

TABLE OF CONTENTS

		Page
ARTICLE I	RECOGNITION	1
ARTICLE II	DEFINITIONS.....	1
ARTICLE III	UNION RIGHTS	
SECTION A	Implementation	3
SECTION B	Payroll Deductions.....	4
SECTION C	Use of Facilities	4
ARTICLE IV	FAIR PRACTICES	5
ARTICLE V	SENIORITY	5
ARTICLE VI	GRIEVANCE PROCEDURE	
SECTION A	Definitions	6
SECTION B	General Application.....	6
SECTION C	Procedure	6
ARTICLE VII	WORKING CONDITIONS	
SECTION A	Contracts	8
SECTION B	Resignations.....	8
SECTION C	Dismissal.....	8
SECTION D	Promotional Vacancies	9
SECTION E	Transfers and Reassignments.....	9
SECTION F	Involuntary Transfers.....	9
SECTION G	Reduction in Force	11
SECTION H	Evaluation	12
SECTION I	Staff Development Training	12
SECTION J	Academic Freedom	13
SECTION K	Political Activity	13
SECTION L	School Day.....	14
SECTION M	Teacher Work Year.....	14
SECTION N	Non-Teaching Duties.....	14
SECTION O	Facilities.....	15
SECTION P	Materials	15
SECTION Q	Teacher Files.....	15
SECTION R	Classroom Interruptions.....	16
SECTION S	Teaching Assignments and Duties.....	16
SECTION T	Parent-Teacher Conferences	19
SECTION U	Student Discipline.....	19
SECTION V	Miscellaneous	21
SECTION W	Selection of Teacher of the Year.....	21
SECTION X	School Improvement	22
SECTION Y	Job Sharing	22
SECTION Z	Charter Schools.....	23
SECTION AA	Tobacco Free Policy	24
ARTICLE VIII	LEAVES OF ABSENCE	
SECTION A	Rules Governing	24
SECTION B	Paid Leaves	
1.	Sick Leave	25
2.	Illness-In-Line-of Duty Leave	26

3.	Personal Leave	26
4.	Judicial Duty	26
5.	Professional Leave	27
6.	Sabbatical Leave	27
7.	Sick Leave Bank	28
8.	National Board of Professional Teaching Standards Certification Leave	29
SECTION C	Unpaid Leaves	
1.	Child Rearing Leave	29
2.	Military Leave.....	29
3.	Advanced Study and Education Service Leave.....	29
4.	Civic Participation Leave.....	29
5.	Health Leave	30
6.	Extended Personal Leave	30
7.	Family and Medical Leave Act (FMLA)	30
ARTICLE IX	SAFETY AND HEALTH	
SECTION A	Safety	33
SECTION B	Workers' Compensation	33
SECTION C	Assault, Battery, and Disability	33
SECTION D	Personal Property	34
SECTION E	Liability.....	34
ARTICLE X	SALARY AND TEACHER WELFARE	
SECTION A	Salary Schedule and Remunerations	35
SECTION B	Fringe Benefits	
1.	Health Insurance	35
2.	Retirement.....	36
SECTION C	Payroll Deduction for Additional Benefits	36
SECTION D	Early Retirement Monthly Benefit.....	36
SECTION E	Deferred Retirement Option Program (DROP).....	37
SECTION F	Retiree Healthcare Premium	38
SECTION G	Meritorious Attendance Incentive Pay.....	39
SECTION H	Group Medical Benefits Recovery Incentive Program (Indemnity -- PPO and HMO Programs)	40
SECTION I	Employee Assistance Program (EAP)	41
ARTICLE XI	SUMMER SCHOOL	
SECTION A	Filling of Positions	41
SECTION B	Length of the Summer School Day/Term	41
SECTION C	Compensation and Contingencies	42
ARTICLE XII	RULES GOVERNING THIS AGREEMENT	42
ARTICLE XIII	DURATION.....	43
ADDENDUM A	SALARY SCHEDULE.....	44
ADDENDUM B	SUPPLEMENT SCHEDULE	49
ADDENDUM C	INSTRUCTIONAL BARGAINING UNIT DESCRIPTION	53
ADDENDUM D	FEDERAL DRUG AND ALCOHOL TESTING PROGRAM FOR HOLDERS OF FLORIDA CLASS A OR B COMMERCIAL DRIVERS' LICENSES.....	54
ADDENDUM E	CONTRACT WAIVER REQUEST	55

ADDENDUM F	REASONABLE SUSPICION DRUG TESTING PROGRAM	57
ECONOMIC PROPOSAL.....		59
MEMORANDUMS OF UNDERSTANDING		
	Alternative to Scheduling - Mitchell High School (Effective through 2008-2009)	60
	Alternative to Scheduling - Seven Springs Middle School (Effective through 2008-2009).....	60
	Electronic Availability and Printing of Agreement	61
	Electronic Personnel Directory	61
	ESE Task Force	62
	Florida’s K-12 Comprehensive Research-Based Reading Plan and Professional Development	
	Protocol Standards	62
	Indoor Air/Environmental Quality Issues	63
	Instructional Extended School Year Program - Summer of 2008	63
	Instructional Overpayments and Underpayments.....	65
	Instructional Personnel Salary Step Increases - 2008-2009 School Year.....	65
	Instructional Retiree Health Opt-Out Program.....	66
	Legislation by the State and Federal Legislature.....	66
	Members of the Teacher Assistance Team.....	66
	National Board for Professional Teaching Standards Application Fee Reimbursement	67
	No Child Left Behind Impact on Instructional Staff	67
	No Child Left Behind - School Restructuring	68
	Paperwork Reduction for Teachers	69
	PE Instruction from Classroom Teachers.....	70
	Refingerprinting, Retention of Fingerprints, and Five (5) Year National Check	70
	Reservists Called to Active Military Duty	70
	School Choice Preference Employee Request.....	71
	Substitute Task Force	71
	Voluntary Pre-K (VPK) Program – Summer 2008	71
APPENDIX A	MEMBERSHIP APPLICATION AND DUES AUTHORIZATION FORM.....	74
APPENDIX B	GRIEVANCE FORM.....	75
APPENDIX C	CONTRACT WAIVER PRE-APPROVAL REQUEST FORM	76
APPENDIX D	CONTRACT WAIVER FINAL APPROVAL REQUEST FORM	77