

RATIFICATION COPY

**SCHOOL DISTRICT OF
CLAY COUNTY**

2006-2009

MASTER CONTRACT

WITH

**CLAY COUNTY EDUCATION
ASSOCIATION**

Including 2007-2008 Amendment

RATIFICATION INFORMATION
2007-2008 CCEA MASTER CONTRACT AMENDMENT

<u>Master Contract Amendment Location</u>	<u>Language Changes</u>
Article I – Recognition	No Changes
Article II – Negotiation Procedures	No Changes
Article III – Grievance Procedure	No Changes
Article IV – Association and Teacher Rights	New language regarding salary schedule advancement
Article V – Managements Rights and Responsibilities	No Changes
Article VI – Professional Day	No Changes
Article VII – Preparation Time	New language regarding duty roster
Article VIII – Professional Duties	No Changes
Article IX – Teacher Facilities, Equipment And Materials	No Changes
Article X – Teacher Authority and Protection	No Changes
Article XI – General Employment Practices	No Changes
Article XII – Posting Vacancies and And Voluntary Transfers	No Changes
Article XIII – Reduction in Force: Involuntary Transfers	No Changes
Article XIV – Professional Qualifications And Assignments	No Changes
Article XV – Job Sharing	No Changes
Article XVI – Leaves	No Changes
Article XVII – Class Size	No Changes
Article XVIII – Teacher Evaluation	No Changes

RATIFICATION INFORMATION
2007-2008 CCEA MASTER CONTRACT AMENDMENT

<u>Master Contract Amendment Location</u>	<u>Language Changes</u>
Article XIX – Teacher Discipline	No Changes
Article XX – Inservice	No Changes
Article XXI – School Calendar	Dates Updated to Match School Calendar
Article XXII – Insurance	New language regarding Board Contribution And Chart attached
Article XXIII – Sick Leave Bank	No Changes
Article XXIV – Employment Conditions for 11 and 12 Month Instructional Employees	No Changes
Article XXV – Miscellaneous	No Changes
Article XXVI – Contract Monitoring	No Changes
Article XXVII – Contract Committees	New language regarding Compensation Committee
Article XXVIII – Compensation	Changes in language regarding experience
Article XXIX – Term of Agreement	To be signed after ratification
Appendix 1 – Payroll Dues Deduction Form	New form attached
Appendix II – Official Grievance Form	No Changes
Appendix IIIA – Application to Transfer	No Changes
Appendix IIIB – Recall Procedures	No Changes
Appendix IIIC- Posting Procedures for Supplemental Positions	No Changes
Appendix IIID - SACS Standards	No Changes
Appendix IIIE – Short Term Military Leave Application	No Changes
Appendix IVA – Salaries	New Schedule Attached

RATIFICATION INFORMATION
2007-2008 CCEA MASTER CONTRACT AMENDMENT

Master Contract
Amendment Location

Language Changes

Appendix IVB - Salaries – School Psychologists	New Schedule Attached
Appendix IVC – Salaries – Degree Differentials	No Changes
Appendix IVD – Salaries – Miscellaneous	New Schedule Attached
Appendix IVE – Salaries – ROTC Instructors	New Schedule Attached
Appendix IVF – Salaries – Athletic Directors	New Schedule Attached
Appendix V – Salaries – Supplements	New Schedule Attached
Appendix VI – Mentoring Bonus Guidelines Mentoring Proposal Form Mentoring Log Form	No Changes
Appendix VII – Posting Procedures for Opening A New School	No Changes
Signature Sheet	

ARTICLE IV
ASSOCIATION AND TEACHER RIGHTS

DA
8/22/07
TA
8/22/07
(PK)

- 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. When the Association desires to use a school facility for a meeting involving members who may not be located at the affected school, it will submit a written request to the principal at least one (1) week in advance, if possible, to secure permission. If such meeting involves Association members from the affected school only, then a written request to the principal shall be submitted in advance to secure permission. If any special equipment is needed, it must also be included in this request. The Association shall reimburse the Board for those use costs that exceed routine custodial and operating expenses of such school building and equipment.
- C. 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.
- D. Each school principal will designate a space or bulletin board in his/her school in a place which is accessible to the teachers for the 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.
- E. Duly authorized representatives of the Association, with the approval of the school principal, may 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 Association Faculty Representative will be given an opportunity at the end of each school faculty meeting to make announcements of time, place, and topics of future meetings.
- F. 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 made available to the school board annex office, and will make every attempt to make available the Personnel Agenda and budget amendments, if these are not part of the regular backup. The Board will be supplied with copies of communications delivered to all teachers through school mail with the exception of information regarding membership.
- G. 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.
- H. 1. Any teacher who is a member of the Association or who has applied for membership may sign and deliver to the Association authorization to deduct membership dues in the Association. Such signed authorization shall be processed by the Association and delivered by the Association with an accompanying list to the Payroll Office by no later than ten (10) work days prior to the effected pay

- date. Such list and authorizations shall stipulate the name, social security number, date and amount to be deducted each pay date for the balance of pay periods in the school year. 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.
2. 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 between the time period of April 1st to April 30th in the affected year. The Association will submit the list and signed authorization to the Payroll Office by not later than fifteen (15) days prior to the effected pay date end of the school year
 3. 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.
 4. 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.
 5. 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.
- I. 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.
- J. 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 ten (10) representatives with no more than two (2) from any one worksite. 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. 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.
- K. 1. Extended Association Leave may be granted to the President of the Association 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** 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.
2. 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 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.
 3. 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.
 4. 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.

T.A.
Radford
8/22/07

Board Proposal 8/22/07



**ARTICLE VII
PREPARATION TIME**

- A. 1. High school, middle school, and junior high school teachers will have a preparation/conference time each day equivalent to one (1) class period. This time is in addition to the twenty-five (25) minutes allotted for lunch. Teachers will be provided planning time during student contact time when possible. Any such planning time provided during student contact time will be equitably assigned, as will any time scheduled for duty during student contact time. Only duty involving the monitoring of students for their safety will be assigned during student contact time. For the purpose of this section, supervised study periods will be considered part of the instructional and supervisory load and will not be considered the preparation/conference time. Supervisory loads of secondary classroom teachers shall not exceed five (5) class periods in a six (6) period day, or six (6) class periods in a seven (7) period day as long as there is compliance with Article XVI, Class Size.
- 2. A T. and I. teacher may be scheduled as in paragraph 1. above or to teach two (2) three-hour blocks or five (5) class periods in a six (6) period day depending on student needs. Preparation/conference time may be assigned outside student contact time but during the work day.
- B. Elementary teachers will normally have, thirty (30) minutes of preparation time each day during student contact hours. This period may occur during the time students are in resource classes. When a teacher serves more than one school per day, preparation time and duty will be scheduled at only one of the itinerant teacher's assigned schools. Only duty involving the monitoring of students for their safety will be equitably assigned.
- C. As may be required by the Clay County Teacher Induction Program, and when deemed necessary by the Support Staff and approved by the principal, the Peer Teacher shall be provided time during the student contact day to perform observations and other duties related to the Teacher Induction Program which cannot be performed at any other time. Every effort shall be made to select the peer teacher on a voluntary basis.
- D. Grades from all secondary teachers will be due the morning following the end of the nine weeks planning day or the end of the semester planning day. Grades for the fourth nine weeks will be due at the end of the day on the day before the post planning day. Final Senior grades may be due in advance of other final grades to verify graduation eligibility.
- E. Grades from all elementary teachers shall be completed by the morning following the end of the nine weeks planning day with the exception of the final nine weeks. The final grades may be due four days before the end of school so that report cards can be sent home on the last day of school for students.
- F. A copy of the duty roster will be **emailed from** available in each school **to the Association office** for review by the Association **no later than the last day of pre-planning**.

T.A. 5/21/07
PB

T.A. 5/21/07
BQdomy

**ARTICLE XXI
SCHOOL CALENDAR**

A. Association Recommendations

The Association may present in a timely manner to the Superintendent its recommendations relative to the beginning and ending dates for teachers, planning days and holidays for teachers along with supporting reasons. The Superintendent will consider these recommendations and supporting reasons, if provided in the manner indicated. The Board will notify the Association at least twenty (20) working days before the deadline for submission of such recommendations.

B. Authority to Set Calendar

The Board has the statutory authority to establish the school calendar and shall consider the final recommendations from the Superintendent.

C. Emergency Calendar Changes

In the case of emergencies or acts of God, the Superintendent shall have the authority to make changes in the calendar as deemed appropriate to ensure the statutorily required length of school year, subject to approval by the School Board. Before making any recommendation to the Board, the Superintendent or his/her designee shall notify and consult with the Association President.

D. Paid Holidays

The annual contract year for teachers shall consist of 196 days, six (6) paid holidays. All new teachers whose employment begins at the start of the school year, including those who will be enrolled in the district's Teacher Induction Program, shall be employed for additional days prior to the first day for all other teachers. The length of each of these days shall be determined by the Superintendent, based on training requirements. Compensation for these days shall be paid at the rate established in Appendix IVD of the Salary Schedule.

The following dates shall be the six (6) paid holidays for the ~~2006-2007~~ 2007-2008 school year:

September 03, 2007 <u>04, 2006</u>	Labor Day
November 12, 2007 <u>10, 2006</u>	Veteran's Day
November 22, 2007 <u>23, 2006</u>	Thanksgiving Day
December 25, 2007 <u>2006</u>	Christmas Day
January 1, 2008 <u>2007</u>	New Year's Day
<u>March 21, 2008</u> April 6, 2007	Good Friday

The annual contract year for eleven (11) month teachers shall consist of 216 days, seven (7) paid holidays. The following date shall be added to the above six (6) paid holidays for eleven (11) month teachers for the 2007-2008 ~~2006-2007~~ school year:

May 26, 2008 <u>28, 2007</u>	Memorial Day
---	--------------

The annual contract year for twelve (12) month teachers shall consist of 260 days, nine (9) paid holidays. When necessary to reduce the number of workdays to 260, unpaid holidays shall be observed on the Federal observance of Martin Luther King's birthday and, if necessary, the Wednesday prior to Thanksgiving. The following dates shall be added to the above seven (7) paid holidays for twelve (12) month teachers for the 2007-2008 ~~2006-2007~~ school year.

July 4, 2007 <u>2006</u>	Independence Day
November 23, 2007 <u>24, 2006</u>	Friday after Thanksgiving
<u>January 21, 2008</u>	<u>Martin Luther King Day</u>

TA (R) 7/31/07

Board Proposal 7/31/07

TA
RW
7/31/07

**ARTICLE XXII
INSURANCE**

- A. The Board agrees to ~~pay 100% or up to \$4,082.00,~~ **contribute that portion**, whichever is less, of the premiums, **contingent upon plan selected**, for single coverage for the comprehensive hospital-surgical-major medical and group life insurance **which is set forth on the schedule below, and 100% of the** group life insurance policy for each full time teacher **employee** contracted in at least a .6 allocated position or for (.6) or more of each consecutive day for 60 days or more or for the balance of the school year.
- B. Other health related employee programs may be studied by this committee. Such health related employee benefits may include such health related coverage as may be necessary for portions of the employee assistance program, if established, which may require such coverage. Additional health related employee benefits recommended by this committee shall be at no cost to the Board unless otherwise negotiated. Only this committee shall be utilized in making recommendations to the School Board on matters pertaining to insurance as covered in this article.
- C. Policies shall include benefits in accordance with the terms and conditions as set forth in the master insurance policies as provided by the Board.
- D. 1. An insurance committee shall be formed one third (1/3) of which will be association representation. This committee will meet at least monthly when necessary. The Superintendent shall select the chairperson of the Insurance Committee. Decisions of the committee shall be made by consensus. If consensus cannot be reached a majority vote of the membership will make the decision. The chairperson will be empowered to vote only upon a tie vote.
2. The insurance committee shall review and recommend actions with regard but not limited to:
- Bids
 - Specifications
 - Recommendation on Invitation to Bid
 - Bid Tabulations
 - Monthly Insurance Experience Rating Reports
- The Board does not relinquish or delegate any authority or responsibility as mandated by laws pertaining to bidding or employee group insurance or health related programs.
- E. An Employee Assistance Program, when funded by the Board, will be provided for all teachers with the following provisions:
1. To assure employee confidentiality, the Employee Assistance Program will be managed by someone who is not an employee of the Clay County School Board.
 2. Costs of fitness for duty evaluations will be paid by the employer.
 3. Other costs incurred by voluntary participation will be the responsibility of the individual and may be covered by existing insurance policies.

**ARTICLE XXII
INSURANCE CONTRIBUTION CHART
2007-2008**

Basic HMO	Employer	Employee
Employee	\$223.68	\$9.32
Employee & Spouse	\$238.61	\$211.60
Employee & Children	\$231.92	\$197.56
Family	\$253.68	\$336.27
Premium HMO		
Employee	\$232.01	\$46.83
Employee & Spouse	\$252.42	\$286.29
Employee & Children	\$241.25	\$272.64
Family	\$267.10	\$438.91
Healthfund HRA		
Employee	\$238.96	\$61.62
Employee & Spouse	\$272.93	\$307.77
Employee & Children	\$265.90	\$288.05
Family	\$290.73	\$470.34

TA 7/31/07
Po

Board Proposal 7/31/2007

DA 7/31/07
TA

ARTICLE XXVII
CONTRACT COMMITTEES

A. Supplements Compensation Committee

A committee shall be formed composed of school principals selected by the Superintendent, and **an equal number of** teachers selected by the association. These members shall be representative of each level and shall review ~~the issue of supplements~~ **compensation issues** at least annually. This committee ~~may~~ **shall** review, **supplements, pay for performance, differentiated pay and other issues related to compensation at least annually. Recommendations shall be made in writing to the Assistant Superintendent for Human Resources and the President of the Association for consideration or impact bargaining.** ~~among other issues, the classifications of supplements and the philosophy relative to each classification, responsibilities for each supplemental position, criteria for qualifications and selecting personnel for the positions, salary levels for supplemental positions, and criteria for adding or deleting supplemental positions.~~ Minutes of the meetings shall be provided to the Assistant Superintendent for Human Resources and the Association.

B. Accountability

At least 20% of the elementary school and at least 30% of the secondary School Advisory Council will consist of teachers. The teachers representing the faculty will be elected by secret ballot. The election will be conducted by the principal and an Association representative. The duties of the Council shall be determined by School Board Policy and Florida Statutes.

C. School Committee

1. Schools are encouraged to form school committees. This committee shall consist of one teacher for every ten teachers, or major portion thereof, on the school faculty, elected by the school faculty, and the principal of the school or his/her designee. Each committee shall have not less than two (2) teacher members and are encouraged to include representatives of other employee groups. The committee shall elect a chairperson and secretary.
2. The committee shall have the responsibility for identifying and discussing problems unique to that school and for recommending to the principal action to be taken to resolve these problems, but shall not have authority to deal with problems specifically assigned to other designated committees. It is mutually agreed that the intent of this committee is to arrive at a solution of these unique school problems as described above, and that the committee shall in no way limit the administrative authority of the Superintendent.
3. School Advisory Councils will not preclude the creation of school committees. Principals are encouraged to use school committees as a tool of the School Advisory Council.

D. School Improvement Plan Review Committee

A committee of 5 teachers appointed by the Association President will annually review school improvement plans to identify plans that may require a contract waiver. This will be done before final submission to the Board for district approval.

E. Paperwork Reduction/Forms Control Committee

1. In accordance with Florida Statute, a committee of teachers and administrators shall be formed for the purpose of paperwork reduction/forms control.
2. The majority of the committee's membership shall be teachers appointed by the Association President.
3. In addition, a classroom teacher, selected from the committee by the Superintendent or

her/his designee, will serve as the teacher representative **and chairperson** to speak on behalf of the district's teachers.

4. The committee will meet at least quarterly to discuss the reduction of paperwork/forms control.
5. Special emphasis will be given to improving efficiency through the reduction or, revision of, or consolidation of paperwork and data collection requirements.

JA
RW 8/22/07
JA Board 8/22/07

**ARTICLE XXVIII
COMPENSATION**

A. Experience

1. As of July 1, 2001, up to 30 years of approved, verified teaching experience may be accepted for new hires. Beginning July 1, 2002, up to 30 years of approved, verified teaching experience may be accepted for all instructional employees who were employed prior to July 1, 2002. 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.)** 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.**
23. 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.
34. 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.
45. Effective July 1, 2001, experience as a Clay County support employee may be credited to the teacher for placement on the salary schedule.

- 5-6. Also see Article XXIII (Employment Conditions for Eleven and Twelve Month Instructional Employees) regarding experience for School Psychologists.
- 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.
 - 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. 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.
 - F. Receipt of Negotiated Salary Steps and/or other Salary Increase Tied to Teacher Performance:
 - 1. Effective with the 1998-99 school year, any teacher who receives an unsatisfactory rating in the final Clay Assessment System performance evaluation conference of the school year will receive the same salary in the next school year as he/she received during the unsatisfactory year of service. Such teacher will be ineligible for negotiated advancement on the applicable salary schedule (i.e. receipt of a step), regardless of stipulations in Section E. above. In addition, the teacher who receives such a rating will be ineligible for receipt of any negotiated increase in the actual value of a step on the applicable salary schedule. This salary freeze shall not apply to supplements, degree differentials or special compensation added to the normal contracted salary. This salary freeze will apply for, at least, the school year following the teacher's receipt of the unsatisfactory evaluation.
 - 2. If, during the frozen salary year, the teacher earns a satisfactory evaluation, he/she will be placed back on the salary schedule for the following year, and, if eligible and bargained, granted a step.
 - 3. If the teacher referenced in 1. above receives satisfactory ratings in the final Clay Assessment System performance evaluation conferences of the two school years following the receipt of an unsatisfactory rating, the teacher will be eligible, the third year, for the salary step and/or step amount that would have applied had the teacher never earned an unsatisfactory rating.
 - 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 C.3(a) through C.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% times 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.
3. 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.
 4. 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.
 5. 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 Handicapped, 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).



Clay Educational Staff Professional Association Local # 7409

SCHOOL/WORKSITE _____ SSN: XXX-XX-_____

NAME _____

ADDRESS _____

CITY _____ ZIP _____ - _____

CONTACT # _____

E-MAIL _____ @ _____

NATIONAL DUES	\$88.20
STATE DUES	\$101.09
FLORIDA AFL-CIO	\$6.00
NF CLC	\$2.40
SERVICE UNIT (NEFSU)	\$38.50
PAC	\$2.50
LOCAL	\$101.00
\$338.49 ÷ 20 PAYS	\$16.92

16.99

Payroll Deduction I hereby agree to pay, and authorize my employer to deduct, the dues and assessments described above and as are certified by the Association to the School Board for each year thereafter from my salary and direct and authorize my employer to pay such amounts to the Association in accordance with payroll deduction procedures in effect; provided, however, I may cancel my membership and this authorization by providing 30 days written notice during the time frame of April 1 through April 30 to the Association notifying them of such revocation as provided by law.

MEMBER'S SIGNATURE

DATE

BUILDING REP/RECRUITER

DATE MEMBERSHIP RECORDED

Please return completed application to your Building Rep or Stephanie Sallie through county mail at Middleburg Bus Compound.

APPENDIX IV A
SALARY SCHEDULE ~~2006-2007~~ 2007-2008

A. Regular Bachelor's Schedule

Years of Approved Experience	Bachelor's Level Salary Amount (196 Day)	
0	35,000	<u>37,500</u>
1	35,250	<u>37,600</u>
2	35,500	<u>37,700</u>
3	35,750	<u>37,900</u>
4	36,000	<u>38,200</u>
5	36,500	<u>38,500</u>
6	37,000	<u>38,800</u>
7	37,500	<u>39,100</u>
8	38,050	<u>39,500</u>
9	38,600	<u>40,050</u>
10	39,175	<u>40,600</u>
11	39,750	<u>41,175</u>
12	40,350	<u>41,750</u>
13	40,950	<u>42,375</u>
14	41,600	<u>43,000</u>
15	42,250	<u>43,700</u>
16	42,900	<u>44,400</u>
17	43,650	<u>45,250</u>
18	44,400	<u>46,200</u>
19	45,150	<u>47,200</u>
20	45,900	<u>48,250</u>
21	46,700	<u>49,300</u>
22	47,500	<u>50,350</u>
23	48,375	<u>51,450</u>
24	49,300	<u>52,550</u>
25	50,350	<u>53,650</u>
26	51,750	<u>55,800</u>
27	55,000	<u>58,000</u>

*NOTE: Returning teachers (with continuous Clay County experience) and new teachers shall be assigned a salary step in accordance with the Article on Compensation and in accordance with approved experience occurring prior to July 1, 2007 ~~2006~~.

- B. A Clay County teacher returning in ~~2006-2007~~ 2007-2008 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.
- C. A supplement will be given to returning teachers who were on step 30 in 2002-2003 and earned a year of experience credit. The equal installment supplement (\$1745) will be paid during the 2007-2008 ~~2006-2007~~ year.
- D. The salaries indicated shall be prorated based on the length and type of contract held by the respective teacher.

- ~~E. A one-time supplement will be given to returning teachers who were on step 30 in 2005-2006 and earned a year of experience credit. This equal installment supplement (\$1,200) will be paid during the 2006-2007 school year.~~
- F. Instructional personnel who have earned the status of “exemplary” on their evaluations for 2006-2007 school year will be awarded the appropriate compensation as designated by the legislature. This compensation will be prorated based on the length and type of the contract held by the respective teacher.

APPENDIX IV B
SCHOOL PSYCHOLOGISTS - ~~2006-2007~~ 2007-2008

Step	Bachelor's Level Salary Amount (196 Day)	Bachelor's Level Salary Amount (216 Day)	Bachelor's Level Salary Amount (260 Day)
0	39,175	<u>40,600</u>	43,172
1	39,750	<u>41,175</u>	43,806
2	40,350	<u>41,750</u>	44,467
3	40,950	<u>42,375</u>	45,129
4	41,600	<u>43,000</u>	45,845
5	42,250	<u>43,700</u>	46,561
6	42,900	<u>44,400</u>	47,277
7	43,650	<u>45,250</u>	48,104
8	44,400	<u>46,200</u>	48,930
9	45,150	<u>47,200</u>	49,757
10	45,900	<u>48,250</u>	50,584
11	46,700	<u>49,300</u>	51,465
12	47,500	<u>50,350</u>	52,347
13	48,375	<u>51,450</u>	53,311
14	49,300	<u>52,550</u>	54,330
15	50,350	<u>53,650</u>	55,488
16	51,750	<u>55,800</u>	57,030
17+	55,000	<u>58,000</u>	60,612

1. All returning psychologists with continuous Clay County experience and new psychologists shall be assigned a salary step in accordance with the Articles on Compensation and Employment Conditions for 11 & 12 month Instructional Employees and in accordance with approved experience occurring prior to July 1, ~~2007~~ 2006.
2. A Clay County psychologist returning in ~~2007-2008~~ 2006-2007, from a Board approved leave of absence shall be placed on the salary schedule based on the psychologist's equivalent placement at the beginning of his extended leave of absence.
3. The salaries indicated shall be prorated based on the length and type of contract held by the respective school psychologist and in accordance with the Article on Employment Conditions for 11 and 12 month Instructional Employees.
4. A supplement will be given to returning psychologists who were on step 20 in 2002-2003 and earned a year of experience credit. The equal installment supplement (\$1745) shall be prorated based on the length and type of contract held by the respective school psychologist and in accordance with the Article on Employment Conditions for 11 and 12 month Instructional Employees and paid during the ~~2006-2007~~ 2007-2008 year.
- ~~5. A one-time supplement will be given to returning teachers who were on step 20 in 2005-2006 and earned a year of experience credit. This equal installment supplement (\$1,200) will be paid during the 2006-2007 school year.~~

**APPENDIX IV C
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
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.

APPENDIX IV D
SALARIES - MISCELLANEOUS

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.

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 \$10 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 \$10.00 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 \$10 per half hour.

F. Adult and Community Education Teachers

1. FTE Courses

Effective July 1, 2005, Teachers of FTE Courses which require certificated teachers shall be paid at their hourly base rate based on the 196 day contract salary for regularly contracted teachers in Clay County up to a maximum of \$26./hour. Teachers of FTE courses in 1998-99 whose pay was greater than \$20/hour in 1998-99 shall be frozen at the 1998-99 hourly rate as long as they continuously teach adult education FTE classes. Teachers who are not regularly contracted to teach in Clay County will be placed on the beginning (0 year) salary on the adopted schedule for teachers.

Teachers who have retired or resigned with satisfactory evaluation from the Clay County School System shall continue to receive the base rate based on their last 196-day contract salary (minus supplements) up to a maximum of \$26./ hour or the beginning (0 year) salary on the adopted schedule for teachers, whichever is greater.

2. Effective July 1, 2006, Teachers of Fee Base Noncredit Courses (Community Education):
 - \$26.00 per hour
 - More than \$26.00 per hour if recommended by the Supervisor, based on the fee charged, course demands, and Board approval.
3. Teachers working in an adult and community education program during a summer term shall be paid at the same rate of pay established in this subsection which was in effect during the school year preceding the summer term and will remain in effect until the completion of summer school.
4. Teachers of high school completion and GED classes shall be paid at their hourly rate, up to \$26.00 per hour beginning July 1, 2006.

G. Special Compensation

1. Certified or licensed Occupational and Physical Therapists shall be assigned a salary step and amount from the following schedule, in accordance with the Articles on Compensation and Employment Conditions for 11 and 12 month Instructional Employees, and prorated on the employees' actual number of contract days.

Step	Approved Experience	Salary (196 Days)
A	0	43,721 <u>46,344</u>
B	1	49,185 <u>52,136</u>
C	2	54,640 <u>57,918</u>
D	3	58,292 <u>61,789</u>
E	4	61,937 <u>65,653</u>
F	5-6	65,580 <u>69,515</u>
G	7-9	67,545 <u>71,598</u>
H	10+	69,571 <u>73,745</u>

NOTE: 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.

2. Employees who fill the following allocated positions shall receive the percent indicated applied to the base salary (0 year experience, Level A) of the teachers Salary Schedule, 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 15.00
- Speech Clinicians who hold a state license in the area of speech pathology must provide the documentation of a valid state license.

- EH Self Contained, SED, PMH, Autistic, TMH, VI, HI,
PI, and Adaptive P.E.. 8.00

- Applied Technology for the Handicapped, allocated to work
full-time with students classified as EH Self-Contained, SED,
PMH, Autistic, TMH, 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.

DU 6/22/07
T.A. (R)

**Appendix IV D
Salaries Miscellaneous**

H. (1). For teachers assigned to a school that is in corrective action, restructuring or in the process of planning for these procedures as a result of failure to meet Adequate Yearly Progress the following salary **supplements will apply**:

Category	Category Defined	Commitment Incentive	End of Year Incentive	Award Criteria End-of-Year
I	First Year at Target Site	\$500	\$500	Student Proficiency Target Met
II	Returning to Target Site	\$500	\$1,000	Student Proficiency Target Met
III	Returning to Target Site or Clay County Transfer w/ no less than five years of teaching experience	\$500	\$1,000 2 Step Advancement on the Salary Scale	*24 Hours of Inservice (earned during the current year) *Student Proficiency Target Met *Satisfactory CAS Evaluation
IV	Out of County/State Transfer w/ no less than five years of teaching experience and who has been recommended and who is eligible for a Professional Service Contract	\$500	\$1,000	*24 Hours of Inservice (earned during the current year) *Student Proficiency Target Met *Satisfactory CAS Evaluation

H. (2). The signing incentive will become effective for each category beginning with the 2008 – 2009 school year. This incentive will be paid in full during the first month of the second semester of each school year.

H. (3). All other benefits describe in categories I – IV will be in effect beginning with the 2007 – 2008 school year. The incentive for making the student achievement target will be paid no later than 15 August of the following school year.

(a). Student achievement measures will be the same as those determined by the district’s Merit Award Program.

(b). 80% of the students will show a learning gain as defined in MAP to be eligible for the end-of-year supplement.

(c). 80% of the students will score at 80% or higher on the district determined assessment to meet the proficiency target.

H. (4). The salary supplement plan for the target school will expire once a school has met Adequate Yearly Progress and is no longer in corrective action. Teachers who have earned salary scale advancements will retain all steps advancements.

APPENDIX IV E
SALARIES - ROTC INSTRUCTORS

- A. Salaries will be based on the greatest amount of 1 or 2 below and will be paid in 24 bi-monthly installments.
 - 1. The 11-month teachers' salary schedule for 2007-2008 ~~2006-2007~~, or
 - 2. 11/12 of the annual salary submitted by the U.S. Navy based on the active duty pay less the retired pay for those ROTC personnel employed.

- B. Summer school employment will be contingent on need and pay will be in addition to that agreed upon in Item A above. Summer pay will be based on the established rate at the time of the summer contract in the same manner as figured in Step A above and this additional time will be reported to the Navy as such.

- C. All vouchers will be co-signed by the County Office and all checks for reimbursement will be sent directly to the Office of the Superintendent. The Navy shall be notified of this by the officers of the school NJROTC units.

APPENDIX IV F
SALARIES/PROFESSIONAL ASSIGNMENT - ATHLETIC DIRECTORS

- 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)

Years of Approved Experience	216 Days	
0	42,571	<u>45,327</u>
1	42,847	<u>45,437</u>
2	43,122	<u>45,547</u>
3	43,398	<u>45,767</u>
4	43,673	<u>46,098</u>
5	44,224	<u>46,429</u>
6	44,776	<u>46,759</u>
7	45,327	<u>47,090</u>
8	45,933	<u>47,531</u>
9	46,539	<u>48,137</u>
10	47,172	<u>48,743</u>
11	47,806	<u>49,377</u>
12	48,467	<u>50,010</u>
13	49,129	<u>50,699</u>
14	49,845	<u>51,388</u>
15	50,561	<u>52,159</u>
16	51,277	<u>52,931</u>
17	52,104	<u>53,867</u>
18	52,930	<u>54,914</u>
19	53,757	<u>56,016</u>
20	54,584	<u>57,173</u>
21	55,465	<u>58,331</u>
22	56,347	<u>59,488</u>
23	57,311	<u>60,700</u>
24	58,330	<u>61,912</u>
25	59,488	<u>63,124</u>
26	61,030	<u>65,494</u>
27+	64,612	<u>67,918</u>

NOTE: Athletic directors shall be assigned a salary step in accordance with the Article on Compensation and in accordance with approved experience occurring prior to July 1, ~~2007~~ 2006.

- D. Returning teachers (with continuous Clay County experience) and new teachers shall be assigned a salary step in accordance with the Article on Compensation and in accordance with approved experience occurring prior to July 1, ~~2007~~ 2006.
- E. A Clay County athletic director returning in ~~2006-2007~~ 2007-2008 from a Board approved leave of absence shall be placed on the salary schedule based on the approved experience credited to him at the beginning of his extended leave of absence.

- F. A supplement will be given to returning athletic directors who were on step 30 in ~~2002-2003~~ **2006-2007** and earned a year of experience credit. The equal installment supplement (\$1745) will be prorated based on an 11 month contract and paid during the ~~2005-2006~~ **2007-2008** year.
- ~~G. A one-time supplement will be given to returning teachers who were on step 30 in 2005-2006 and earned a year of experience credit. This equal installment supplement (\$1,200) will be paid during the 2006-2007 school year.~~

TA 8/22/07

(R)
TA
Academy
8/22/07

Board Proposal 8/22/2007

APPENDIX V

SALARIES - SUPPLEMENT SCHEDULE

Supplements are based on the beginning teacher salary. However,

Note: For the 2007-2008 school year, the percent indicated will be calculated using a base salary amount of \$32,000.

ACADEMIC SUPPLEMENTS:

The following supplements will be allocated to the respective schools as a maximum amount which shall be used to pay one or more individuals sponsoring the indicated activity. Unless otherwise indicated, supplemental salary is to be paid in equal installments. Classroom Teacher Department Heads, ESE, Resource Department Heads, and Specialists are Academic Coordinators. All other supplements are Extracurricular Activities. "END" supplements will be paid upon completion of the activity and written recommendation of the principal. Any production must be performed before the public and will consist of a full length play.

<u>Supplement</u>	<u>Method of Payment</u>	<u>Per Cent</u>
Academic Coach, Local School	END	5.4
Academic Coach, District	Equal	7.5
Activities Program Coordinator JH	Equal	13.0
Annual Staff, HS	Equal	8.0
Annual Staff, JH	Equal	6.5
Band Director, HS <i>(Minimum of two major performances; football games; district marching festival; solo and ensemble; concert band and state festivals when applicable.)</i>	Equal	13.5
Band Director, JH <i>(Minimum of four performances; solo and ensemble; district concert festival; home football games)</i>	Equal	7.5
Band End of Year Supplement <i>(Two additional major festivals - three community events equals one major event)</i>	END	1.5
Bayard Point Sponsor	Equal	4.1
Choral Director HS/JH <i>(Minimum of four separate performances per year; district solo and ensemble and concert festivals)</i>	Equal	7.5
Choral Director End of Year Supplement <i>(Two additional major festivals: 3 community events equal one major event)</i>	END	1.5
Co-Curricular Club	Equal	4.1
Core Team Leader Elementary	Equal	1.5
Core Team Leader Secondary	Equal	2.75
Dance Team Sponsor HS	Equal	6.0
Dance or Drill Team Sponsor JH	Equal	4.7

<u>Supplement</u>	<u>Method of Payment</u>	<u>Per Cent</u>
Debate Team <i>(Must include formal competitions outside of school setting)</i>	END	3.1
Department Head (3-5 teachers)	Equal	6.0
Department Head (6-10 teachers)	Equal	6.5
Department Head (11-16 teachers)	Equal	7.0
Department Head (17-20 teachers)	Equal	7.5
Department Head (21 or more teachers)	Equal	8.0
Directing Teacher of School Interns	END	3.0
Director of Junior or Senior Class Play <i>(Per major performance)</i>	END	1.3
Discretionary Supplement <i>(All levels; identified by the school through the School Improvement Plan)</i>	END	1.5
District Music	END	3.6
Drama HS	END	6.0
Drama JH	END	3.1
Drill Team Sponsor HS	Equal	6.0
Educational Technology Advisor Elementary	Equal	6.0
Educational Technology Advisor Secondary	Equal	8.0
Elementary Performance/Production <i>(Music Teachers Will Be Given Priority: minimum of two separate productions And includes planning, practice, advertising, etc.)</i>	END	1.5
<i>Note: This supplement may be used a maximum of three times per school.</i>		
Elementary Track Meet Coordinator	END	3.6
ESE Intervention Committee Facilitator (IDEA funded)	Equal	3.1
Flag Corps Sponsor	Equal	3.2
Freshman Class Sponsor (and 8 th grade at GCSJH)	Equal	2.6
Future Educators Club	Equal	2.75
Junior Class Sponsor	Equal	4.75
Majorette Sponsor	Equal	3.2
Math Field Day Coordinator, District	END	3.6
Math Team <i>(Must include formal competitions outside school setting)</i>	END	3.1
National Beta Club Sponsor	Equal	4.1
National Junior High Honor Society Sponsor	Equal	3.1
National Honor Society Sponsor	Equal	4.1

<u>Supplement</u>	<u>Method of Payment</u>	<u>Per Cent</u>
Newspaper Staff HS	Equal	4.1
Newspaper Staff JH	Equal	2.5
Peer Teacher (<i>With portfolio requirement</i>)	Equal	6.0
Safety Patrol Elementary	Equal	2.1
Science Fair Coordinator, District	END	6.0
Science Fair Coordinator, Local School	END	3.6
Senior Class Sponsor	Equal	4.25
Sophomore Class Sponsor	Equal	2.75
Specialist, 10-Month	Equal	6.0
Specialist, 11-Month	Equal	6.6
Specialist, 12-Month	Equal	7.9
Special Olympics Coordinator	END	6.0 6.0 21
Spelling Bee Coordinator, District	END	3.6
Student Council Elementary	Equal	1.5
Student Council HS	Equal	4.1
Student Council JH	Equal	3.6
Support Peer Teacher (<i>Without portfolio requirements</i>)	Equal	4.0
Title I Supplemental Educational Services (SES) On-Site Facilitator	Equal	6.0
Title I Funded		
Very Special Arts Coordinator	END	3.1

ATHLETICS

- ** 1. Athletic supplements for seasonal sports shall be paid in a lump sum upon completion of the activity. A supplement will be prorated if a coach quits prior to completion of the season. No more than three (3) athletic supplements may be paid to a single individual without approval of the Superintendent and documentation that all resources have been exhausted.

Exceptions - Football supplements will be paid as follows:

75% at end of playing season

25% at end of spring practice

2. Athletic Coach Certification: All Coaches must possess a valid part-time athletic coaching or full-time professional Educator's certificate from the State of Florida. A copy of the certificate or a copy of a completed application for the certificate, with evidence that all requirements for certification have been met, must be presented prior to student contact. Head coaches, athletic directors, and junior high / middle school activities program coordinators who have earned the Florida certification endorsement as Athletic Coach in addition to their regular teaching certification will receive 1.0% of the base salary, in addition to their athletic supplement upon presentation of the certification endorsement.

Head coaches, cheerleading sponsors and athletic directors must complete an update of the Care and Prevention of Athletic Injuries workshop in order to receive the athletic supplement and in order to be considered for reappointment to the head coach or athletic director position for the following year.

<u>Supplement</u>	<u>Method of Payment</u>	<u>Per Cent</u>
Athletic Coaching Endorsement (Head, Athletic Directors, JH School Programs Coordinators with athletic coaching endorsement)	END	1.0
Baseball, Head HS	END	12
Baseball, Assistant HS	END	7
Baseball, JV Head HS	END	8
Baseball, Head JH	END	6
Baseball, Assistant JH	END	5
Basketball, Head HS	END	13.6
Basketball, Assistant HS	END	8
Basketball, JV Head HS	END	6.85
Basketball, Head JH	END	6.85
Cheerleading, Head Varsity	Equal	12
Cheerleading, Head Junior Varsity HS	Equal	9
Cheerleading, Head JH	Equal	9
Cross Country, Head HS	END	6
Flag Football, Head HS/JH/M	END	6
Football, Head HS	END	18.2
Football, Assistant HS	END	11.55
Football, JV Head HS	END	12
Football, Head JH	END	10
Football, Assistant JH	END	9.1
Golf, Head HS	END	6.5
Intramural Program Sponsor JH	END	5.15
Intramural Program Sponsor JH Assistant	END	4.7
Rhythmic Gymnastics, Head HS/JH/M	END	6
Soccer, Head HS	END	10
Soccer, Assistant HS	END	6

<u>Supplement</u>	<u>Method of Payment</u>	<u>Per Cent</u>
Soccer, Head JV HS	END	7
Soccer, Head JH	END	6
Soccer, Assistant JH	END	5.15
Softball, Head HS (Fast Pitch)	END	12
Softball, Assistant HS (Fast Pitch)	END	7
Softball, Head JV (Fast Pitch) HS	END	8
Softball, Head JH (Fast Pitch)	END	6
Softball, Assistant JH (Fast Pitch)	END	5
Softball, Head HS (Slow Pitch)	END	7
Softball, Assistant HS (Slow Pitch)	END	6
Softball, Head JH (Slow Pitch)	END	6
Softball, Assistant JH (Slow Pitch)	END	5
Swimming, Head HS	END	10
Swimming, Head JH	END	5.15
Tennis, Head HS	END	7
Track, Head HS	END	10
Track, Assistant HS	END	7
Track, Head JH	END	6
Track, Assistant JH	END	5.15
Volleyball, Head HS	END	10
Volleyball, Assistant HS	END	7
Volleyball, Assistant JH	END	5.15
Volleyball, Head JV	END	6
Volleyball, Head JH	END	6
Weightlifting, Head HS	END	7
Weightlifting, Head JH	END	6
Wrestling, Head HS	END	10
Wrestling, Assistant HS	END	7
Wrestling, Head JH	END	5.15

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

Date Signed 8/22/07

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

**CLAY COUNTY EDUCATION
ASSOCIATION NEGOTIATING TEAM**

Denise Adams

Robert B Taylor

Joni A. McCabe

Cheryl L Brown

Ronald Gray

Albert Ken Jr

Samuel D. Oliver

Laura Magnasco

Hope Scroggins

Rick Grady

Elizabeth A. O'Connell