

2020-2021
RATIFICATION INFORMATION
PLEASE POST IMMEDIATELY

SCHOOL DISTRICT OF
CLAY COUNTY

2018-2020



MASTER CONTRACT
WITH
CLAY COUNTY EDUCATION ASSOCIATION

2020-2021 RATIFICATION INFORMATION

2018-2020 CCEA MASTER CONTRACT 2020-2021 Amendment

Article		Language Changes
Article IV	Association and Teacher Rights	Language Add for Extended Leave for Association Officer or Intern. Language added regarding payment of salary and benefits for an additional officer or officer intern.
Article XXVIII	Compensation	Proposal presented in accordance with the Teacher Salary Increase Allocation for House Bill 641, raising the base minimum salary to \$44,867.
Appendix IV A	Entry Salary Schedule	Language added to show new Salary Schedule Experience, Levels and Salary.
Appendix IV B	Degree Differentials	Language added indicate that a Juris Doctorate is treated the same as a Specialist Degree (\$2,700)
Signature Sheet		

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

ARTICLE IV
ASSOCIATION AND TEACHER RIGHTS

- A. The Board hereby agrees that every teacher shall have the right to organize, join and support the Association for the purpose of engaging in negotiations and other concerted activities. Further, the Board will not discourage, deprive or coerce any teacher in the enjoyment of any rights conferred by this Agreement; that it will not discriminate against any teacher with respect to wages, hours, or any terms or conditions of employment by reason of membership in the Association, participation in any lawful activities of the Association, or collective professional negotiations with the Board, or institution of any grievance, complaint or proceeding under this Agreement.
- B. A copy of the Master Contract will be posted on the District website along with five (5) hard copies provided to each worksite for placement in the library, teachers' lounge, main office, etc. In addition, the Association will receive twenty-five (25) hard copies of the Master Contract.
- C. When the Association desires to use a school facility for a meeting involving members, the Association President or his/her designee, will discuss the date, time and any additional requirements with the principal at least one (1) week in advance, if possible, to secure permission in writing. The Association shall reimburse the Board for costs that exceed routine custodial and operating expenses of such school building and equipment.
- D. With the approval of the principal, the Association and its representatives shall have the right to use school equipment at reasonable times, when such equipment is not otherwise in use. The Association shall pay for the cost of all materials and supplies incident to such use.
- E. Each school will have a designated space for a bulletin board in the school, a place which is visible and accessible to the teachers such as the teachers' lounge, work or mailbox area, for the sole use of Association to post notices of Association activities. The Association is authorized to use the school system teacher mailboxes for communications to teachers. Communications posted on the bulletin board or placed in the mailboxes shall not be slanderous or political campaign material. The Association shall assume the responsibility for placing such communications in the mailboxes. A copy of materials to be placed in the mailboxes shall be submitted to the principal and Human Resources Division prior to distribution. All correspondence must include Association name.
- F. Duly authorized representatives of the Association, with the approval of the school principal, shall be permitted to transact official Association business with teachers on school property as follows:
1. During the teacher's lunch period.
 2. Before and after the teacher's scheduled day.
 3. Visitation as outlined in (1.) and (2.) above must not interfere with or disrupt normal school operations.
 4. When an Association representative desires to visit a school, he/she must make prior scheduling arrangements in advance of the visit with the school principal.
 5. The Building Representative shall be given an opportunity at the end of each school faculty meeting to make announcements of time, place, and topics of future meetings to all faculty.
 6. The Building Representative shall be given an opportunity to hold one (1) ten (10)-minute meeting each month during contracted hours to conduct Association Business.
- G. The Board agrees to give the Association reasonable access to all public records within its jurisdiction. The Board will make available to the Association a copy of the Discussion and Consent Agendas of regularly scheduled Board meetings, including backup material. The Board will be supplied with copies of communications delivered to all teachers both electronically and through school mail with the exception of information regarding membership. The Association with approval of the Superintendent or designee may be permitted the use of the employee's electronic mailboxes (email) and the district courier service for joint communiques or the announcement date, time and place of meetings.

- H. The teachers shall be entitled to full rights of citizenship and no religious or political activities of any teacher or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such teacher. Religious and political activities of individual teachers will not be carried on during the school day.
- I. Members of the bargaining unit may join the Association by completing and submitting the Payroll Deduction Form (Appendix I). The Payroll Deduction Form will be submitted to the Association. Pursuant to such submission, the Board shall deduct from the teacher's salary check such monies in equal payments beginning the first pay date after proper submission.
1. Such authorization and dues deduction shall continue in effect unless written request by the employee to revoke such authorization is delivered to the Association and the School Board not less than thirty (30) days prior to the affected pay date. The Association will submit the list and signed authorization to the Payroll Office by not later than fifteen (15) days prior to the affected pay date or end of school year. Such list and authorizations shall stipulate the last date deductions are to be made.
 2. The Association shall notify the Payroll Office of any changes in the amount of dues to be deducted with a list as stipulated in paragraph (1.) certified by the President by no later than August 15.
 3. The deductions shall be remitted not less frequently than monthly to the Association. Any list or authorization not submitted in the manner specified in this provision shall be returned to the Association for recalculation, new authorizations and resubmission.
 4. The Association shall indemnify and save and hold harmless the Board against any and all claims, demands, suits and any other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of reliance on any lists, notice or assignment furnished by the Association as it applies to this section.
- J. Upon appropriate authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for payroll deduction programs currently in effect. Additional programs may be approved according to the following guidelines:
1. Insurance companies desiring payroll deduction must present at least twenty-five (25) completed applications.
 2. The insurance company must be rated A- or better in A.M. Best Guide to Life Insurance Companies.
 3. Payroll deductions should be allowed employees who transfer into Clay County School System who have tax sheltered annuities on a payroll deduction plan.
 4. Companies who have fewer than eleven (11) participants will be notified that they must increase participation to the twenty-five (25) participant level. Should any such company fail to bring their participation back to the twenty-five (25) participant level, the company shall be dropped from payroll deduction effective the beginning of the next school year. Employees signed up for payroll deduction with such companies shall be notified in writing by the payroll department prior to losing the payroll deduction with that company.
- K. When it is necessary for the Association President and/or his/her designee(s) to engage in Association activities directly relating to duties of the Association which cannot be performed other than during school hours, or are the result of an emergency situation, the said representative(s) may apply for Association Leave with pay as is necessary to perform any such activities. Salary costs paid by the Board during approved Association Leave shall be reimbursed by the Association. Such leave must be applied for in advance and approved by the principal. Approved leave of this type taken by the Association shall not exceed a total of thirty (30) days per school year. Said days shall be deducted in accordance with School Board policies, and shall usually be limited to five (5) representatives during any school calendar day, with the exception of the annual FEA Delegate Assembly where the Association may release up to thirty-five (35) representatives with no more than four (4) from any one worksite. The Superintendent may grant TDE with pay to association representatives to participate with the administration in activities which are deemed to be in the best interest of the school system.
1. The Association may request release for more than five (5) representatives on those rare occasions when this may be necessary, by obtaining the approval of the Superintendent. If additional members

are approved, the association will pay the salary cost and the cost of a substitute teacher if one is needed. Substitute costs shall be remitted to the school or cost center in which the CCEA member is employed.

L. Extended Association Leave may be granted to the President of the Association and another Association Officer or officer intern for a period of up to one school year, subject to annual renewal. The President shall continue receiving full pay and fringe benefits (including FRS retirement) and ~~will advance on the salary schedule annually~~ shall be paid a salary as authorized by the Executive Board of the Association during such leave from the School Board provided the Association reimburses the Board for such full pay and fringe benefits. If an additional officer or officer intern is authorized by the Executive Board of the Association, the officer shall continue receiving full pay and fringe benefits (including FRS retirement) and shall be paid a salary as authorized by the Executive Board of the Association during such leave from the School Board provided the Association reimburses the Board for such full pay and fringe benefits. Such leave shall be requested at least sixty (60) days in advance of the affected school year. The procedures for salary and fringe benefit reimbursement shall be agreed to by the Board prior to leave approval.

1. Extended Association Leave without pay may be granted to an officer of the Association or to an employee who is a member of the bargaining unit under the following conditions:
 - a. Such employee shall have been designated as an "intern trainee" by the local or state affiliate or shall be an officer of the state or national affiliate.
 - b. Such leave shall be effective for the balance of the school year during which the respective term of office or training period will run.
 - c. Documentation shall be provided substantiating the member's status and the request of the appropriate affiliate at least sixty (60) days in advance of the affected school year.
2. At the beginning of the next school year, such employee shall return from such leave in the same manner as other employees returning from Extended Personal Leave. However, in the case of a President returning from Extended Association Leave, the President shall be reassigned to a similar position in the District, and whenever possible, to the previously held position.
3. In the event that the CCEA President is a National Board Certified teacher and in the event that the State of Florida determines that National Board monies are to be withheld due to the release responsibilities of the CCEA presidency, the Board agrees to pay 60% of the monies including benefits that would have been paid by the State inclusive of mentoring hours and the Association shall pay 40% of the monies.

M. Admission to School Athletic Events

Members of the bargaining unit shall be admitted without charge to any school sponsored home athletic event in the district. This provision shall not apply to state athletic playoff events. At all such events, the member shall provide identification substantiating the member's employment in the district.

N. Principals and Building Representatives shall have an annual meeting to review contract language and build collegiality. Additionally, principals and the lead representative shall meet quarterly at a mutually agreed upon time to discuss issues and solutions to enhance employee relations.

O. The Association shall be included on the agenda and be given an opportunity to speak at new teacher orientations that are conducted by the Professional Development Department.

**ARTICLE XXVIII
COMPENSATION**

A. Experience

1. Up to 30 years of approved, verified 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. For each year accepted, documentation of a satisfactory performance evaluation must be provided. (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. Credit for private school teaching will not be granted for any year(s) during which the employee taught without, at least, a bachelor's degree.
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 credit.
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 1st 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:

Payment	Maximum Percentage of Accumulated Terminal Sick Leave Days
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 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 adjustment 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:

Instructional Personnel, Continuing Contract, PSC Teachers	Instructional Personnel on Annual Contract (all personnel on annual contract as of July 1, 2014)
Highly Effective = 1.33	Highly Effective = 1.34
Effective = 1.33	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

3. Teacher who are on Probationary Contract will receive no base performance salary increase.
4. 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.
5. Any release-time officer of CCEA shall receive an evaluation score not lower than the highest performing instructional employee.
6. 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 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.

2020-2021 Amendment

APPENDIX IV A
ENTRY SALARY SCHEDULE 2017-2018 2020-2021

Regular Bachelor's Schedule (196 days)

<u>Entry Experience</u>	<u>Level</u>	<u>Salary Schedule</u>
0	1	38,000
1, 2, 3	2	39,000
4, 5, 6	3	40,000
7, 8, 9	4	41,000
10, 11	5	42,000
12	6	43,000
13, 14	7	44,000
15	8	45,000
16, 17	9	46,000
18	10	47,000
19	11	48,000
20	12	49,000
21	13	50,000
22	14	51,000
23	15	52,000
24	16	53,000
25	17	54,000
26	18	55,000
27	19	56,000
28+	20	57,000
<u>0 - 14</u>	<u>1</u>	<u>44,867</u>
<u>15</u>	<u>2</u>	<u>45,787</u>
<u>16</u>	<u>3</u>	<u>46,805</u>
<u>17</u>	<u>4</u>	<u>47,314</u>
<u>18</u>	<u>5</u>	<u>47,823</u>
<u>19</u>	<u>6</u>	<u>48,840</u>
<u>20</u>	<u>7</u>	<u>49,000</u>
<u>21</u>	<u>8</u>	<u>50,000</u>
<u>22</u>	<u>9</u>	<u>51,000</u>
<u>23</u>	<u>10</u>	<u>52,000</u>
<u>24</u>	<u>11</u>	<u>53,000</u>
<u>25</u>	<u>12</u>	<u>54,000</u>
<u>26</u>	<u>13</u>	<u>55,000</u>
<u>27</u>	<u>14</u>	<u>56,000</u>
<u>28 +</u>	<u>15</u>	<u>57,000</u>

2020-2021 Amendment

**APPENDIX IV B
SALARIES - DEGREE DIFFERENTIALS**

Degree Differentials shall be as follows:

A. 196 Day Teachers (See Below For School Psychologists)

Master's or higher degrees reflected on official transcripts

Master's Degree	\$2000
Specialist Degree	\$2700
<u>Juris Doctorate</u>	<u>\$2700</u>
Doctorate Degree	\$3300

B. 196 Day School Psychologists

Note: To receive the differential, the official transcript must reflect field of School Psychology and the appropriate level for the differential.

Master's or higher degrees reflected on official transcripts

Master's Degree	\$2000	
Specialist Degree	\$2700	(Must hold Specialist Degree or equivalent Planned Program in the field of Counseling or Psychology)
Doctorate Degree	\$3300	(Must hold Doctorate degree)

- C. Teachers or School Psychologists With Contracts Over 196 Days: Amount Listed Above Will Be Pro-Rated Based On The Actual Number Of Contract Days.
- D. It is the responsibility of the individual claiming eligibility for degree differential compensation to supply all information required by the Human Resources Division to establish eligibility.
- E. The Master's or higher degree must be granted from a college or university recognized as accredited by the State department of education, at the time the degree was granted.

2020-2021 Amendment

**Clay County Board PROPOSAL
12/14/2020**

Teacher Salary Increase Allocation

The stated intent of the Teacher Salary Increase Allocation is to assist school districts in their recruitment and retention of classroom teachers and other instructional personnel. Each school district and charter school shall use its share of the allocation to increase the minimum base salary of full-time classroom teachers, as defined in 1012.01(2)(a) F.S., plus certified pre-kindergarten teachers funded in the Florida Education Finance Program, to at least \$47,500, or to the maximum amount achievable based on the allocation and as specified in the General Appropriations Act.

Funding: The Teacher Salary Increase Allocation is funded through the Florida Education Finance Program (FEFP), which is subject to annual appropriation by the Florida Legislature. Each district will receive an allocation based on its proportional share of the statewide FEFP base funding using weighted FTE. Each approved charter school operating within the District shall be provided its proportionate share of the District's allocation calculated pursuant to 1002.33(17)(b) F.S.

Date Certain for Minimum Base Teacher Salary Calculation: The minimum base teacher salary will be determined by the demographic data of teachers hired by Clay County School District as of October 1, 2020.

Definitions:

- a. Full-Time – As defined in Board Policy 2.01, a regular full-time employee is a person who is contracted for a six-tenths (.6) or greater allocation or more of each consecutive normal day for the allocated position within the contracted period.
- b. Classroom Teacher – Defined in Florida Statute 1012.01(2)(a). For the purpose of the Teacher Salary Increase Allocation, classroom teachers include K-12 teachers whose full-time assignment is the professional activity of instructing students in courses in the classroom and full-time certified Pre-K Teachers funded in the Florida Education Finance Program. It does not include teachers exclusively serving students in Pre-K, post-secondary programs, or substitutes. Pre-K teachers not funded in the FEFP and teachers in postsecondary programs that do not teach K-12 students are not considered classroom teachers in the Teacher Salary Increase Allocation
- c. Certified Pre-K Teachers funded in the Florida Education Finance Program – Full-time certified Pre-K teachers who teach Pre-KD students.
- d. Instructional Personnel – as defined in Florida Statute 1012.01(2)(b) through (d) as any K-12 staff member whose function includes the provision of direct instructional services to students or whose functions provide direct support in the learning process of students. Pre-K teachers not funded in the FEFP and teachers in postsecondary programs that do not teach K-12 students are not considered instructional personnel in the Teacher Salary Increase Allocation.
- e. Minimum Base Salary – the lowest annual base salary reported on the salary schedule for a full-time classroom teacher.

Distribution of Teacher Salary Increase Allocation Funds

- a. Proviso language in House Bill 5001 – General Appropriations Act stipulates that 80% of the total allocation is provided to increase the minimum base salary for full-time classroom teachers as defined in 1012.01(2)(a), F.S., plus certified pre-kindergarten teachers funded in the FEFP, but not including substitute teachers, to at least \$47,500, or to the maximum amount achievable based on the school district's allocation.

- b. Proviso language in House Bill 5001 – General Appropriations Act stipulates that 20% of the total allocation, plus any remaining funds from the district’s share of the 80% allocation, shall be used by school districts to provide a salary increase, as funding permits, as specified in 1011.62, F.S. to the following personnel.
- i. Full-time classroom teachers plus certified Pre-K teachers funded in the FEFP, who did not receive an increase or who received an increase of less than two percent
 - ii. Other full-time instructional personnel as defined in 1012.01(2)(b)-(d), F.S.

Total Teacher Salary Increase Allocation	\$ 6,658,042.00
Total Charter Schools allocation:	(\$303,742.41)
● Florida Cyber Academy	\$26,191
● St. Johns Classical Academy	\$123,312
● Clay Charter Academy	\$154,240
District Portion of Salary Increase Allocation	\$6,354,299.59

Summary of District Teacher Salary Increase Allocation

	80% allocation for Minimum Salary	20% allocation for other Salary	Total
Clay County's Allocation total	\$5,083,439.46	\$1,270,859.87	\$6,354,299.33
19.08% Benefit	\$814,511.46	\$203,627.87	\$1,018,139.33
Gross Allocation Available for TSIA	\$4,268,928.00	\$1,067,232.00	\$5,336,160.00

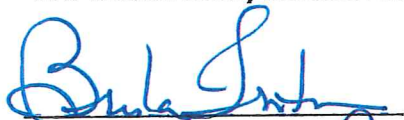
Breakdown of 19.08% benefits:

- **Florida Retirement System: 10.0%**
- **Social Security: 6.2%**
- **Medicare: 1.45%**
- **Workers Compensation: 1.43%**

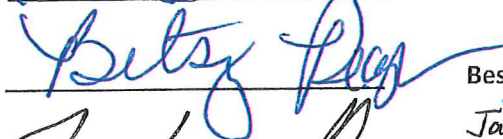
- c. The proposed salary schedule with required adjustments consistent with House Bill 641 and Proviso language in House Bill 5001 detailing the Teacher Salary Increase Allocation is shown in Appendix A: Clay County School District Instructional Salary Schedule Fiscal Year 2020-2021. The proposed salary schedule shows the calculated minimum base salary of \$44,867 utilizing the entire 80% of Teacher Salary Increase Allocation. Statute requires all 80% TSIA funding to be exhausted towards the new minimum base salary, the District will contribute \$238.79 toward the 80% allocation to ensure funds are exhausted . The proposed Salary Schedule (Appendix IVA) shows a 1.75% increase for years of experience 15-19 and return to the current salary schedule for those who have 20+ years of experience.

- d. Clay County District Schools proposes to fund the salary increase for Instructional Personnel as defined in F.S. 1012.01(b-d) and non-FEFP funded certified pre-kindergarten teachers, currently under \$47,500 to match the new minimum base salary increase of \$44,867.00.
- e. Clay County District Schools proposes salary increases for instructional personnel earning greater than \$44,867.00, for the 2020-2021 school year, of \$1200.00. The District will guarantee that all instructional personnel receive a minimum of \$1200.00 salary increase for the 2020-2021 school year. **The \$1200.00 salary increase will be funded through the 20% TSIA funds (\$1,067,232.00) and through District contribution.**
- f. Clay County District Schools proposes correcting past years of "leapfrogging" for all instructional personnel on the proposed Appendix IV A Salary Schedule. **The cost to the district to correct teachers from "leapfrogging" is \$146,476.51.**
- g. **The total cost to the District for this proposal is: \$1,793,121.27**
- h. **Salary increases for the 2020-2021 school year will be for those instructional personnel who are employed by Clay County District Schools upon the date of contract ratification.**

TA'D Teacher Salary Increase Allocation – On 12/14/2020



Leonard Dietzen, Chief Negotiator, or Designee



Besty Reagor, Executive Director CCEA



Jane Howell VP
Vicki Kidwell, President CCEA

Appendix IV A

Entry Level Salary Schedule 2020-2021

The following salary schedule is for bachelor's degree instructional personnel working a 196 day contract. Advanced degree supplements will be offered for those who meet F.S. 1012.22 (4.3) - Advanced Degrees.

Entry Level Full-time Teaching Experience	Level	Salary Schedule
0 - 14	1	44,867
15	2	45,787
16	3	46,805
17	4	47,314
18	5	47,823
19	6	48,840
20	7	49,000
21	8	50,000
22	9	51,000
23	10	52,000
24	11	53,000
25	12	54,000
26	13	55,000
27	14	56,000
28 +	15	57,000

Advanced Degree Differential Pay

Master's Degree		\$2000
Specialist Degree		\$2700
Juris Doctorate Degree		\$2700
Doctorate Degree		\$3300

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** negotiation team. We further agree we will recommend the attached document for ratification.

Date signed: 12/14/2020

**The School District of Clay County
Negotiating Team**

Brenda Santana

**Clay County Education Association
Negotiating Team**

Betsy Reas

