

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

~~NORMAL PAY~~ ~~A teacher’s current lane and step for his/her normal work year. Extra duty days, longevity payments, summer school, school improvement activities pay, and supplements are not considered part of a teacher’s normal pay.~~

Normal Salary A teacher’s salary upon which his or her daily rate of pay is calculated. It consists of a teacher’s initial salary and skill-based supplements (which include performance, education, and inside teaching experience supplements and longevity). Activity supplements and need-based are not considered part of a teacher’s normal salary

~~PDC PDD~~ Professional Development Department ~~Center of Sarasota County.~~

POSITION SUPPLEMENT The following supplements that appear in Appendix A, Section 5 of this Agreement: School Psychologist, School Social Worker, Program Specialist, ~~Teacher Trainer, or Consultant.~~

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 at the ten-day count will be afforded two work days without teaching duties to prepare their new classrooms following the move.

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 per week may be reserved for collaborative planning time. All high school teachers will have at least one 55-minute planning period per day scheduled during the student day.
- e. ~~All SCTH high school~~ Suncoast Technical College teachers to include Career and Technical Education teachers at Suncoast Polytechnic High School, shall have at least ~~425~~ 450 minutes per week of total planning time, ~~of which 55 45 minutes may be reserved for collaborative planning.~~ A Career and Technical Education teacher may be assigned courses other than those defined as Career and Technical Education in the State Course Code Directory (CCD) such as Art, as long as those courses are part of a comprehensive sequence of courses that constitute a program area and enrollment in those courses are limited to students in the program. All SCTH ~~STC adult student teachers or teachers who teach both high school and adult students shall have at least 375 minutes per week of total planning time, of which 55 minutes may be reserved for collaborative planning.~~ All planning time must occur during the teacher duty day. All other teachers assigned to Suncoast Polytechnical High School shall have planning time as detailed in Article IX, Section A, subsection 4 b (above).

ARTICLE XI – PERFORMANCE EVALUATION OF INSTRUCTIONAL STAFF

C. Value Added/Student Learning Gain Data

Methodology:

The percentage and composition of the student data component derived from the value added formula for each teacher's evaluation is expressed below:

1. Classroom teacher, who has either 10 or more students or 30% or greater of his/her students take state or district-identified assessment in subject area taught by teacher

The teacher's evaluation will be based ~~50~~ 67% on PRIDE, ~~50~~ 33% on the gains of students assigned to the teacher on a district-identified or statewide assessment when available in the teacher's subject area.

~~When three years of data are not available for each teacher, the proportions will alter to 60 % on PRIDE and 40 % student gains data.~~ If not using a statewide assessment, the measure to be employed at each grade level and subject area must be agreed to by the parties.

2. Classroom teacher, other than a teacher included in Paragraph 1, who has 30% or more of students taking a state or district identified assessment but in another subject area other than that taught by teacher

The teacher's evaluation will be based ~~50~~ 67% on PRIDE, ~~50~~ 33% on the gains of students assigned to the teacher on a district identified or statewide assessment when available. ~~When three years of data are not available for each teacher, the proportions will alter to 60 % on PRIDE and 40 % student gains data.~~ If not using a statewide assessment, the measure to be employed at each grade level and subject area must be agreed to by the parties.

3. All other classroom teachers not included in Paragraph 1 or 2

The teacher's evaluation will be based ~~50~~ 67% on PRIDE, ~~50~~ 33% on student gains on a set of measurable learning targets, until such time that a district-wide test is available, agreed to in advance between the parties. ~~When three years of data are not available for each teacher, the proportions will alter to 60 % on PRIDE and 40 % measureable learning targets.~~ A list of acceptable measureable learning targets to be employed at each grade level and subject area must be agreed to by the parties.

4. Non-classroom teacher, serving students at one or two specific school(s)

The teacher's evaluation will be based ~~50~~ 67% on PRIDE and ~~50~~ 33% on the student growth scores for those students attending the specific schools to which the non-classroom teacher is assigned. ~~When three years of data are not available for each teacher, the proportions will alter to 60% on PRIDE and 40% on student growth scores.~~

5. All other non-classroom teachers

The teacher's evaluation will be based ~~50~~ 67% on PRIDE and ~~50~~ 33% on the student growth scores for the students in the district as a whole. ~~When three years of data are not available for each teacher, the proportions will alter to 60% on PRIDE and 40% on student growth scores.~~

ARTICLE XII - TEACHER CONTRACTS

H. SCTH STC Staff

1. All members of the Instructional Bargaining Unit assigned to the ~~Sarasota County Technical Institute (SCTI)~~ Sarasota Technical College (STC) will hold either 10-month, 11-month, or 12-month contract status. ~~SCTH~~ STC employees moving to another worksite or those affected by a legitimate change in the needs of the program will revert to 10-month contract status unless their new position requires a longer contract period. Specifically, ~~SCTH~~ STC instructional employees will not possess a property right to another program of shorter duration within ~~SCTH~~ STC.

ARTICLE XIV - REDUCTION IN FORCE

- f. In the case of ~~SCTH~~ STC positions requiring either business education certification or practical vocational business experience, the following rules will apply:
 - (1) Teachers must possess at least two years of direct work experience or teaching experience in the subject area in order to be considered "qualified" for a business education position.
 - (2) In determining which business education teacher is surplus from a given worksite, the above rule will apply in concert with the rule specified in Section 7 (b), above.

ARTICLE XXII – UNPAID LEAVE OF ABSENCE

A. Categories of Unpaid Leave

2. Medical Leave

A teacher may take an unpaid leave of absence due to either personal illness or due to the illness of a member of his/her immediate family. Prior to taking an unpaid medical leave, the teacher must have exhausted his/her sick day accrual and have completed his/her Family and Medical Leave Act (FMLA) leave if applicable. A teacher requesting medical leave must provide medical documentation of the illness in question.

Upon return from leave, the building principal or cost center head shall provide the employee with necessary forms for verification of the reasons for absence. Such completed forms shall be submitted to the building principal or cost center head within five work days following the employee's return from leave. In the case of unpaid medical leave, such documentation must include a note from the treating physician as to the need to miss work (in compliance with HIPAA regulations) and the duration of such need.

ARTICLE XXVIII – SALARIES

~~A. Salary Schedule~~

~~The salary of each teacher covered by this Agreement is set forth in Appendix A, which is attached hereto and made a part hereof.~~

~~B. The 2013-2014 school year salary Agreement is as follows:~~

- ~~1. For the 2013-14 school year, all salary schedules will receive a 3.25% (three and one quarter percent) across the board increase. This increase will be fully retroactive to July 1, 2013 for all teachers who received an overall TES evaluation of Highly Effective, Effective, or Needs Improvement/Developing for the 2012-13 school year. There will be no step increments granted for the 2013-14 school year.~~

~~The parties agree that should the funding level provided by the Teacher Salary Allocation line item of 2013 (\$6.3 million after reduction for charter schools) not be appropriated or converted to an increase in the base student allocation or other funding source, each employee's salary and the included salary schedule will be reduced by 3.25% (or a pro-rata reduction in the case of partial reduction in the Teacher Salary Allocation line item of 2013) as of the close of business on June 30th of the last school year such appropriation was made.~~

- ~~2. Teachers will have the opportunity to receive up to 3.25% (three and one quarter per cent) of the teacher's normal yearly salary per school year to support collaborative school improvement activities. The procedures governing the allocation and approval of these days are outlined in Article IX, Section C of this Agreement.~~

~~3. Salary and longevity schedules are included as part of this Agreement and appear in Appendix A, contained herein.~~

~~1. Step raises are negotiable yearly.~~

~~C. Longevity Schedules~~

~~The longevity schedules contained herein will appear on the salary schedules. Those payments will apply toward retirement credit with the Florida Retirement System.~~

~~D. Method of Payment~~

~~1. Number of Payments~~

~~Each teacher will be paid in 24 installments.~~

~~1. 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 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.~~

~~3. Exceptions~~

~~—When a pay date falls on a Federal holiday or weekend, teachers shall receive their paychecks on the last previous weekday.~~

~~4. Direct Deposit~~

~~—All teacher pay will be directly deposited into his or her checking or savings account.~~

~~5. Final Pay~~

~~Each 196-day teacher will receive three paychecks by June 15th. The remaining paychecks shall be disbursed to the teacher no later than June 30th.~~

~~Each 220-day teacher will receive two paychecks by June 15th and the remaining paychecks will be disbursed to the teacher by June 30th.~~

~~6. Withholding of Pay~~

~~Payment of salaries for work days completed shall not be withheld for punitive reasons. The principal or other authorized person may withhold the final check if the teacher has missed workdays represented in that check and subsequent to the preparation and delivery of the check to the principal. A corrected check shall be delivered to the teacher as provided in Section 7 below. Withholding of checks for failure to submit all required health examinations and tests, fingerprints or pre-employment drug testing or to provide the Office of Human Resources with the date of appointment for examination is not considered punitive.~~

~~7. Payroll Errors~~

~~Necessary corrections of payroll checks shall be made within five days of notification.~~

~~E. Supplements~~

~~1. All supplements will be paid in accordance with the Supplement Salary Schedule (Appendix A) of this Agreement.~~

~~2. Any new supplement must be approved by the Board prior to any payment.~~

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 grandfathered status.

2015-2016 Salary Computation:

The yearly performance-based salary supplement for the 2015-16 school year will be 2.5%. 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 school year. 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 school year will recapture an additional step for that year's lack of step progression. Those teachers receiving just one step will also receive a 1.25% one-time supplemental payment. Those receiving no steps will receive a 2.5% one-time supplemental payment. 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.

Supplements (All supplements are subject to yearly renegotiation)

Skill Based Supplements

- a.) 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.

1.) Highly Effective or Effective Performance

A teacher receiving an overall evaluation score falling within the Highly Effective or Effective range on his or her most recent TES evaluation at the time the settlement is implemented will receive the above noted salary increase. The percentage or amount granted for any given school year will be subject to yearly negotiation.

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, with retroactivity, upon reinstatement to his or her former position.

b.) Education Supplement

All grandfathered teachers will continue to earn advanced degree and course work supplements in concert with the Grandfathered Salary Schedule.

c.) Longevity

Grandfathered teachers will continue to receive longevity payments in accordance with those procedures outlined in Appendix A of the previous Agreement. Longevity payments will be automatically increased by that amount added to the Grandfathered Salary Schedule through negotiations.

Need-Based Salary Supplements

Need-based salary supplement(s) will be paid to a teacher if they meet the qualifications for said supplement. Need-based salary supplements do not become part of the teacher's base salary. Eligibility for need-based salary supplements is determined annually. The yearly negotiated performance-based supplement will not be automatically applied to the need-based supplements. They will be subject to yearly re-negotiation and will be paid at the end of the school year in one lump sum. Teachers must be working at that assignment as of May 1st in any given school year to qualify.

- a.) Any teacher assigned to a Title I school will be given a salary supplement equal to \$50 per year.
- b.) Any teacher assigned to an “F” school or a school rated “D” or “F” for three consecutive years or more will be given a salary supplement equal to \$50 per year.
- c.) Any teacher assigned to a critical shortage area agreed to by the parties in this Agreement will receive a supplement equal to \$50 per year.
- d.) Any teacher assigned to a school determined by the parties to have a critical need and the agreed to emergency action plan includes a negotiated supplement.

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.

Implementation:

1. Credit for salary purposes will be granted for:
 - a. Credit hours necessary to meet requirements of a planned program leading toward an advanced degree. Teachers completing an advanced degree will be paid retroactive to the date of conferral of that degree.
 - b. Additional courses which will increase the teacher’s professional effectiveness.
 - c. Credit for courses earned beyond a Bachelor’s or Master’s degree (i.e., BA+30 or MA+45) will be granted only for those courses taken after the actual date of conferral of the previous degree. Such lane advancement will be granted upon the teacher’s request and verification of completion of credits by college transcripts and/or in-service record. Lane advancement will be effective the first working day following the verification of credits. The salary adjustment will be retroactive to the posted end date of the final required courses within the current school year.

d. A Specialist's degree in a related field will be considered equivalent to a MA+45 for salary purposes subject to the following conditions: the teacher must have both a Specialist's degree and a minimum of 75 hours of total graduate level course work. It will be the employee's responsibility to notify the Board of any requested salary adjustment due to the implementation of this language. There will be no retroactive interpretation of this language for salary purposes.

2. Credit for teaching experience will be granted for military service during a national emergency providing that military service was an interruption of teaching duties. Teaching experience in military service will be considered in the same way as other teaching experience outside Sarasota County.

3. JROTC instructors will be paid based on the value of their Minimum Instructor Pay (MIP). Each instructor's annual monetary compensation will be equal to MIP times 12. Annual compensation will be reviewed and adjusted, as appropriate to achieve MIP, in January of each year, or in conjunction with timelines for active duty military pay raises, as authorized and appropriated by the Congress of the United States. These adjustments will keep pace with MIP. It is the instructor's responsibility to ensure that the District received notice of MIP changes that come from their parent Service.

4. The following job classifications or job titles will receive a supplement of 7.1% above the appropriate teacher's daily rate of pay due to a lengthened normal duty day. The duration of work year figures shown below represents the normal work year for each position (except those employees covered by a prior contractual obligation).

School Psychologist (11-month position) *

School Social Worker (11-month position) *

Program Specialist (11-month position) *

The above supplemented activities with the exception of the school psychologist and school social worker job classifications and those program specialists appointed to their positions prior to June 30, 1995, will be considered temporary in nature. Any position vacancies in an above listed supplemented activity must be posted countywide, in a manner consistent with other position vacancies (as specified in Article XIII). All qualified applicants will be interviewed for the position vacancies. The supplements for each of these positions will be for one year's duration and be renewable thereafter. The employee will be told of his/her status for the coming school year, no less than four weeks prior to the last work day of the prior school year. An employee (other than a school psychologist or school social worker) will accrue no property right to, or expectation of, continued employment in the supplemental activity. During the period in which the teacher

is serving in this supplemental activity, s/he will continue to be considered a member of the staff of his/her former work site assigned to temporary duty elsewhere for placement purposes.

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.

2015-2016 Salary 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 1/2% 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.
2. For teachers hired after ratification of this agreement, the initial salary for a 196-day teacher will be \$41,000. In addition, a teacher will receive 1/2% 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 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% 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 1/2% 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. 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:

<u>MA</u>	<u>\$5,000.00 (\$5,000 over BA)</u>
<u>Doctorate</u>	<u>\$10,000.00 (\$5,000 over MA)</u>

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 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 will be considered in-field for all academic areas (there will be no retroactivity in this particular instance).

2. Need-Based Salary Supplements

Need-based salary supplement(s) will be paid to a teacher if they meet the qualifications for said supplement. Need-based salary supplements do not become part of the teacher's base salary. Eligibility for need-based salary supplements is determined annually. The yearly negotiated performance-based supplement will not be automatically applied to the need-based supplements. They will be subject to yearly re-negotiation and will be paid at the end of the school year in one lump sum. Teachers must be working at that assignment as of May 1st in any given school year to qualify.

- a.) Any teacher assigned to a Title I school will be given a salary supplement equal to \$50 per year.
- b.) Any teacher assigned to an "F" school or a school rated "D" or "F" for three consecutive years or more will be given a salary supplement equal to \$50 per year.
- c.) Any teacher assigned to a critical shortage area agreed to by the parties in this Agreement will receive a supplement equal to \$50 per year.
- d.) Any teacher assigned to a school determined by the parties to have a critical need and the agreed to emergency action plan includes a negotiated supplement.

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.

Implementation:

1. Credit for teaching experience will be granted for military service during a national emergency providing that military service was an interruption of teaching duties. Teaching experience in military service will be considered in the same way as other teaching experience outside Sarasota County.

2. JROTC instructors will be paid based on the value of their Minimum Instructor Pay (MIP). Each instructor's annual monetary compensation will be equal to MIP times 12. Annual compensation will be reviewed and adjusted, as appropriate to achieve MIP, in January of each year, or in conjunction with timelines for active duty military pay raises, as authorized and appropriated by the Congress of the United States. These adjustments will keep pace with MIP. It is the instructor's responsibility to ensure that the District received notice of MIP changes that come from their parent Service.

3. The following job classifications or job titles will receive a supplement of 7.1% above the appropriate teacher's daily rate of pay due to a lengthened normal duty day. The duration of work year figures shown below represents the normal work year for each position (except those employees covered by a prior contractual obligation).

School Psychologist (11-month position) *

School Social Worker (11-month position) *

Program Specialist (11-month position) *

The above supplemented activities with the exception of the school psychologist and school social worker job classifications and those program specialists appointed to their positions prior to June 30, 1995, will be considered temporary in nature. Any position vacancies in an above listed supplemented activity must be posted countywide, in a manner consistent with other position vacancies (as specified in Article XIII). All qualified applicants will be interviewed for the position vacancies. The supplements for each of these positions will be for one year's duration and be renewable thereafter. The employee will be told of his/her status for the coming school year, no less than four weeks prior to the last work day of the prior school year. An employee (other than a school psychologist or school social worker) will accrue no property right to, or expectation of, continued employment in the supplemental activity. During the period in which the teacher is serving in this supplemental activity, s/he will continue to be considered a member of the staff of his/her former work site assigned to temporary duty elsewhere for placement purposes.

(Instructional Salary Schedule + 7.1 %) – 220 Day Schedule. For those employees hired or transferred into a school psychologist, social worker, or program specialist position after June 30, 2011, the normal work year will be 196 days.

Volunteers may be sought at the discretion of management for school psychologists, social workers or program specialists to alter their term of contract from 11-month to 10-month. Such moves will be irrevocable.

4. For payroll purposes, teachers moving to the Performance Salary Schedule who were formerly paid on the Grandfathered Salary Schedule will have their grandfathered normal salary converted in the following manner; longevity pay, if applicable, will be frozen at the current dollar amount at date of conversion and grandfathered instructional salaries that include the value of any applicable advanced degree or course work will be separated into two components on the Performance Salary Schedules as follows:

<u>BA+30</u>	<u>\$2,500</u>
<u>MA</u>	<u>\$5,000</u>
<u>MA+45</u>	<u>\$7,500</u>
<u>Doc</u>	<u>\$10,000</u>

The use of this chart for payroll purposes in no way diminishes or increases the amount paid to such a teacher. The value of the advanced degree on the Grandfathered Salary Schedule over and above that value shown on the above chart will be reflected in the salary section of an employee's pay.

5. Teachers completing an advanced degree will be paid retroactive to the date of conferral of that degree but will be prorated for the remainder of the school year.

C. Longevity Schedules

The longevity schedules contained herein will appear on the salary schedules. Those payments will apply toward retirement credit with the Florida Retirement System.

C. Method of Payment

5. Final Pay

Each 196 day teacher will receive three paychecks by June 15th. The remaining paychecks shall be disbursed to the teacher no later than June 30th.

Each 220 day teacher will receive two paychecks by June 15th and the remaining paychecks will be disbursed to the teacher by June 30th.

When a teacher separates employment from the Board, they will be paid on the next pay period for all contracted duty days worked through the effective date of separation.

ARTICLE XXXII – KIDS UNDER THE WEATHER

- ~~A. The School Board shall provide the services of the “Kids Under The Weather” program currently in existence at Sarasota Memorial Hospital and the “Sniffles and Such” program currently in existence at Venice Hospital or another program mutually agreeable to the parties.~~
- ~~B. This service to teachers is only in effect during workdays of the teacher. Weekends, holidays, winter recess, absences, or summer vacation periods are not covered unless the teacher is in a work status during these periods.~~
- ~~C. The Board shall only provide this service for the period from one hour before to one hour after the teacher’s duty day. The teacher must bear the costs associated with picking up his/her child later than five o’clock PM.~~
- ~~D. Teachers shall only utilize this service on days in which they report to duty.~~
- ~~E. Failure to comply with Sections C or D twice during a semester (1/2 year) will result in loss of this benefit for the following semester (1/2 year).~~

APPENDIX J – MEMORANDA OF UNDERSTANDING

The following is the proposed Memorandum covering the bonus payments to Advanced Placement classroom teachers.

November 7, 2000

Memorandum of Understanding

With regard to the incentives provided by Statute for those teachers teaching advanced placement (AP) courses, the undersigned parties hereby agree to the following terms:

- ~~1. Teachers teaching AP classes on the day of the prior year’s testing will be eligible to receive those incentives specified below.~~
- ~~2. Each AP teacher will receive a cash bonus of \$50.00 for each student in his or her class who receives a score of “3” or higher on the AP exam in the subject area taught by the AP teacher. The total bonus for each AP teacher will not exceed \$2,000 per year.~~
- ~~3. Teachers will receive the applicable bonus in November of the following school year and must still be employed by the School Board of Sarasota County based on the AP test results of the prior school year’s test results.~~

- ~~4. Should at some point in the future Sarasota County have a “D” or “F” rated high school, this Memorandum will be modified to increase the bonus payments in compliance with those specific mandates.~~
- ~~5. This Memorandum will remain in full force and effect until such time as one of the following conditions occurs: it is mutually altered by the parties, the State fails to specifically fund this incentive, or if the specific funding becomes unencumbered.~~