLOYEES RETIREMENT PLAN™ (BENCOR SPECIAL PAY PLAN™) is offered by BENCOR, Inc. to help governmental units and their employees save up to 7.65% of Social Security/Medicare taxes and to defer income taxes on eligible Plan contributions. Provided below is an explanation of how the Plan works:

A. Eligibility:

1. Employees who are retiring or going into DROP and have at least \$2500 of accumulated sick-leave pay or annual leave/vacation pay will participate in this Plan.
2. Accumulated sick-leave pay or annual leave/vacation pay will be placed into the BENCOR NATIONAL PLAN subject to contribution limits and Board Policy.

B. Contribution Limits:

1. The maximum 401 (a) Plan contribution cannot exceed 100% of the Plan Year Salary or IRS maximum dollar limitations; whichever is less. (Plan year July 1 – June 30). The maximum 403(b) Plan contribution cannot exceed 100% of the calendar year salary or IRS maximum dollar limitations; whichever is less (calendar year is a 12 month look-back).
2. The maximum Plan contribution limit is calculated each year based on IRS limitations.
3. There is a dollar-for-dollar offset against the 401(a) IRS maximum dollar contribution limit for money placed into your 401(k) plan or into the State Investment Plan.
4. There is a dollar-for-dollar offset against the 403(b) IRS maximum dollar contribution limit for money placed into your 403(b) plan. Please consult your TSA advisor or your tax advisor regarding your 403(b) Plan contribution limits.

C. Investments:

1. Initially, Special Pay Plan contributions are automatically invested in the TFLIC Guaranteed Pool Fund (i.e. guaranteed/fixed). Subsequently, the participant can self-direct among investment choices.

D. Investment Expenses:

1. There is no asset-management fee charged against the ~~Potentia General Account~~ TFLIC Guaranteed Pool Fund (i.e. guaranteed/fixed). An asset-management fee is deducted from ~~variable accounts~~ mutual funds only. The fee is charged quarterly and will be indicated on the quarterly statements sent to all Plan participants.

E. Distributions:

1. ~~Distributions may be taken at termination of employment or because of total disability or death~~ Your account is always 100% vested and belongs only to you. The balance of your account is available for withdrawal at any time after your termination of employment. In the case of your death, the beneficiary or beneficiaries you name under the Plan will be able to withdraw from your account balance. Funds may be withdrawn in one or more cash distributions, which are taxable for the year of withdrawal, or in the form of a direct rollover to an IRA or other eligible retirement plan, which results in continued deferral of your income tax obligation. To request a withdrawal, download a Distribution Request Form from www.bencorplans.com or call 1-800-258-3422
2. ~~The participant may choose to leave money in the Plan, self-directing future investments and taking distributions as desired in a tax-deferred manner. Distributions may be taken in a lump sum or as periodic payments taken monthly, quarterly, semi-annually or annually. (Remember, it may be advantageous under Federal tax laws to delay taking distributions until a later tax year when the individual's tax rate may be lower.)~~ As described above, income taxes are imposed for the year of withdrawal. Income taxes are deferred in the case of a rollover to an IRA or other eligible retirement plan, although rollovers to a "ROTH" IRA are currently taxable. In addition, there is a 10% IRS penalty on withdrawals from the 401(a) or 403(b) part of the Plan, unless taken after your retirement and you are at least age 55 in the year you retire. Sarasota County Schools has chosen to "make whole" those employees who fall within this category if they request all of their funds in cash from the Plan Administrator within 30 days of separation from employment. This normally would require a make-up of 2.35% (10% penalty minus 7.65% previous savings on Social Security and Medicare taxes). However, individuals who have met their FICA salary limit before retiring would receive an 8.55% (10% penalty minus 1.45% savings) reimbursement for amounts over the FICA limit.
3. ~~A participant (or surviving spouse) can do a "rollover" into an IRA or into another qualifying plan.~~ For specific tax information, you should consult an independent tax advisor.
4. ~~To receive a distribution, the participant must initiate the process by requesting a distribution packet from BENCOR Administrative Services at 1-888-258-3422.~~ Your account is subject to the IRS Required Minimum Distribution rules after you reach age 70 ½ or retire, whichever is later, or following your death, if earlier.
5. ~~Distributions will be processed in a timely manner with minimum waiting~~ You may be eligible to borrow up to 50% of your account balance. The minimum loan amount is \$1,000. The amount available to borrow is affected by any other Plan loans you have received. A fee of \$100 is deducted from your account each time you take a loan. Please visit www.bencorplans.com to view loan availability and request a loan.
6. ~~There is no 10% IRS penalty if the employee is at least age 55 in the year of separation from employment.~~

~~7. Employees who have retired and fall within a certain age category (those who were less than age 55 in the year of separation from employment) and elect to withdraw these funds are subject to a 10% early withdrawal penalty by the IRS. The employer will “make whole” those employees who fall within this category, if they request all of their funds from the Plan Administrator within 30 days of separation from employment. This would normally require a make-up of 2.35% (10% penalty less 7.65% previous savings on social security taxes). However, individuals who have met their FICA salary limit before retiring would receive an 8.55% (10% penalty — 1.45% savings) reimbursement for amounts over the limit.~~

Please consult your tax advisor for information regarding the taxability of Plan distributions.

~~Loans — for loan provisions, contact the BENCOR Administrative Services at 1-888-258-3422.~~

F. DROP Participants’ Terminal Sick Leave Pay/Annual Leave will be processed as follows:

1. Annual Leave – Employees participating in DROP receive their annual leave as a lump sum payment at the time of enrollment in DROP. Annual leave will be paid into the “BENCOR NATIONAL PLAN” subject to contribution limits. Any annual leave in excess of Plan contribution limits will be paid to the participant subject to Federal tax and related payroll taxes (Social Security and Medicare). The participant does not have access to this money until the end of DROP – other than through loan provisions. This dollar amount will be included in the employee’s compensation for retirement benefit calculation purposes (FRS).
2. Terminal Sick Leave Pay – Employees will transfer 100% of their accrued sick leave into their Bencor Special Pay Plan account either upon entering the DROP program or upon final separation of service from the School Board of Sarasota County, subject to contribution limits. Any excess amount will be paid to the participant, subject to all applicable taxes. For any employees extending DROP election, 100% of their sick leave will be paid out at the end of 5 years and 100% at the end of each extension.

Employees terminating prior to the fifth year of DROP will have 100% of their remaining eligible sick leave balance paid into the Plan, subject to contribution limits. Any excess amount will be paid to the participant, subject to all applicable taxes. This method of payment allows employees to take maximum advantage of Federal tax law.

APPENDIX J- SUMMER ENHANCEMENT PROGRAMS

A. Selection of Summer Enhancement Program Teachers

All currently employed Instructional staff at the school in question who have an Effective or Highly Effective rating on their most recent evaluation are eligible for Summer Enhancement Program employment unless they qualify or are enrolled in an IAP or PIP. Teachers selected by the cost center head or their designee for summer enhancement programs must be certified in the subject area(s) taught. Teachers will be placed into teaching assignments that match their regular coming school year students to the greatest extent possible. Should the list of interested teachers at a given school be exhausted, the school may seek volunteers from other schools or other grade levels at the school in

question. Preference will be given to teachers at schools serving a similar population of students (e.g., teachers from other Title schools in the case of a Title School Summer Enhancement Program).

B. Salary

Instructional staff hired for Summer Enhancement Programs will be compensated using the Instructional Support Activities amount on the Temporary Salary Schedule. Benefits do not apply to the Temporary Salary Schedule. There will be no accrual or utilization of regular school year sick time during the Summer Enhancement Program.