PLEASE POST IMMEDIATELY
RATIFICATION INFORMATION

SCHOOL DISTRICT OF CLAY COUNTY

2026-2027 Amendment

to the

2024-2025 through 2026-2027

MASTER CONTRACT WITH CLAY COUNTY EDUCATION ASSOCIATION

2026-2027 RATIFICATION INFORMATION

2026-2027Amendment to the

2024-2025 through 2026-2027 CCEA MASTER CONTRACT

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

ARTICLE	TITLE	LANGUAGE CHANGES
XI	GENERAL EMPLOYMENT PRACTICES	Added language for professional support and reappointment considerations. Conferences related to job expectations will be documented in the conference section of the evaluation tool.
XX	INSERVICE	Language was updated to reflect that points for professional learning will be awarded towards certification requirements as allowable by statute and state board rule. School leaders will prioritize August PLC dates to allow for mandated training.
XXVIII	COMPENSATION	See summary provided in Compensation packet.
APPENDIX X	INSURANCE CONTRIBUTION CHART	Rates updated based on results of a sub-committee meeting consisting of CCEA representatives, CESPA representatives, and District representatives.
	MILLAGE PROPOSAL	Funding for the supplemental pay is dependent on renewal of the November referendum.

JA [illegible] 7/29/26 [illegible] 7/29/26 JA 7/29/26 HW [illegible]

Article XI: General Employment Practices

Board Proposal-2 7/29/26

A. Discrimination on the basis of age, gender, handicaps, race, color, religion, national origin, sexual orientation, or marital status is prohibited in the employment of personnel. Teachers will be treated fairly and equitably.

B. Any teacher employed will be fully certified and shall be assigned only to a position within the scope of his/her teaching certificate. When such fully certified teachers cannot be obtained, a teacher who is fully certified may be assigned to a position outside the scope of his/her certificate, or a qualified substitute may be employed only until such time as a fully certified teacher can be employed.

C. A teacher who volunteers to transfer out-of-field to a critical shortage ESE position such as, E/BD, Self-Contained, VE, Inclusion, IND-P, IND-S, IND-1 or ASD, VI, HI, PI, adaptive PE or other critical area designated by the Superintendent, will have the opportunity to return to his/her previous position at the end of one year, provided the teacher has fulfilled the six hour requirement for out-of-field teachers. Teachers who volunteer to teach out-of-field in areas designated by the Superintendent as critical shortage areas and not eligible for State financial assistance shall be reimbursed by the Board for the required 6 hours of college coursework. Such reimbursement shall be at the Florida university system's tuition rate.

D. Substitute teachers will be employed for all classroom teachers absent from regular classroom duties, including ESE self-contained classes and for all elementary resource teachers. Exceptions may be made in programs considered to be "pull out" such as Title I, and other Exceptional Student Education programs. In an emergency when a substitute cannot be secured, and all other resources have been exhausted, including administrator coverage,another teacher may be required to cover classes. The substitute shall provide a written report to the teacher of activities covered during the day. Teachers will provide written lesson plans for the substitute.

E. Nothing in this Article shall prohibit the Superintendent from filling any position on a temporary basis or in accordance with statutes, rules, or regulations.

F. All Clay County School District employees must be fingerprinted and background checked through the Florida Department of Law Enforcement (FDLE) and the Federal Bureau of Investigation every five years. Based on the above existing requirements, the initial and renewal cost of the fingerprint processing of current employees will be paid by the Clay County School District.

G. Electronic Monitoring and Recording

   1. The Association and the Board agree that the Board has the right to know the location of its Board-owned vehicles (i.e. school buses, maintenance vehicles, and all other similar fleet vehicles). Board-owned vehicles may be monitored by GPS or similar device(s) to track the location of the vehicle and monitor use of district resources to include the vehicle and associated fuel to operate the vehicle after giving employees notice. Such notice will state that Board vehicles may be monitored by GPS or similar device(s) and will be posted on the vehicle and included in the employee handbook. Upon request at the beginning of each school year, CCEA will be notified of the make, model and manufacturer and type of training administrators receive in the use of said device(s). Furthermore, upon request, CCEA will be given a list of all vehicles (V-Numbers) that have GPS monitoring capabilities.

   2. Information obtained by or from any tracking device(s) installed on a Board-owned vehicle pursuant to this provision may be used by the Board for purposes of evaluation and/or progressive discipline cases. Tracking device(s) installed under this provision for the purpose of investigation may be placed on the vehicle no more than thirty (30) days in any six (6) month period.

3. The Board may install video cameras on Board property and vehicles (to exclude restrooms, classrooms, offices, and staff/faculty lounges) for purposes of security and student/employee safety. Any information obtained from such video cameras may be used by the Board for purposes of progressive discipline cases in accordance with current guidelines for the same. Any information gathered from cameras installed in common areas where teachers also provide instruction (gyms, weight rooms, media centers, outside physical education areas, and etc.) may not be used for evaluative purposes. Notice of the presence of video cameras is to be posted at the school or work site.

4. Notwithstanding, Article XIX Teacher Discipline, disciplinary action shall not be taken, nor adverse evaluation made against an employee based solely upon electronic monitoring or recording without an investigation.

H. The teacher's official human resources employment file shall be maintained at the district office, and requests for review will be processed through Human Resources.

I. Professional Support and Reappointment Considerations

1. When an administrator identifies concerns related to a teacher's job performance, professional conduct, or other job-related expectations that do not warrant immediate disciplinary action, the administrator shall meet with the teacher in a timely manner to discuss the concerns or performance deficiencies, document the conference within the "conferences" section of the evaluation instrument, communicate the expected standard or behavior, and provide appropriate documented guidance or support intended to assist the teacher in addressing the concern. The teacher is responsible for participating in and applying the provided support.

2. The parties recognize that overall teacher effectiveness encompasses more than classroom instructional performance. Reappointment decisions are holistic and may take into account classroom instruction, professional conduct, responsiveness to feedback, interactions with students, parents, and colleagues, contributions to a positive school climate, and compliance with School Board policies and professional standards. Non-reappointment of an annual contract teacher at the conclusion of their contract term remains within the statutory authority of the Principal and District pursuant to Florida Law.

J. Instructional Contracts:

1. Probationary Annual Contract is an employment contract for a period of one (1) school year awarded to instructional personnel upon initial employment with the Clay County School Board. Probationary Annual Contract teachers may resign without breach of contract. A Probationary Annual Contract may not be awarded by the School Board more than once to the same employee unless the person was rehired after a break-in-service for one school year or more. After completion of the Probationary Contract, the School Board may award an Annual Contract.

2. Annual Contract (AC) is an employment contract for a period of one (1) school year and may not be broken by either party prior to its expiration date without just cause or by the agreement of the parties. The Annual Contract may be issued to a member of the instructional staff who has completed the Probationary Annual Contract. However, an Annual Contract teacher will not be considered to have had a break in service if they are reappointed any time prior to the October F.T.E. count.

3. A Probationary (year one) or annual contract teacher (year two or three) with an evaluation of effective or highly effective who is returned to the pool will be a Phase III candidate for consideration for open and available positions prior to Phase IV.

4. Annual contract teachers with a less than effective evaluation will be addressed as per the CAS manual.

K. Each teacher will personally verify and sign off on the student rosters not less than twice annually. Teachers will be notified if corrections to rosters are made by the school-based coordinator. Teachers will not be asked to approve a roster that contains students they do not teach.

7/29/26 TA

TA 7/29/26

CCEA Counter Proposal 7/27/26

Article XX: Inservice

A. The inservice program shall be reviewed annually by the Professional Learning Advisory Council (PLAC) acting through the School Board.
B. The Association shall provide the Office of Professional Learning with a list of classroom teachers qualified to serve on the PLAC Council. The Association in collaboration with the Office of Professional Learning shall fill vacancies from the list submitted. It is recommended that teacher members of the Professional Learning Advisory Council serve no more than two (2) consecutive terms.

C. There shall be a written evaluation of all workshops and/or inservice programs offered by the Office of Professional Learning at the end of such programs by teachers attending. Such evaluations shall be forwarded to the Office of Professional Learning and made available to the Association. Professional learning activities shall be defined as those outlined in Florida Statute 1012.98. All learning activities shall be awarded points and counted towards recertification as allowable by statute and state board rule.

D. Teachers may be required to attend inservice training during the scheduled pre-planning inservice day but not during more than one planning day during the school year. ~~Each year, all instructional employees are required to establish a learning goal to measure student achievement. The learning goal may be done as a group or individually.~~ Teachers will participate in ~~weekly~~ collaborative professional learning around the school's vision and student needs ~~of~~ for not more than one hour weekly as outlined in state approved CCDS professional learning system; said hour shall be within the contracted day. School leaders will prioritize PLC dates during August to allow this time to be used for mandated training. In collaboration with instructional personnel, schools by majority vote may develop a flexible weekly schedule to accommodate for the one hour of ~~weekly~~ collaborative professional learning. The maximum number of minutes that administrators will bank each day shall be 15 minutes, 4 days a week. This provision supersedes Article VI, B., 1, 2, 3a, when applied to meet the need for ~~weekly~~ collaborative professional learning time. ~~of one hour.~~

E. Teachers enrolled in the Professional Learning Certification Program (PLCP) shall be granted one (1) day of Temporary Duty Elsewhere (TDE) per semester in which the teacher is enrolled in their coursework phase of the program. The teacher must be enrolled in coursework a minimum of fourteen (14) days prior to the request for TDE and provide sufficient progress and evidence of task(s) completion to the PLCP Coordinator no later than five (5) days following the leave.

F. ESOL training by enrollment in an on-line ESOL course shall be granted two (2) days of Temporary Duty Elsewhere (TDE) during the semester in which the teacher is enrolled in the on-line course. The teacher must be enrolled in the class a minimum of fourteen (14) days prior to the request for TDE and must provide proof of the completion of the course to the Office of Professional Learning no later than fourteen (14) days after the beginning of the semester following the request for TDE.

G. The PLAC will preview protocols for follow-up for inservice training. The follow-up for inservice training shall be fair, equitable, and appropriate. Follow-up forms will be completed at the time of inservice, except for when an inservice requires implementation of an instructional strategy to measure the impact on students' learning.

7/29/2026 TA (HW) 7/29/26 BGT TA | 7/29/26

Clay County School Board Compensation Proposal for CCEA July 29, 2026

Appropriated TSIA Funding for Clay County was: $2,535,754.00
CCDS TSIA funding for 2026-2027 is $2,167.153.23.

Despite ongoing budget constraints, the Board has consistently prioritized increasing the base salaries of veteran teachers. Since 2022-2023, this has included the Instructional Knowledge Mentor Supplement for teachers with 11+ years of experience, scaled base salary increases tied to experience in 2023-2024 and 2024-2025, and, last year, directing the reduced TSIA funding exclusively to veteran teachers.

This year, the State has imposed additional restrictions on TSIA funding. The District recognizes the inequities built into the new TSIA parameters and is investing additional funding to be able to propose to equalize these inequities by increasing the base pay of all teachers based on their total years of instructional experience. The following reflects the Board's proposed tiered distribution of TSIA funds and the additional Board investment, continuing to prioritize our veteran teachers.

Years of Experience	Increase to Base Pay + Benefits
1-9 years	$875.00
10-14	$1,300.00
15-19	$1,400.00
20-24	$1,525.00
25 or more	$1,625.00

This proposal is a total is $3,504,957.00

Base Salary increases for the 2026-2027school year will be for instructional personnel who are employed by CCDS upon the date of contract ratification and have a CCDS final 2025-2026 evaluation.

TA'd TSIA Compensation Proposal

Brenda G. Troutman
Asst Superintendent, HR, Chief Negotiator

Jeff Schriver
Negotiator, Clay County School Board

Date: 7/29/26

Heather Weaver
Executive Director, CCEA

Vicki Kidwell
President, CCEA

7/29/2026 TA TA 7/29/26

Clay County School Board
Compensation Proposal for CCEA
July 29, 2026

Millage Proposal:

The District is in the midst of beginning to advertise for the millage which will be voted on by Clay County residents this November. The proposed language clearly states the millage purpose as a need to increase teacher and staff pay and for school security.

The millage, if passed, will begin to collect the new millage dollars in July of 2027. However, it is rational to have the belief that constituents and our employees will expect to see a salary increase upon election.

The millage monies that have been collected this year are being utilized for the Clay County Sheriff and other local police contracts and for many safety projects underway in our district. With the expectation of employees and those who vote for the renewal, Mrs. Posey has calculated what funds from this year's current millage may be available to use for supplemental pay for the 2026-2027 school year. **There is approximately $6 million that can be allocated.**

Millage money, due to being compensation, must be bargained with both unions. Due to not having the guarantee of the millage passing, an MOU will be used during the bargaining process for both CESPA and CCEA unions to provide proposals for increased teacher and staff pay as advertised for the millage.

The Board proposes the following supplemental pay to be distributed to instructional staff from a partial portion of the current Safety and Security Millage.
Instructional: The supplement will be paid over the instructional pay cycle for the employee. The supplement will be calendar corrected (10, 11 or 12 month employee). The supplement will be tiered due to the teacher's years of experience.

- **0-5 Years of Experience:** Proposed increase is **$900** for 10 month teachers and calendar corrected for others. This equates to a $.60/hr increase.
- **6-10 Years of Experience:** Proposed increase is **$950** for 10 month teachers and calendar corrected for others. This equates to a $.61/hr increase.
- **11-12 Years of Experience:** Proposed increase is **$1,000** for 10 month teachers and calendar corrected for others. This equates to a $.68/hr increase.
- **13-17 Years of Experience:** Proposed increase is **$1,100** for 10 month teachers and calendar corrected for others. This equates to a $.75/hr increase.
- **18-25 Years of Experience:** Proposed increase is **$1,200** for 10 month teachers and calendar corrected for others. This equates to a $.82/hr increase.
- **26+ Years of Experience:** Proposed increase is **$1,300** for 10 month teachers and calendar corrected for others. This equates to a $.88/hr increase.

Total Instructional Proposal of $3,475,466.68 (58% of total)

Article XXVIII: Compensation

A. Experience

1. Up to 30 years of approved, verified state-certified teaching experience may be accepted for new hires. A Clay teacher returning from a Board approved leave of absence shall be placed on the salary schedule based on the approved experience credited to him/her at the beginning of his/her extended leave of absence. Documentation from each previous employer must show that the employee is eligible for rehire.(Note: Prior to July 1, 2001, the maximum years of teaching experience accepted for new hires was 18 years.) Such experience must be full-time experience and gained in schools in the U.S., U.S. territory or under Department of Defense/State jurisdiction that are accredited by an approved accrediting agency at the time of employment, and, effective July 1, 2007, an International Baccalaureate School that has been accredited by the International Baccalaureate Organization (I.B.O.) Effective July 1, 2009, full-time satisfactory teaching experience in a foreign country may be accepted if the school is accredited by any of the six (6) regional accrediting agencies. The teacher must submit the approved Human Resources experience verification form completed in English, or the teacher will pay for a translation by a recognized translation service provider. This experience may include experience in PreK-12 public schools; experience in private or parochial PreK-12 schools with salary adjusted for verified experience beyond four (4) years effective 7-01-97. In addition, up to 18 years may include full-time teaching or counseling experience in colleges or universities, recognized as accredited by the state department of education at the time of employment. Salary will be adjusted for this verified college or university experience beyond four (4) years effective 7-01-99. Excluded is adjunct teaching, teaching or counseling performed while attending the college or university as a student, effective 7-01-98. Beginning with the ratification of the 1992-93 contract, full-time experience as a pre-kindergarten or kindergarten teacher in a school where the primary focus is pre-kindergarten or kindergarten may only be approved when such school is under the jurisdiction of and funded by the state department of education.

2. Effective July 1, 2007, appropriate teaching experience gained in a Florida public school system in the same school year as experience gained as a teacher/administrator in the Clay County School District may be combined in order to be evaluated to earn a year's experience.

3. Full-time experience on the salary schedule may also be approved in accordance with Board policy for occupational experience as appropriate for occupational therapists, physical therapists, speech clinicians, social workers, media specialists, behavior management teachers, counselors, and for vocational trades instructors and for up to four (4) years of approved active military service. Such occupational experience approved for degreed vocational instructors, behavior management teachers, and counselors shall be limited to four (4) years and, for counselors, must have been while contracted under a 310 agreement in a U.S. public school.

4. Effective July 1, 2001, verified administrative experience in a public, private or parochial K-12 school system may be included in the up-to-30 years of approved experience for new hires. Such experience must be full-time and gained in schools in the U.S., U.S. territory or under Department of Defense/State jurisdiction that are accredited by an approved accrediting agency at the time of employment. Experience earned as a Clay County administrator may be credited to the teacher for placement on the salary schedule.

5. Effective July 1, 2009, classroom experience that requires student contact as a Clay County support employee may be credited to the teacher for placement on the salary schedule.

6. Also see Article XXIII (Employment Conditions for Eleven and Twelve Month Instructional Employees) regarding experience for School Psychologists.

7. Any employee hired after the effective date of this Agreement, who has retired under the Florida Retirement System (FRS), will not be given credit on the salary schedule for any employment before the date of the employee's retirement under the FRS, or the date of DROP exit, whichever is later. Effective July 1, 2011, all other employees who were hired after retiring under the FRS will no longer be given credit on the salary schedule for any employment before the date of the employee's retirement under the FRS, or the date of DROP exit, whichever is later; these employees will be placed on the salary schedule in accordance with experience earned after the date of retirement under the FRS or DROP exit, whichever is later.

B. New hires and teachers returning from an approved year leave of absence without pay shall be paid in accordance with the schedule set forth in Appendix IV on the basis of approved teaching experience.

C. Under no circumstance shall any teacher be assigned a salary which is at a higher level than that which is equivalent to his/her approved experience unless eligibility criteria is met by the teacher under performance pay guidelines as specified in the collective bargaining agreement.

D. The method of advancement to succeeding levels after the 2001-2002 school year shall be determined through negotiations. There shall be no presumption of status quo with respect to the method of advancement.

E.

1. For the purpose of awarding experience on the salary schedule, a year of service shall be full time paid and contracted actual service of more than one-half of the 196 or more contracted days in the year service was rendered. For the purpose of providing benefits in this Agreement, full time shall mean a person contracted for a six-tenths (.6) or greater allocated position or for (.6) or more of each consecutive day during the contract period unless otherwise indicated.

2. If an Annual Contract Teacher receives a letter of notification of non-reappointment by May 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	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 6	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 7	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 8	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 ninety-six-month maximum, or, has fewer than the ninety-six-month maximum remaining in DROP as of March 17, 2000, the percentage of terminal sick leave to be deposited each year will change so that, at the end of his/her DROP participation, a total of 100% of the maximum allowed contribution of terminal sick leave pay will have been made to the 401(a) Plan.

d. DROP participants may access these terminal sick leave funds prior to termination of employment only through loan procedures outlined in the Plan.

K. Employees who, by virtue of enrollment in DROP, have deposited terminal leave payment(s) into the Board-approved 401(a) Qualified Retirement Plan, shall continue to deposit such payments as stipulated in paragraph C.5. of this policy, notwithstanding the limitations of paragraph C. This clarification is intended to facilitate the continuation of terminal leave payments to which the Board had committed prior to the November 19, 2002 approval of amendments to this policy.

L. The Superintendent is authorized to offer an alternate salary schedule when he/she deems it necessary only for the purpose of recruiting for less than full time positions in Speech Pathology, Emotional/Behavior Disorders, Occupational Therapy, or Physical Therapy and only to a teacher whose position will be in such critical shortage area. Such alternate schedule will be 1.15 times the hourly equivalent of the appropriate bachelors salary schedule step plus degree differential, if applicable. Teachers contracted under such schedule shall be exempt from the provisions of Article VII, sections A and B (preparation time) and Article VI, sections A and B1 (duty free lunch).

M. Performance Pay Plan-Instructional Personnel Salary Schedule/Calculations for Performance Pay

Under F.S. 1012.22

1. Performance Pay Schedule includes employees holding Annual Contract status, including those who elected to move from the Grandfathered Schedule to the Performance Schedule, thereby relinquishing their PSC or CC contracts.

2. Grandfather Schedule (GF) includes those employees who currently hold a Professional Services Contract or Continuing Contract.

3. A process will be developed to allow teachers on GF Salary Schedule the opportunity for a one time schedule change by September 30th of each year to opt into the Performance Pay Schedule pursuant to F.S. 1012.22(1) (c) 4. Grandfathered teachers who opt into the Performance Pay Schedule forfeit their PSC or CC contracts to come into this schedule.

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

   Per F.S. 1012.22, "The annual salary adjustment under the performance salary schedule for an employee rated as highly effective must be at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district. The annual salary adjustment under the performance salary 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.

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) (X) + (#of PPE) (X) + (# of PPHE) (1.25X)

PPE = Performance Pay Effective

PPHE = Performance Pay Highly Effective

1. Teachers who are on Probationary Contract will receive no base performance salary increase.
2. All teachers are encouraged to review F.S. 1012.22 as it is related to the new performance pay required by the Student Success Act enacted July 1, 2011. If there are any changes to any statutes regarding Performance Pay, the parties shall reconvene immediately to negotiate such changes.
3. Any release-time officer of CCEA shall receive an evaluation score not lower than the highest performing instructional employee.
4. History of negotiated adjustments
   - 2013-2014: $446* (This was the year we converted to a new salary schedule. Teachers were moved over and up a level, resulting in a pay increase prior to the additional $446.)
   - 2014-2015: $0
   - 2015-2016: $500 to all instructional employees

- 2016-2017: The parties agree to the total amount of the negotiated dollars which includes the employee's contribution of 16.47% for benefits.

  TOTAL: 2,064,575.90 to be applied to the agreed upon formula.
- 2017-2018: The parties agree to a salary increase of $1,000 for PSC/CC teachers in accordance with the established pay for performance formula.
- 2018-2019: The parties agree to a salary increase of $1,000 for PSC/CC teachers in accordance with the established pay for performance formula.
- 2019-2020: The parties agree to a salary increase of $2,000 for PSC/CC teachers in accordance with the established pay for performance formula.
- 2020-2021: The parties agree to a new minimum base salary of $44,867. The Entry Salary Schedule is updated in Appendix IV A. All Instructional Personnel shall receive a minimum $1,200 salary increase.
- 2021-2022: The parties agree to a new minimum base salary of $47,500. The parties also agree to a one-time bonus for all instructional personnel with a 2020-2021 final evaluation and employed at the time of ratification, guaranteeing a total compensation package of $3,000. Those employees who are receiving an increase to their minimum base salary to $47,500 will have the amount of their salary increase deducted from the $3,000 bonus.
- 2022-2023: The parties agree to increase the minimum base salary to $48,250.
  The parties agree to a salary increase of $1,000 for PSC/CC teachers in accordance with the established pay for performance formula.
  The parties agree to create an Instructional Knowledge Mentor Supplement for veteran non-probationary teachers for their expertise, instructional knowledge and mentoring of new and developing teachers.
  - 11 - 12 years of Instructional Knowledge: $100.00
  - 13 - 17 years of Instructional Knowledge: $550.00
  - 18 - 25 years of Instructional Knowledge: $750.00
  - 26 + years of Instructional Knowledge: $900.00
- 2023-2024: The parties agree to Teacher Growth Allocation increases as follows:

Years of Experience	Salary Increase	Years of Experience	Salary Increase
1-2	$230.00	16-17	$980.00
3-5	$380.00	18-19	$1,175.00
6-7	$530.00	20-22	$1,375.00
8-11	$680.00	23-24	$1,600.00
12-15	$830.00	25+	$1,850.00

The parties agree to a salary increase of $500.00 for PSC/CC teachers in accordance with the established pay for performance formula. A salary increase of $625.00 for Highly Effective Teachers and $468.75 for Effective Teachers based upon a final 2022-2023 Clay County Evaluation.
The parties agree to increase the base salary of School Psychologist by $2,500.00 (196 day contract). Created a new entry salary schedule.
The parties agree to additional compensation for critical needed classroom teachers as listed in Appendix IV C.

- 2024-2025: Statutory Mandated Performance Pay, added to base salary in the amounts as follows:
  - Highly Effective: $625.00
  - Effective: $469.00
  - PSC/CC: $500.00

Appendix IV A includes additional increase to base pay for all teachers based on years of service:

Years of Experience	Increase added to base pay
Base	$250.00
1-3	$400.00
4-7	$550.00
8-10	$650.00
11-12	$750.00
13-17	$900.00
18-24	$1050.00
25+	$1150.00

Appendix IV-C(F2):
- Increase the multiplier for ESE Special Compensation from $38,000 to $40,000.
- Added additional supplement for ESE School Site Specialist - Level II of 6.5 percent.
- Increase Speech Language Therapist with state licensure special compensation supplement from 15% to 20%

Appendix V: Salaries - Academic and Athletic Differentiated Pay Scale
- Increase multiplier from $35,000 base to $37,000.
- Increase the ESE Intervention Committee Facilitator percentage from 3.1 to 4.5 percent.

Add a supplement for Dual Enrollment instructors to receive extra compensation of $500.00 for each unique course taught.

The Revision of OT/PT placement salary schedule to continue the correction and make work experience more reflective on the placement scale.

The Board proposed to absorb the entire 6.2% increased cost of the District's Health Insurance premiums for employees.

- 2025-2026:

Additional increase to base pay for teachers based on years of service:

Years of Experience	Salary Increase
10-12	$400
13-15	$500
16-18	$600
19-20	$700
21+	$800

Added 15% Salary Differential to Mental Health Counselor, Mental Health Clinician, or Clinical Social Worker with State License.

Added language to compensate teachers who are affected by inclement weather.

- 2026-2027:

Additional increase to base pay for teachers based on years of service:

Years of Experience	Salary Increase
1-9	$875.00
10-14	$1,300.00
15-19	$1,400.00
20-24	$1,525.00
25 or more	$1,625.00

7/29/2026 TA

TA 7/29/26

Clay County School Board
Compensation Proposal for CCEA
July 29, 2026

Insurance Funding Increase

Health of Plan – By Plan

Loss Ratio: This shows how the health plan's money is being used. It compares the money coming in (premiums/funding) to the money going out (claims).
Green = Positive Funding: The plan is bringing in enough premium to cover claims, so it's being funded properly.
Red = Deficit in Funding: The plan is not bringing in enough premium to cover claims and needs to be adjusted.

	Choice HSP (Low Plan)		Choice HMO (Mid Plan)		Choice Plus PPO (High Plan)	
Month	Budget Variance	Loss Ratio	Budget Variance	Loss Ratio	Budget Variance	Loss Ratio
10/1/2024	($253,375)	61.96%	($196,289)	89.99%	$88,260	119.91%
11/1/2024	($345,360)	48.25%	($283,930)	85.56%	$67,101	115.08%
12/1/2024	($198,660)	69.99%	$186,105	109.46%	$230,007	151.59%
1/1/2025	($300,091)	54.77%	$225,551	111.43%	$481,145	206.51%
2/1/2025	($157,705)	76.07%	($53,934)	97.25%	$341,320	175.94%
3/1/2025	($60,197)	90.86%	$306,211	115.63%	$216,272	147.90%
4/1/2025	($137,716)	79.14%	$229,951	111.71%	$304,829	167.95%
5/1/2025	($121,272)	81.34%	$188,925	109.71%	$188,501	142.31%
6/1/2025	($179,562)	72.80%	$297,569	115.33%	$332,363	174.60%
7/1/2025	$7,455	101.13%	$336,357	117.38%	$601,304	234.97%
8/1/2025	($137,799)	79.13%	$109,370	105.65%	$659,725	248.42%
9/1/2025	$201,789	130.50%	$235,280	112.12%	$280,148	162.75%
10/1/2025	($123,195)	82.38%	$1,084,230	163.47%	$271,395	149.33%
11/1/2025	($336,636)	51.55%	$25,204	101.48%	$339,264	161.32%
12/1/2025	$488,717	170.42%	$577,655	134.40%	$620,720	207.27%
1/1/2026	($224,403)	67.57%	($132,830)	92.06%	$540,803	191.94%
2/1/2026	($241,135)	65.07%	($250,621)	84.90%	$260,067	144.54%
3/1/2026	($91,803)	86.62%	($173,070)	89.60%	$692,004	219.03%
Total	($2,210,950)	81.71%	$2,711,735	108.09%	$6,515,226	174.05%

The District proposes lowering contributions to the fund from $3.84 million each to $2.77 million each. This is reducing the actuarial's recommendation of a 22% increase to 16% increase.

The insurance subcommittee, consisting of CCEA representatives, CESPA representatives and District representatives met to determine the best means to distribute the unavoidable increased funding to employee premiums. The decisions were based on the overall "health" of each plan and to provide a choice with minimum change as an option to all employees for health coverage.

Additionally, to support employees' needs, we will put a one-year moratorium on the changes to the prescription plan. This will ensure employees have time to work with their doctors and look at alternatives to their name-brand medications.

Many factors were involved in the actuarial's determination of a required premium funding increase to keep the District Health plan solvent.

- The Choice PPO plan cost the district an extra $6.5 million dollars ABOVE both the employee and district premium contributions.

- The Choice HMO plan cost the district an extra $2.7 million dollars.
- The District is the insurance company - the District is responsible for paying for all claims submitted. BCBS only processes the claims for the District - they do NOT pay our claims. That means all doctor visits, emergency room visits, Rx and tests performed are paid out of the District Insurance Fund - comprising employee and the District premium contributions.
- The District is creating a "Correction of Misconceptions" document that will be shared with employees to help clarify some current misconceptions. Some examples:
  - HSA contributions do actually roll over!
  - Free Clinic is just that - FREE. The District is working to open it 5 days a week!
  - Ambulatory Surgery Centers can save you THOUSANDS! And most day surgeries can be performed there - same doctor - same anesthesiologist!
  - Most Mayo Specialists are covered by all three plans - not just the PPO
  - The entire cost of the self-funding program is borne by ALL of us - claims, Rx, fees, etc.
  - If I am an employee/family who normally visits the doctor for basic routine care I can save significantly on the HSP

The District and CCEA believe it is vital that all of our employees are aware of the premium increases for each plan to best make informed decisions for their household. The following is the premium proposal that the subcommittee determined best meets the needs of the plan in its entirety. CCEA, CESPA and the District understand that any increase can greatly affect personal medical decisions and impact household budgets, therefore, no one wants to pass an insurance increase . We recognize that we all continue to face increasing financial pressures and keep this thought during every aspect of our decision making process. The subcommittee also recognized that the District invested in their employees substantially over the last eight years by assuming the total impact of 8 years worth of insurance funding increases and would continue to do so if fiscally possible. The medical funding increase is unavoidable due to the ever increasing medical costs and the continued decrease of state funding.

Again, to help decrease the impact of premium increases the Board is proposing to decrease the actuary's recommended funding increase of 22% to 16%, splitting this funding increase equally between employee contributions and district contributions. The following premium costs proposal is the combined work of CCEA, CESPA and the District during our subcommittee meeting and reflects an equal share of the funding increase of 16% or approximately $2.7 million each.

There is a Virtual Session this afternoon 3:00 - 3:30 to answer questions.(check your email for information)

Clay County District Schools Employee & District (School Board) Contributions

2026 - 2027 Rate Development - NOT FINAL

RATE COMPARISON BY PLAN

Active Employees - Medical/Rx

Choice HSP	Current Premiums Employee		Proposed Premiums Employee		Current Premiums District		Proposed Premiums District	
Tier	Employee - 20 Paychecks	Employee - 20 Paychecks	Employee - 20 Paychecks	Employee - Annual Contrib.	District - 20 Paychecks	District - Annual Contribution	District - 20 Paychecks	District - Annual Contribution
Employee Only	$0.00	$0.00	$10.00	$200.00	$426.91	$8,538.12	$461.05	$9,221.00
Employee & Spouse	$234.98	$4,699.60	$240.00	$4,800.00	$540.56	$10,811.16	$602.60	$12,052.00
Employee & Child(ren)	$153.34	$3,066.80	$155.00	$3,100.00	$586.60	$11,732.04	$645.80	$12,916.00
Employee & Family	$349.22	$6,984.40	$355.00	$7,100.00	$667.26	$13,345.20	$748.60	$14,972.00
EE + Spouse Both Emp. (Primary)	$0.00	$0.00	$5.00	$100.00	$525.99	$10,519.80	$568.05	$11,361.00
EE + Spouse Both Emp. (Secondary)	$0.00	$0.00	$5.00	$100.00	$249.55	$4,991.00	$269.50	$5,390.00
EE & Fam Both Emp.(Primary)	$0.00	$0.00	$10.00	$200.00	$645.62	$12,912.40	$697.25	$13,945.00
EE & Fam Both Emp.(Secondary)	$0.00	$0.00	$10.00	$200.00	$370.88	$7,417.60	$400.55	$8,011.00

Choice HMO	Current Premiums Employee		Proposed Premiums Employee		Current Premiums District		Proposed Premiums District	
Tier	Employee - 20 Paychecks	Employee - 20 Paychecks	Employee - 20 Paychecks	Employee - Annual Contrib.	District - 20 Paychecks	District - Annual Contribution	District - 20 Paychecks	District - Annual Contribution
Employee Only	$81.30	$1,626.00	$100.00	$2,000.00	$437.03	$8,740.56	$478.50	$9,570.00
Employee & Spouse	$435.93	$8,718.60	$535.00	$10,700.00	$565.60	$11,312.04	$645.70	$12,914.00
Employee & Child(ren)	$344.96	$6,899.20	$395.00	$7,900.00	$610.48	$12,209.52	$686.90	$13,738.00
Employee & Family	$612.42	$12,248.40	$700.00	$14,000.00	$700.07	$14,001.36	$805.05	$16,101.00
EE + Spouse Both Emp. (Primary)	$0.00	$0.00	$35.00	$700.00	$538.58	$10,771.60	$581.65	$11,633.00
EE + Spouse Both Emp. (Secondary)	$0.00	$0.00	$35.00	$700.00	$462.96	$9,259.20	$500.00	$10,000.00
EE & Fam Both Emp.(Primary)	$57.84	$1,156.80	$55.00	$1,100.00	$665.68	$13,313.60	$723.55	$14,471.00
EE & Fam Both Emp.(Secondary)	$0.00	$0.00	$55.00	$1,100.00	$588.97	$11,779.40	$636.10	$12,722.00

Choice Plus PPO	Current Premiums Employee		Proposed Premiums Employee		Current Premiums District		Proposed Premiums District	
Tier	Employee - 20 Paychecks	Employee - 20 Paychecks	Employee - 20 Paychecks	Employee - Annual Contrib.	District - 20 Paychecks	District - Annual Contribution	District - 20 Paychecks	District - Annual Contribution
Employee Only	$152.55	$3,051.00	$300.00	$6,000.00	$445.92	$8,918.40	$493.80	$9,876.00
Employee & Spouse	$573.60	$11,472.00	$1,000.00	$20,000.00	$582.76	$11,655.12	$675.25	$13,505.00
Employee & Child(ren)	$476.25	$9,525.00	$800.00	$16,000.00	$626.86	$12,537.12	$715.10	$14,302.00
Employee & Family	$792.77	$15,855.40	$1,200.00	$24,000.00	$722.54	$14,450.88	$843.75	$16,875.00
EE + Spouse Both Emp. (Primary)	$119.02	$2,380.40	$120.00	$2,400.00	$554.58	$11,091.60	$608.45	$12,169.00
EE + Spouse Both Emp. (Secondary)	$0.00	$0.00	$120.00	$2,400.00	$482.77	$9,655.40	$521.40	$10,428.00
EE & Fam Both Emp.(Primary)	$238.19	$4,763.80	$300.00	$6,000.00	$688.16	$13,763.20	$762.25	$15,245.00
EE & Fam Both Emp.(Secondary)	$0.00	$0.00	$300.00	$6,000.00	$588.97	$11,779.40	$636.10	$12,722.00

Appendix X: Insurance Contribution Chart

~~2025 - 2026~~ 2026-2027 Plan Year

	Employer	Employer	Employee	Employee
CHOICE HSP				
Employee	$426.91	$461.05	$0.00	$10.00
Employee & Spouse	$540.56	$602.60	$234.98	$240.00
Employee & Children	$586.60	$645.80	$153.34	$155.00
Family	$667.26	$748.60	$349.22	$355.00
CHOICE HMO				
Employee	$437.03	$478.50	$81.30	$100.00
Employee & Spouse	$565.60	$645.70	$435.93	$535.00
Employee & Children	$610.48	$686.90	$344.96	$395.00
Family	$700.07	$805.05	$612.42	$700.00
CHOICE PLUS				
Employee	$445.92	$493.80	$152.55	$300.00
Employee & Spouse	$582.76	$675.25	$573.60	$1000.00
Employee & Children	$626.86	$715.10	$476.25	$800.00
Family	$722.54	$843.75	$792.77	$1,200.00

- Insurance deductions are for 20 pay periods. To compare to other plans available to employees, we must consider the total employee annual cost. For example, under this proposal the employee portion of the Family HSP plan is ~~$6,984.40~~ $7,100.00 per year. This breaks down to:
  - ~~$349.22~~ $355.00 per 20 pay periods (Clay Schedule)
  - ~~$291.02~~ $295.83 per 24 pay periods (bi-monthly schedule)
  - ~~$268.64~~ $273.08 per 26 pay periods (every 2 weeks)
- Dual Employee (both employed) Board contribution for secondary employee may be less than the amount listed in the chart. Refunds will not be given if the Board contribution exceeds the premium amount