

**PLEASE POST IMMEDIATELY**  
**RATIFICATION INFORMATION**

**SCHOOL DISTRICT OF  
CLAY COUNTY**



**2022-2024  
MASTER CONTRACT  
WITH  
CLAY COUNTY EDUCATION  
ASSOCIATION**

**2022 - 2023 Amendment**

# 2022-2023 RATIFICATION INFORMATION

## 2022 - 2023 Amendment

### 2022 - 2024 CCEA MASTER CONTRACT

Please review the language posted at your work site.  
Both CCEA and District teams recommend ratification of these amendments.

ARTICLE	TITLE	LANGUAGE CHANGES
XXVIII	COMPENSATION	<p>The Board proposed a Compensation Package to increase the minimum base salary to \$48,250, in line with the Teacher Salary Increase Allocation legislation. The District will create a new placement salary schedule for Instructional teachers, based on Bachelor degrees. The new placement Salary Schedule will decompress the effects of the prior two (2) years of TSIA implementation. New Instructional Hires will be placed on the Salary Schedule at this new minimum base.</p> <p>The Board proposed Performance Pay for all annual contract instructional employees who scored highly effective on their 2021-2022 Clay County Evaluation in the amount of \$1,250.00. The Board proposed Performance Pay for all annual contract instructional employees who scored effective on their 2021-2022 Clay County Evaluation in the amount of \$937.50. Professional Service Contract employees will receive Performance Pay in the amount of \$1,000.00.</p> <p>The Board proposed an Instructional Knowledge Mentor Supplement to veteran non-probationary teachers for their expertise, instructional knowledge and mentoring of teachers with less experience. This will be a graduated supplement based upon a teacher's verified years of instruction, training and expertise. The supplement will count toward FRS. When a teacher reaches the next instructional knowledge level, they will receive the difference to equate to the total for their years of instructional knowledge.</p> <ul style="list-style-type: none"><li>• 11 - 12 years of Instructional Knowledge: \$100.00</li><li>• 13 - 17 years of Instructional Knowledge: \$550.00</li><li>• 18 - 25 years of Instructional Knowledge: \$750.00</li><li>• 26 + years of Instructional Knowledge: \$900.00</li></ul> <p>Instructional employees who have a completed 2021-2022 Clay County Final Evaluation, and upon approval of ARP funding by the State of Florida, will receive a one-time bonus of \$1,150.00.</p>
APPENDIX IV A	ENTRY SALARY SCHEDULE	Language added to show new Salary Schedules Levels, Experience and Salary
APPENDIX IV C	SALARIES - PAY DIFFERENTIALS	Language added to increase the payment for class coverage during the planning period from \$10.00 to \$20.00.
	SIGNATURE PAGE	Signed at the conclusion of bargaining on 09/19/2022



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9/19/22

**The Clay County School Board has approved the following proposal for presentation to the CCEA bargaining team. The School Board bargaining team has worked diligently to understand and abide by F.S.1012.22 for performance pay and F.S. 1022.22 concerning Teacher Salary Increase Allocation (TSIA) funding.**

The District's TSIA allocation for this year's use is approximately \$2.7 million. Florida Statute 1012.22 dictates the use of these funds for teacher increased compensation only. The minimum base salary must be increased by 75% of the salary increase of the largest adjustment given to a PSC teacher. Performance Pay for highly effective annual contract teachers must be at least 25% greater than the highest annual salary adjustment of a PSC teacher. Effective annual contract teachers may receive no less than 50% or no more than 75% of a highly effective teacher.

- The District will provide Performance Pay to all annual contract instructional employees who scored highly effective on their 2021-2022 Clay County Evaluation in the amount of \$1,250.00. Annual contract instructional employees who scored effective on their 2021-2022 Clay County Evaluation will receive Performance Pay of \$937.50. Professional Service Contract teachers will receive Performance Pay of \$1,000.00. The minimum base salary will increase from \$47,500 to \$48,250, which is an increase of \$750.00. New 2022-2023 Instructional hires will be placed at the new minimum base salary of \$48,250.00, pending verified experience. Performance Pay meets Florida Statute 1012.22 requirements.

**The estimated cost of performance pay and increase of minimum base salary, plus benefits and calendar adjustment is approximately \$3,921,539.00**

- Provide an Instructional Knowledge Mentor Supplement to veteran non-probationary teachers for their expertise, instructional knowledge and mentoring of teachers with less experience. Mentors are critical supporters in guiding new and developing teachers to enhance their planning, instruction, and content knowledge. Mentors help orient new and developing teachers to the school community and to teaching in general. Mentors also serve as collegial and emotional support for this challenging phase of a teacher's career. This will be a graduated supplement based upon a teacher's verified years of instruction, training and expertise. This supplement will count toward FRS. When a teacher reaches the next instructional knowledge level, they will receive the difference to equate to the total for their years of instructional knowledge.
  - 11 - 12 years of Instructional Knowledge: \$100.00
  - 13 - 17 years of Instructional Knowledge: \$550.00
  - 18 - 25 years of Instructional Knowledge: \$750.00
  - 26 + years of Instructional Knowledge: \$900.00

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- The District will create a new placement salary schedule for Instructional teachers, based on Bachelor degrees. The new placement salary schedule will decompress the effects of the prior two years of TSIA implementation. The current placement salary schedule is compressed 0-17 years for a starting salary of \$47,500. The new minimum base salary will be \$48,250.00. All instructional employees hired for the 2022-2023 school year will be placed on the new placement salary schedule based on their current number of years of verified instructional service.

**The current estimated salary cost to move 2022-2023 instructional hires to the new placement salary schedule , above the \$48,250 starting salary, is \$20,340.00.**

**Total cost of the District’s compensation proposal, including performance pay, new placement salary schedule and the Instructional Knowledge Mentor Supplement is approximately: \$5,136,419.00**

**\*This proposal is approximately \$63,865.00 more than the previously Board approved proposal of \$5,072,554.00**

- Instructional employees who have a completed 2021-2022 Clay County final evaluation and upon approval of ARP funding by the State of Florida will receive a one-time bonus of: \$1,150.00


**Approximate cost of the one time bonus is \$3,103,603.00**

**Total compensation package: \$8,240,022.00**

**Salary increases for the 2022-2023 school year will be for those Instructional Personnel who are employed by Clay County District Schools upon the date of contract ratification by both parties and pending the District receiving approval by the Florida Department of Education for Teacher Salary Increase Allocation proposal. Salary increases will be paid upon the state releasing TSIA funding to the District, which is after FLDOE approves the District TSIA plan.**

**Bonus will be paid to those instructional personnel who are employed by the Clay County School Board at the time of contract ratification, by both the School Board and CCEA and approval of ARP Funds by the State of Florida.**

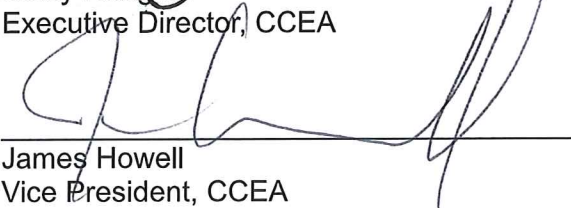
TA'd Compensation Proposal

  
 \_\_\_\_\_  
 Brenda G. Troutman  
 Assistant Superintendent, Human Resources

  
 \_\_\_\_\_  
 Leonard Dietzen  
 Chief Negotiator, Clay County School Board

Date: 9/19/22

  
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 Betsy Reagon  
 Executive Director, CCEA

  
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 James Howell  
 Vice President, CCEA

# Article XXVIII: Compensation

## A. Experience

1. Up to 30 years of approved, verified state-certified teaching experience may be accepted for new hires. A Clay teacher returning from a Board approved leave of absence shall be placed on the salary schedule based on the approved experience credited to him/her at the beginning of his/her extended leave of absence. Documentation from each previous employer must show that the employee is eligible for rehire. (Note: Prior to July 1, 2001, the maximum years of teaching experience accepted for new hires was 18 years.) Such experience must be full-time experience and gained in schools in the U.S., U.S. territory or under Department of Defense/State jurisdiction that are accredited by an approved accrediting agency at the time of employment, and, effective July 1, 2007, an International Baccalaureate School that has been accredited by the International Baccalaureate Organization (I.B.O.) Effective July 1, 2009, full-time satisfactory teaching experience in a foreign country may be accepted if the school is accredited by any of the six (6) regional accrediting agencies. The teacher must submit the approved Human Resources experience verification form completed in English, or the teacher will pay for a translation by a recognized translation service provider. This experience may include experience in PreK-12 public schools; experience in private or parochial PreK-12 schools with salary adjusted for verified experience beyond four (4) years effective 7-01-97. In addition, up to 18 years may include full-time teaching or counseling experience in colleges or universities, recognized as accredited by the state department of education at the time of employment. Salary will be adjusted for this verified college or university experience beyond four (4) years effective 7-01-99. Excluded is adjunct teaching, teaching or counseling performed while attending the college or university as a student, effective 7-01-98. Beginning with the ratification of the 1992-93 contract, full-time experience as a pre-kindergarten or kindergarten teacher in a school where the primary focus is pre-kindergarten or kindergarten may only be approved when such school is under the jurisdiction of and funded by the state department of education.
2. Effective July 1, 2007, appropriate teaching experience gained in a Florida public school system in the same school year as experience gained as a teacher/administrator in the Clay County School District may be combined in order to be evaluated to earn a year's experience.
3. Full-time experience on the salary schedule may also be approved in accordance with Board policy for occupational experience as appropriate for occupational therapists, physical therapists, speech clinicians, social workers, media specialists, behavior management teachers, counselors, and for vocational trades instructors and for up to four (4) years of approved active military service. Such occupational experience approved for degreed vocational instructors, behavior management teachers, and counselors shall be limited to four (4) years and, for counselors, must have been while contracted under a 310 agreement in a U.S. public school.
4. Effective July 1, 2001, verified administrative experience in a public, private or parochial K-12 school system may be included in the up-to-30 years of approved experience for new hires. Such experience must be full-time and gained in schools in the U.S., U.S. territory or under Department of Defense/State jurisdiction that are accredited by an approved accrediting agency at the time of employment. Experience earned as a Clay County administrator may be credited to the teacher for placement on the salary schedule.
5. Effective July 1, 2009, classroom experience that requires student contact as a Clay County support employee may be credited to the teacher for placement on the salary schedule.

6. Also see Article XXIII (Employment Conditions for Eleven and Twelve Month Instructional Employees) regarding experience for School Psychologists.
  7. Any employee hired after the effective date of this Agreement, who has retired under the Florida Retirement System (FRS), will not be given credit on the salary schedule for any employment before the date of the employee's retirement under the FRS, or the date of DROP exit, whichever is later. Effective July 1, 2011, all other employees who were hired after retiring under the FRS will no longer be given credit on the salary schedule for any employment before the date of the employee's retirement under the FRS, or the date of DROP exit, whichever is later; these employees will be placed on the salary schedule in accordance with experience earned after the date of retirement under the FRS or DROP exit, whichever is later.
- B. New hires and teachers returning from an approved year leave of absence without pay shall be paid in accordance with the schedule set forth in Appendix IV on the basis of approved teaching experience.
- C. Under no circumstance shall any teacher be assigned a salary which is at a higher level than that which is equivalent to his/her approved experience unless eligibility criteria is met by the teacher under performance pay guidelines as specified in the collective bargaining agreement.
- D. The method of advancement to succeeding levels after the 2001-2002 school year shall be determined through negotiations. There shall be no presumption of status quo with respect to the method of advancement.
- E.
1. For the purpose of awarding experience on the salary schedule, a year of service shall be full time paid and contracted actual service of more than one-half of the 196 or more contracted days in the year service was rendered. For the purpose of providing benefits in this Agreement, full time shall mean a person contracted for a six-tenths (.6) or greater allocated position or for (.6) or more of each consecutive day during the contract period unless otherwise indicated.
  2. If an Annual Contract Teacher receives a letter of notification of non-reappointment by May 1<sup>st</sup> and is subsequently hired the following school year; said Annual Contract Teacher shall not be considered to have had a break in service.
- F. Receipt of Negotiated Salary Steps and/or other Salary Increase Tied to Teacher Performance:
1. Salary adjustments are defined statutorily and mean an addition to the base salary schedule that is not a bonus and becomes part of the employee's permanent base salary. See Paragraph M. for Performance Pay Plan.
- G. ROTC instructors shall be placed in accordance with the special provision as indicated in Appendix IV.
- H. Employees assigned to paid supplement positions shall be paid in accordance with said Appendix and all other provisions of this Agreement.
- I. Teachers shall be paid in 24 equal payments per year.
- J. Terminal Sick Leave:
1. At the employee's option and upon written request by the employee at the time of separation, the Board shall provide terminal pay to any teacher upon the teacher's non-disciplinary separation from school district employment or enrollment in DROP, or to the teacher's beneficiary if service is terminated by death. Such terminal pay shall not exceed one hundred twenty (120) days, and shall be established as outlined below.
  2. Employees hired after November 19, 2002 shall be eligible for terminal pay as defined under this policy upon completion of three consecutive years of service in Clay County. For

employees hired prior to November 19, 2002, Clay County service requirements shown in paragraph J. 3(a) through J. 3 (e) need not be consecutive.

3. For the purposes of determining eligibility for terminal pay, a year of service shall be defined as: paid service rendered in a .6 or greater allocation for a minimum of one day more than half the normal working contract in the fiscal year, provided that eligibility during the first three Clay years shall be based on the anniversary of the initial date of hire. Terminal pay shall be based on the years of service in Clay County. The employee must have been:
  - a. Employed as a teacher for at least three (3) years in Clay County, in which case the terminal pay shall be at the rate of 35% times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days, or
  - b. Employed as a teacher for more than three (3) years but not more than six (6) years in Clay County, in which case the terminal pay shall be at the rate of 40% time the number of days accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days, or
  - c. Employed as a teacher for more than six (6) years but not more than nine (9) years in Clay County, in which case the terminal pay shall be at the rate of 45% times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days, or
  - d. Employed as a teacher for more than nine (9) years but not more than twelve (12) years in Clay County, in which case the terminal pay shall be at the rate of 50% times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days, or
  - e. Employed as a teacher during and after the thirteenth (13th) year in Clay County in which case the terminal pay shall be at the rate of 100% times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days.
4. Effective March 17, 2000, an employee who terminates employment through regular FRS retirement shall deposit 100% of his/her terminal sick and annual leave payments into the Board-approved Qualified Retirement Plan, up to the limits established by the Internal Revenue Service.
5. All employees participating in the Plan since its implementation in Clay County, who are under fifty-five (55) years of age at the time of termination of employment and choose, at the time of termination, to take a cash distribution in the amount of 100% of their respective balance from the Board-approved 401(a) Qualified Retirement Plan and are assessed a withdrawal penalty, shall be reimbursed a percentage of the withdrawal by the Board. This reimbursement is an amount equal to the difference between the current withdrawal penalty and the current Social Security and Medicare combined tax contribution rate. If the withdrawal penalty and/or Social Security and Medicare tax rates change, the amount of reimbursement from the Board shall change accordingly.
6. Effective March 17, 2000, an employee who is already enrolled in DROP, or, who elects thereafter to participate in DROP, shall deposit his/her accumulated terminal sick leave pay, for which he/she is eligible, into the Board-approved 401(a) Qualified Retirement Plan, subject to annual contribution limits and according to the following:

<b>Payment</b>	<b>Maximum Percentage of Accumulated Terminal Sick Leave Days</b>
Year 1	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 2	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 3	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 4	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 5	100% of balance of the individual's terminal sick leave, not to exceed a total of 120 days

- a. The initial payment shall be made on the last payday in April following the employee's DROP effective date, or the last payday in April, 2000, for those already enrolled in DROP as of March 17, 2000. Subsequent payments shall be made on the last payday in April of each year following the employee's DROP effective date anniversary.
- b. The rate of pay used to calculate the amount to be placed in the 401(a) Plan shall be the employee's daily rate of pay on each payment date.
- c. If an employee elects to participate in DROP for fewer than the sixty-month maximum, or, has fewer than the sixty-month maximum remaining in DROP as of March 17, 2000, the percentage of terminal sick leave to be deposited each year will change so that, at the end of his/her DROP participation, a total of 100% of the maximum allowed contribution of terminal sick leave pay will have been made to the 401(a) Plan.
- d. DROP participants may access these terminal sick leave funds prior to termination of employment only through loan procedures outlined in the Plan.

- K. Employees who, by virtue of enrollment in DROP, have deposited terminal leave payment(s) into the Board-approved 401(a) Qualified Retirement Plan, shall continue to deposit such payments as stipulated in paragraph C.5. of this policy, notwithstanding the limitations of paragraph C. This clarification is intended to facilitate the continuation of terminal leave payments to which the Board had committed prior to the November 19, 2002 approval of amendments to this policy.
- L. The Superintendent is authorized to offer an alternate salary schedule when he/she deems it necessary only for the purpose of recruiting for less than full time positions in Speech Pathology, Emotional/Behavior Disorders, Occupational Therapy, or Physical Therapy and only to a teacher whose position will be in such critical shortage area. Such alternate schedule will be 1.15 times the hourly equivalent of the appropriate bachelors salary schedule step plus degree differential, if applicable. Teachers contracted under such schedule shall be exempt from the provisions of Article VII, sections A and B (preparation time) and Article VI, sections A and B1 (duty free lunch).
- M. Performance Pay Plan-Instructional Personnel Salary Schedule/Calculations for Performance Pay

Under F.S. 1012.22

1. Performance Pay Schedule includes employees holding Annual Contract status, including those who elected to move from the Grandfathered Schedule to the Performance Schedule, thereby relinquishing their PSC or CC contracts.
2. Grandfather Schedule (GF) includes those employees who currently hold a Professional Services Contract or Continuing Contract.
3. A process will be developed to allow teachers on GF Salary Schedule the opportunity for a one time schedule change by September 30th of each year to opt into the Performance Pay



Schedule pursuant to F.S. 1012.22(1) (c) 4. Grandfathered teachers who opt into the Performance Pay Schedule forfeit their PSC or CC contracts to come into this schedule.

4. The 2017-2018 Salary Adjustments for Performance Pay will be determined by the following formula:

Per F.S. 1012.22, "The annual salary adjustment under the performance salary schedule for an employee rated as highly effective must be at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district. The annual salary adjustment under the performance salary schedule for an employee rated as effective must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification."

Once placement is determined, salary adjustments will occur based on performance appraisals. Only teachers receiving a rating of Highly Effective or Effective will be eligible for a salary adjustment.

Salary adjustments for performance will be determined by the following formula:

<b>Instructional Personnel, Continuing Contract, PSC Teachers</b>	<b>Instructional Personnel on Annual Contract</b> <i>(all personnel on annual contract as of July 1, 2014)</i>
Highly Effective = 1.0	Highly Effective = 1.25
Effective = 1.0	Effective = 1.0
Needs Improvement or Unsatisfactory = .0	Needs Improvement or Unsatisfactory = .0

The total number of teachers with a final evaluation rating of Highly Effective or effective will be multiplied by the appropriate weight for a weighted total of teachers. The weighted total number is divided into the annually negotiated sum of the monies available for performance pay to determine the salary adjustment. The adjustment will be a permanent addition to the employee's base salary.

The amount of salary increases will be based on the negotiated funds available each year.

Formula:

Negotiated dollars = (# of PSC/CC) (1.33X) + (#of PPE) (X) + (# of PPHE) (1.34X)

PPE = Performance Pay Effective

PPHE = Performance Pay Highly Effective

1. Teachers who are on Probationary Contract will receive no base performance salary increase.
2. All teachers are encouraged to review F.S. 1012.22 as it is related to the new performance pay required by the Student Success Act enacted July 1, 2011. If there are any changes to any statutes regarding Performance Pay, the parties shall reconvene immediately to negotiate such changes.
3. Any release-time officer of CCEA shall receive an evaluation score not lower than the highest performing instructional employee.
4. History of negotiated adjustments
  - 2013-2014: \$446\* (This was the year we converted to a new salary schedule. Teachers were moved over and up a level, resulting in a pay increase prior to the additional \$446.)
  - 2014-2015: \$0

- 2015-2016: \$500 to all instructional employees
- 2016-2017: The parties agree to the total amount of the negotiated dollars which includes the employee's contribution of 16.47% for benefits.

TOTAL: 2,064,575.90 to be applied to the agreed upon formula.

- 2017-2018: The parties agree to a salary increase of \$1,000 for PSC/CC teachers in accordance with the established pay for performance formula.
- 2018-2019: The parties agree to a salary increase of \$1,000 for PSC/CC teachers in accordance with the established pay for performance formula.
- 2019-2020: The parties agree to a salary increase of \$2,000 for PSC/CC teachers in accordance with the established pay for performance formula.
- 2020-2021: The parties agree to a new minimum base salary of \$44,867. The Entry Salary Schedule is updated in Appendix IV A. All Instructional Personnel shall receive a minimum \$1,200 salary increase.
- 2021-2022: The parties agree to a new minimum base salary of \$47,500. The parties also agree to a one-time bonus for all instructional personnel with a 2020-2021 final evaluation and employed at the time of ratification, guaranteeing a total compensation package of \$3,000. Those employees who are receiving an increase to their minimum base salary to \$47,500 will have the amount of their salary increase deducted from the \$3,000 bonus.
- 2022-2023: The parties agree to increase the minimum base salary to \$48,250.

The parties agree to a salary increase of \$1,000 for PSC/CC teachers in accordance with the established pay for performance formula.

The parties agree to create an Instructional Knowledge Mentor Supplement for veteran non-probationary teachers for their expertise, instructional knowledge and mentoring of new and developing teachers.

- 11 - 12 years of Instructional Knowledge: \$100.00
- 13 - 17 years of Instructional Knowledge: \$550.00
- 18 - 25 years of Instructional Knowledge: \$750.00
- 26 + years of Instructional Knowledge: \$900.00

*2022 - 2023 Amendment*

TABS  
9/19/22 A 9-19-22

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# Appendix IV A: Entry Salary Schedules 2021–2022 2022–2023

**BOARD PROPOSAL  
SEPTEMBER 19, 2022**

<b><u>Instructional</u> - Regular Bachelor's Schedule (196 days)</b>		
Entry Experience	Level	Salary Schedule
<u>0</u>	<u>1</u>	<u>\$48,250</u>
<u>1</u>	<u>2</u>	<u>\$48,300</u>
<u>2</u>	<u>3</u>	<u>\$48,350</u>
<u>3</u>	<u>4</u>	<u>\$48,400</u>
<u>4</u>	<u>5</u>	<u>\$48,450</u>
<u>5</u>	<u>6</u>	<u>\$48,500</u>
<u>6</u>	<u>7</u>	<u>\$48,550</u>
<u>7</u>	<u>8</u>	<u>\$48,600</u>
<u>8</u>	<u>9</u>	<u>\$48,650</u>
<u>9</u>	<u>10</u>	<u>\$48,700</u>
<u>10</u>	<u>11</u>	<u>\$48,750</u>
<u>11</u>	<u>12</u>	<u>\$48,800</u>
<u>12</u>	<u>13</u>	<u>\$48,850</u>
<u>13</u>	<u>14</u>	<u>\$48,900</u>
<u>14</u>	<u>15</u>	<u>\$48,950</u>
<u>15</u>	<u>16</u>	<u>\$49,000</u>
<u>16</u>	<u>17</u>	<u>\$49,050</u>
<del>0</del> -17	<u>18</u>	<u>\$49,100</u> 47,500
18	<del>2</del> <u>19</u>	<u>\$49,500</u> 47,823
19	<del>3</del> <u>20</u>	<u>\$50,000</u> 48,840
20	<del>4</del> <u>21</u>	<u>\$50,500</u> 49,000
21	<del>5</del> <u>22</u>	<u>\$51,000</u> 50,000

22	6 <u>23</u>	\$ <u>51,500</u> 51,000
23	7 <u>24</u>	\$ <u>52,000</u> 52,000
24	8 <u>25</u>	\$ <u>52,500</u> 53,000
25+	9 <u>26</u>	\$ <u>53,000</u> 54,000
26	10 <u>27</u>	\$ <u>53,500</u> 55,000
27	11 <u>28</u>	\$ <u>54,000</u> 56,000
28+	12 <u>29</u>	\$ <u>54,500</u> 57,000
<u>29+</u>	<u>30</u>	<u>\$55,000</u>

### Instructional Knowledge Mentor (IKM) Supplement

Mentors are critical supporters in guiding new and developing teachers to enhance their planning, instruction, and content knowledge. Mentors help orient new and developing teachers to the school community and serve as collegial and emotional support.

The following IKM Supplement will be provided to veteran non-probationary teachers for expertise, instructional knowledge and mentoring of new and developing teachers.

<u>11 - 12 years of Instructional Knowledge</u>	<u>\$100</u>
<u>13 - 17 years of Instructional Knowledge</u>	<u>\$550</u>
<u>18 - 25 years of Instructional Knowledge</u>	<u>\$750</u>
<u>26 + years of Instructional Knowledge</u>	<u>\$900</u>

BOARD PROPOSAL  
SEPTEMBER 19, 2022

**ENTRY SALARY SCHEDULE  
SCHOOL PSYCHOLOGISTS  
2021-2022 2022-2023**

Bachelor's Level (196 days)		
Entry Experience	Level	Salary Schedule
<u>0</u>	<u>1</u>	<u>\$48,250</u>
<u>1</u>	<u>2</u>	<u>\$48,300</u>
<u>2</u>	<u>3</u>	<u>\$48,350</u>
<u>3</u>	<u>4</u>	<u>\$48,400</u>
<u>4</u>	<u>5</u>	<u>\$48,450</u>
<u>5</u>	<u>6</u>	<u>\$48,500</u>
<u>6</u>	<u>7</u>	<u>\$48,550</u>
<u>7</u>	<u>8</u>	<u>\$48,700</u>
<del>0-8</del>	<del>4</del> <u>9</u>	<del>\$48,850</del> <u>\$47,500</u>
9	<del>2</del> <u>10</u>	<del>\$49,000</del> <u>\$48,000</u>
10	<del>3</del> <u>11</u>	<del>\$49,150</del> <u>\$49,000</u>
11	<del>4</del> <u>12</u>	<del>\$50,150</del> <u>\$50,000</u>
12	<del>5</del> <u>13</u>	<del>\$51,150</del> <u>\$51,000</u>
13	<del>6-14</del>	<del>\$52,150</del> <u>\$52,000</u>
14	<del>7</del> <u>15</u>	<del>\$53,150</del> <u>\$53,000</u>
15	<del>8-16</del>	<del>\$54,150</del> <u>\$54,000</u>
16	<del>9-17</del>	<del>\$55,150</del> <u>\$55,000</u>
17+	<del>40</del> <u>18</u>	<del>\$56,150</del> <u>\$56,000</u>

2022 - 2023 Amendment

**ENTRY SALARY SCHEDULE**  
**OCCUPATIONAL AND PHYSICAL THERAPISTS**  
**~~2021-2022~~ 2022-2023**  
**(Bachelor's Level - 196 days)**

Entry Experience	Level	Salary Schedule
0	1	\$47,500
1	2	\$48,000
-	3	\$50,000
-	4	\$52,000
<u>0</u>	5 <u>1</u>	<u>\$50,000</u> 54,000
<u>1</u>	6 <u>2</u>	<u>\$55,000</u> 56,000
-	7	\$58,000
2	8 <u>3</u>	\$60,000
-	9	\$62,000
3	10 <u>4</u>	\$64,000
-	11	\$66,000
4	12 <u>5</u>	\$68,000
<u>5</u>	13 <u>6</u>	\$70,000
5-6	14 <u>7</u>	\$72,000
7- <del>8</del> 9	15 <u>8</u>	\$74,000
10 <u>9-10</u>	16 <u>9</u>	\$76,000
-	17	\$78,000

OT/PTs hired after ratification in the 2013-2014 school year will be placed on the "new step"/salary schedule based upon the verified experience. OT/PTs with 10+ years of experience shall enter the salary schedule at level 9 16.

In addition to experience granted as a full-time occupational or physical therapist, experience may also be granted for full time experience as a certified occupational therapist assistant or a licensed physical therapist assistant. Two years of verified work as an assistant shall be equivalent to one year on the OT/PT salary schedule. Increments of less than one year shall not be applied to the schedule.

*2022 - 2023 Amendment*



**ENTRY SALARY SCHEDULE  
ATHLETIC DIRECTORS  
2021-2022 2022-2023**

- A. 216 day contracts will be issued in accordance with laws governing teacher contracts. The salary shall be as provided below.
- B. The athletic director may be paid up to three (3) athletic supplements (at 196 day rate) as provided in Appendix V.
- C. Salary Schedule - Bachelor's Degree (Higher Degree Differential - See Appendix IVC)

Entry Experience	Level	Salary Schedule
<u>0</u>	<u>1</u>	<u>\$53,500</u>
<u>1</u>	<u>2</u>	<u>\$53,600</u>
<u>2</u>	<u>3</u>	<u>\$53,700</u>
<u>3</u>	<u>4</u>	<u>\$53,800</u>
<u>4</u>	<u>5</u>	<u>\$53,900</u>
<u>5</u>	<u>6</u>	<u>\$54,000</u>
<u>6</u>	<u>7</u>	<u>\$54,100</u>
<u>7</u>	<u>8</u>	<u>\$54,200</u>
<u>8</u>	<u>9</u>	<u>\$54,300</u>
<u>9</u>	<u>10</u>	<u>\$54,400</u>
<u>10</u>	<u>11</u>	<u>\$54,500</u>
<u>11</u>	<u>12</u>	<u>\$54,700</u>
<u>12</u>	<u>13</u>	<u>\$54,900</u>
<u>13</u>	<u>14</u>	<u>\$55,100</u>
<del>0-14</del>	<u>15</u>	<del>\$55,300</del> <u>\$53,000</u>
15	<del>2</del> <u>16</u>	<del>\$55,500</del> <u>\$54,000</u>
16	<del>3</del> <u>17</u>	<del>\$56,000</del> <u>\$55,000</u>
17	<del>4</del> <u>18</u>	<del>\$56,500</del> <u>\$56,000</u>
18	<del>5</del> <u>19</u>	\$57,000
19	<del>6</del> <u>20</u>	<del>\$57,500</del> <u>\$58,000</u>

20	7 <u>21</u>	\$ <u>58,000</u> 59,000
21	<del>8</del> <u>22</u>	\$ <u>59,000</u> 60,000
22	9 <u>23</u>	\$ <u>60,000</u> 61,000
23	<del>10</del> <u>24</u>	\$ <u>61,000</u> 62,000
24	<del>11</del> <u>25</u>	\$ <u>62,000</u> 63,000
25+	<del>12</del> <u>26</u>	\$ <u>63,000</u> 64,000

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TA 9/19/22 TA 9-11-22 BW 9/19/22

## Appendix IV C: Salaries - Pay Differentials

BOARD PROPOSAL  
SEPTEMBER 19, 2022

### A. Summer School Compensation

Classroom teachers working during the summer break shall be paid at the same rate of pay as during the school year preceding the summer term and will remain in effect until the completion of summer school.

### B. Other Compensation

1. In the case of in-service workshops, curriculum development, or other projects approved as part of a grant, entitlement, or intergovernmental agreement, teachers may be paid in accordance with the amount allocated for the project, grant, or agreement.
2. Effective July 1, 2005, the district will pay a one-time lump sum payment of \$400.00 (four hundred dollars) to teachers who have completed the required mandatory in-service training for the reading endorsement and this area has been added to the teacher's present certificate. Verification and payment will be based upon receipt from the Human Resources Office.
3. Effective July 1, 2007, the district will pay a one-time lump sum payment of \$400 (four hundred dollars) to teachers who have completed ESOL endorsement/certification (equivalent to 300 hours of ESOL Inservice) and this area has been added to the teacher's present certificate. Verification and payment will be based upon receipt from the Human Resources Office.

### C. In-service Workshops

1. When approved by the Superintendent or his/her designee, instructional personnel attending workshops after the normal school day will be paid a stipend of \$12.00 per hour, except as otherwise provided in this contract.
2. Professional Development Advisory Council members who are required to meet beyond the normal school day or beyond the scheduled day, shall receive a supplement equal to that paid for in-service workshops

### D. New Teachers

All new teachers whose employment begins at the start of the school year, including those who will be enrolled in the new teacher orientation program shall be paid at the rate of \$10.00 per hour for their participation in the workshops held prior to the first day for teachers.

### E. Other Programs (Other than 310 Agreements)

Teachers employed in other programs beyond the scheduled day or during the summer shall be paid as follows:

1. Regularly contracted teachers in Clay County - hourly rate based on their 196-day contract salary.
2. Teachers not under regular contract in Clay County - hourly rate based on the beginning (0 years) salary on the adopted teacher salary schedule.
3. Regularly contracted teachers in Clay County may be assigned on a volunteer basis the responsibility of utilizing their scheduled unassigned preparation period as defined in Article VII, sections A and B for the purpose of covering classes of teachers who are absent. Such teachers shall be paid an additional salary of \$20.00 ~~40.00~~ per hour. All efforts shall be made

by the administration to secure regular substitute teachers in such instances. Certified teachers who volunteer to utilize their planning periods to cover the classes of early intervention/pre-k teachers shall be paid \$~~40.00~~ 20.00 per half hour.

4. Regularly contracted secondary teachers in Clay County may volunteer to teach a six (6) period day. Such teachers shall be paid an additional salary equal to their current hourly rate. Current hourly rate is calculated as contract salary (as defined in Appendix IVA) inclusive of degree differentials and special compensation (Appendix IVC and IVD, G.3.) divided by the number of days of the contract and divided by 7.50 work day hours. This sixth (6<sup>th</sup>) period shall be in lieu of the planning/preparation/conference time referenced in Article VII (C) (1) of this Agreement (which includes the time when there is assignment of professional duties involving the monitoring of students for their safety referenced in Article VIII of this Agreement). The decision of the principal concerning the selection of the teacher to teach a 6-period day shall be final.

F. Special Compensation:

1. Critical Teacher Shortage Areas

Critical teacher shortage areas shall be identified on or before July 1<sup>st</sup> of each school year by the district. Teachers assigned to these areas will receive a supplement of \$100.00 for the school year in which they are serving in this capacity.

2. Employees who fill the following allocated positions shall receive the percent indicated applied to the base salary of \$38,000 rounded to the nearest whole dollar, and prorated to the length of the respective contract length added to the respective normal contracted salary.

Speech Clinician	10.00
Speech Clinician with State License *Speech Clinicians who hold a state license in the area of speech pathology must provide the documentation of a valid state license.	15.00
Behavior Analyst with Board Certified Behavior Analyst License	18.00
Emotional/Behavior Disorders (E/BD), Autistic Spectrum Disorders (ASD), E/BD Self Contained, IND, VI, HI, PI, AIMS and Specially Designed Adaptive P.E, and Adaptive Art	8.00
Applied Technology for the Handicapped, allocated to work full-time with students classified as E/BD, ASD, IND, VI or PI	8.00
This additional compensation will be paid in 24 equal installments for in-field certified teachers. Upon completion of 6 hours toward certification requirements, an out-of-field teacher will receive the additional compensation, paid as a supplement, in one payment for that year.	






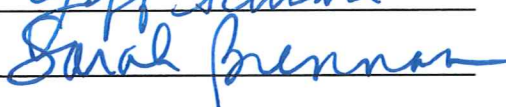
3. Teachers assigned to Title I schools will receive a supplement of \$100.00 for the school year in which they are assigned to the Title I school.

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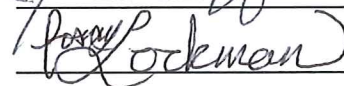
We, the undersigned, agree that the attached document is the final and tentative agreement between the **CLAY COUNTY EDUCATION ASSOCIATION**, negotiating team and the **SCHOOL DISTRICT OF CLAY COUNTY** negotiating team. We further agree we will recommend the attached document for ratification.

Date Signed: 9/19/22

**THE SCHOOL DISTRICT OF CLAY COUNTY NEGOTIATING TEAM**

**THE CLAY COUNTY EDUCATION ASSOCIATION NEGOTIATING TEAM**

  
  
LIBA EVANS  
