



## SUMMARY OF TENTATIVE AGREEMENT 2009-2010 INSTRUCTIONAL NEGOTIATION

### SALARIES:

- In light of the unprecedented financial circumstances occurring in Florida and in an effort to preserve jobs and benefits, an agreement was reached to maintain Teacher salaries at the 2008-2009 levels. Salary schedules have been adjusted to reflect that eligible teachers receive a year of experience credit with steps reflecting annual salaries at 2008-09 levels.
- All compensation under the Pasco Service Incentive (PSI) will remain at the 2008-2009 levels. Therefore, the additional \$1,000 PSI will not be implemented and teachers on PSI will receive the same salary as 2008-2009. For teachers who would otherwise be eligible for PSI for the first time during the 2009-2010 school years, the \$1,000 PSI will not apply, and such teachers will receive the same salary as 2008-2009.

### STABILIZATION SUPPLEMENT:

- Teachers will receive a lump-sum “stabilization” supplement that will be paid on December 18<sup>th</sup>. The supplement will be paid to those teachers currently employed, will count toward retirement credit, and be taxed at the employee’s normal rate, not the “bonus” rate.
- The amount of the supplement was designed to compensate all current employees and incorporate a graduated progression to acknowledge years of service with the District School Board of Pasco County (DSBPC). The actual amounts are illustrated below:
 

○ Teachers with less than 1 year of service with the DSBPC.....	\$550
○ Teachers on steps 1–10 on the 2009-2010 salary schedule.....	\$550
○ Teachers on steps 11-22 on the 2009-2010 salary schedule.....	\$725
○ Teachers on steps 23-26 on the 2009-2010 salary schedule.....	\$800
○ Teachers on Pasco Service Incentive (PSI) on the 2009-2010 salary schedule.....	\$850
- Teachers on extended unpaid leave on November 2, 2009, will receive the stabilization supplement provided such teachers return to work and are in a paid status for at least ninety-nine (99) days. The stabilization supplement for these teachers will be paid on June 11, 2010.
- Teachers under temporary contract qualify for the stabilization supplement based on the contract in place on November 2, 2009, and the ninety-nine (99) day requirement must be met during the term of that original contract.
- Teachers who have entered a job-share position will receive one-half (1/2) of the stabilization supplement.

### BENEFITS:

- The Board will maintain a **fully-funded benefits package** by contributing \$5,799.29 (an increase of \$667.22) 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 realized after all self-insured components are funded will be applied to the insurance costs for the 2011 plan year.

### OTHER ECONOMIC ITEMS:

- **Retention Fee** -The Board will continue to cover the cost of state required retention fee of digital fingerprinting.
- **Budgetary Committee** – The Superintendent and USEP President may mutually agree to continue this committee and determine its membership and function.
- **Early Retirement Incentives** – The Board and Union agree to continue meeting during the 2009-2010 year to explore early retirement incentives. The parties are authorized to implement early retirement incentives for which there are mutual agreement.
- **Further Compensation Improvements** – Should the District’s budgetary status improve during the 2009-2010 school year, the Board and the Union will meet to examine the possibility of compensation improvement.

### NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:

**Involuntary Transfer** – Improved the language to allow teachers who “volunteer” to transfer under this provision to accept or decline a new position that is offered; also creates an obligation to create a list of effected teachers and provide same to the union and provide priority on assignment to open positions over all voluntary transfers and outside applicants; creates an obligation for the district and union to meet to review, if necessary, the areas of assignment used to initiate the involuntary transfer process; also clarifies protection for a teacher involuntarily transferred not to be subject again during the same school year in which the transfer occurs.

**Reduction in Force (RIF)** – Improved language to obligate the district to notify the union in the event of a reduction in force, to create and provide the union a list of employees impacted and regular updates; establishes a procedure for

contacting teachers for a return to work, a forty-eight (48) hour timeline for a teacher to accept an offered position; establishes a teacher's right to be placed at the appropriate step on the salary schedule upon return to work and that a teacher may apply for unemployment benefits which will not be contested by the district if the position is lost due to reduction in force.

**Student Discipline** – added language to encourage greater communication between teachers and administrators when discipline referrals are written and disciplinary action is needed.

**Teacher Assistance Team** – MOU outlining this important assistance program was moved from memorandum status to Article VII – Working Conditions, Section H- Evaluation.

**Substitute Task Force** – MOU outlining this task force was moved from memorandum status to Article VII – Working Conditions, Section V – Miscellaneous.

#### **MEMORANDUMS OF UNDERSTANDING - NEW OR SIGNIFICANTLY REVISED:**

**Differentiated Accountability** – Agreement to meet during the year to discuss the implementation of this new State mandate.

**Electronic Availability and Printing of Agreement** – Agreement to place the ratified instructional contract on the district and union websites vs. incurring the expense to print and distribute copies for every employee. The district and union will mutually agree to the number to be printed and the distribution.

**Instructional Overpayments and Underpayments** – Continues the over/under payment remedy of employees discovered in State audit until its 2-year expiration at the end of the 2009-2010 school year.

**New Employee Salary Corrections** – New employees hired before last year's contract was ratified were overpaid because they were granted experience credit for 2007-2008 that existing employees did not get. Agreement to not make employees repay and to correct salary effective in 2009-2010.

**No Child Left Behind – School Restructuring** – MOU executed in March 2008, outlining the provisions affecting the two (2) schools falling under the restructuring requirement of NCLB for the 2008-2009 & now 2009-2010 school years. Changes include working an additional two (2) workdays vs. five (5) days to be used for planning, team building, coaching and professional development; one (1) additional hour/week in identified weeks to continue the activities mentioned above; a \$250 supplement to be paid to teachers who meet these and other criteria and remain employed at the two (2) schools for the full school year.

**Pasco's Virtual Instruction Program** – In complying with a new legislative requirement of 2009, the district created an on-line or "virtual" school program to be implemented this school year in grades six (6) through twelve (12). The program allows students to participate on a part-time basis which will offer interested teachers the chance to work additional time at home or at school and earn the following: \$2,000 supplement per academic semester for up to 45 students enrolled with that teacher; \$50 per successful student per semester who completes a course and earns a grade of A through D.

#### **RE-SIGNED EXISTING MEMORANDUMS OF UNDERSTANDING:**

- ✓ Electronic Personnel Directory
- ✓ ESE Task Force
- ✓ Florida's K-12 Comprehensive Research-Based Reading Plan
- ✓ Indoor Air/Environmental Quality Issues
- ✓ Instructional Extended School Year Program – Summer 2009
- ✓ Instructional Retiree Health Opt-Out Program
- ✓ Instructional Overpayments & Underpayments
- ✓ Legislation by the State and Federal Legislature
- ✓ Members of the Teacher Assistance Team
- ✓ NBPTS Application Fee Reimbursement
- ✓ No Child Left Behind Impact on Instructional Staff
- ✓ Paperwork Reduction for Teachers
- ✓ Refingerprinting, Retention of Fingerprints, etc.
- ✓ Reservists Called to Duty
- ✓ School Choice
- ✓ Voluntary Pre-K (VPK) Program – Summer 2009