



SUMMARY OF TENTATIVE AGREEMENT 2007-2008 INSTRUCTIONAL NEGOTIATIONS

ECONOMICS: The Total Package Including Insurance = 4.07%

\$ 2,963,117 to pay **step increases** for all Instructional staff retroactive to July, 1, 2007.

\$ 5,648,388 to **improve** the Instructional salary schedules.

\$ 199,712 to increase the board's contribution to maintain a fully-paid benefits package for eligible employees.

\$8,811,217

- The Board will continue to cover the cost of state required digital fingerprinting and maintenance.
- The Board will maintain a **fully-funded benefits package** by increasing its annual contribution from \$4,900.96 to **\$4,940.46** (\$39.50) per eligible employee. The alternate "opt-out" will remain at **\$1,200** for those employees who have health coverage from another provider and who do not choose one of the Board-approved health plans. Any savings in the estimated 2008 insurance plan year rates will either be held for shortages in the 2007 insurance plan year, applied to the 2009 insurance plan year costs, or added to the 2008-2009 employee salary packages.

NEW OR REVISED CONTRACT LANGUAGE:

Teacher Assignment & Duties – Effective with the start of the next school year (2008/2009), increased the weekly planning time for elementary school teachers from 120 to 150 during the student day, in blocks of at least 30 minutes/day on 4 days/week. Additionally, signed language which guarantees a minimum of two 50-minute periods before or after the school day for elementary teachers to plan for their own classroom activities. Also ensures that media specialists and other instructional support staff have equal planning time to classroom teachers but this time may be scheduled at different times each week before or after the school day to ensure access to their services.

Performance Pay & Differential Pay – Deleted references to Pasco's performance pay program which is no longer required by law and, as required by Florida statute 1012.22, included an explanation of the types of differentiated pay currently available to teachers such as supplements, additional teaching assignments, extended school year (ESY) assignments, etc. No new categories or differentiated pay were created.

Reasonable Suspicion Drug & Alcohol Testing – In order to promote a drug-free working environment, establishes a "reasonable suspicion" drug and alcohol testing program for District employees. Details training for supervisors, notification procedures for employees, testing components, and potential rehabilitation opportunities and consequences to employees who have positive test results.

MEMORANDUMS OF UNDERSTANDING - NEW OR SIGNIFICANTLY REVISED:

No Child Left Behind Impact on Instructional Staff – Revised memo to address those schools in the district who are in the Federally-required "restructuring" year under this law. The revision stipulates that any changes resulting from restructuring activities that are mandatory subjects of collective bargaining will be negotiated prior to any implementation.

Payment of Salary Increases – Allows processing of pay raises prior to ratification results so that increases will be reflected in the December 21, 2007, paycheck.

RE-SIGNED EXISTING MEMORANDUMS OF UNDERSTANDING:

- ✓ Alternative to Scheduling – Mitchell High School
- ✓ Alternative to Scheduling – Seven Springs Middle School
- ✓ ESE Inclusion Model Task Force
- ✓ Extended School Year (ESY)
- ✓ Instructional Extended School Year Program – Summer 2007
- ✓ Florida's K-12 Comprehensive Research-Based Reading Plan
- ✓ Indoor Air/Environmental Quality Issues
- ✓ Legislation by the State and Federal Legislature
- ✓ Members of the Teacher Assistance Team
- ✓ Paperwork Reduction for Teachers
- ✓ Refingerprinting, Retention of Fingerprints, etc.
- ✓ Reservists Called to Duty
- ✓ Instructional Retiree Health Opt-Out Program
- ✓ School Choice
- ✓ Substitute Task Force
- ✓ Voluntary Pre-K (VPK) Program – Summer 2007

FOR ACTUAL CONTRACT LANGUAGE, PLEASE GO to the USEP WEBSITE: www.useponline.org

See Reverse for Salary Schedules