

ARTICLE III – UNION RIGHTS

Section A – Implementation

1. through 7. – SAME
8. A roster of all teachers assigned to a school or schools shall be provided to the Union representative of said school by September 10, and revised rosters shall be provided when issued. ~~Each teacher in the bargaining unit will receive a directory of all instructional personnel by November 15 of each school year. This directory shall be listed alphabetically for all affected personnel as well as school by school. The Board and Union agree an electronic directory of all personnel will be available on the district’s network. This directory will list employees alphabetically by school or department and will be updated regularly. Employees will have the opportunity to opt out of having their personal contact information listed in the directory. The availability of this directory will replace the distribution of a paper copy of a directory distributed in prior years.~~ Copies of this directory shall not be distributed to any outside parties for commercial or solicitation purposes, except as required by law.
9. ~~Following ratification and printing, copies of all Agreements and addenda thereto between the parties shall be distributed to the worksites by the Union and the Board. The Union will distribute a copy to each employee covered by this Agreement at each worksite. The Union will make every effort to distribute this Agreement to teachers hired after each year’s initial distribution within twenty (20) working days of the date the newly hired teacher is approved by the Board. The Board and Union will mutually arrange for the printing of the Agreement. The Board shall contribute one-half (1/2) the cost of printing the Agreement. The parties shall agree to the specified number, size, format, and cost of copies. Following ratification, all Agreements and addenda will be available on the Board’s and Union’s respective websites. The Board and Union will each be responsible for the printing of the number of copies of the Agreement they wish to order, by a vendor of their choice.~~
10. through 12. – SAME

ARTICLE VII – WORKING CONDITIONS

Section E – Transfers and Reassignments

1. A notice of all known teaching vacancies, including newly created positions, shall be sent to the Union and posted in each school and in the District Office. ~~The Board shall have posted in each school and the Human Resources Director’s office a list of those known vacancies recorded in the District Office for the coming year by April 15. All job advertisements/vacancy notices shall be available on the District’s website.~~
2. Same
3. Same
4. Same
5. Same

ARTICLE X - SALARY AND TEACHER WELFARE

Section A - Salary Schedule and Remunerations

1. Same.
2. The placement schedule contained in Addendum A will be used to establish the starting salary for teachers hired on or after July 1, 2016-2015.
3. through 8. – Same.

Section B - Fringe Benefits

1. Health Insurance
 - a. The Board agrees to contribute ~~\$6,385.83~~-\$6,642.98 per eligible employee toward the cost of the benefits package for the ~~2016~~ 2017 insurance plan year.
 - i. Same
 - ii. Same
 - b. Same
 - c. Same
 - d. Same
 - e. Same
 - f. Same
2. Retirement – Same.

Section C –Payroll Deduction for Additional Benefits – Same

Section D – Early Retirement Monthly Benefit – Same

Section E – Deferred Retirement Option Program (DROP) – Same

Section F – Retiree Healthcare Premium – Same

Section G – Meritorious Attendance Incentive Pay – Same

Section H – Group Medical Benefits Recovery Incentive Program (Indemnity – PPO and HMO Programs) – Same

Section I- Employee Assistance Program (EAP) – Same

ARTICLE XIII – DURATION

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2019, June 30, 2018~~, except as provided in paragraphs 3 and 4 below and shall automatically be renewed from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after the giving of such notice.
2. During any reopening of negotiations for changes to take effect during the term of the Agreement, the existing provisions of the Agreement shall remain in full force and effect until modified sections are executed.
3. This Agreement may be reopened upon request of either party if any item is affected by legislature or by mutual consent of both parties.
4. This Agreement shall be reopened for the ~~2016-2017~~ 2017-2018 and 2018-2019 school years upon request of either party on Article X and Addenda A and B. Other items may be reopened if affected by legislation or by mutual consent of both parties. In addition, the Union and Board may each select three (3) additional items for reopeners.
5. The agreements contained herein constitute a full and complete Agreement between the Union and the Board and shall not be changed, altered, modified or amended by either party except as provided in paragraphs 2 and 3 above.

ADDENDUM A- INSTRUCTIONAL SALARIES – RULES GOVERNING INSTRUCTIONAL SALARIES

1. Instructional Salaries

- a. Instructional Pay Plans

Instructional Pay Plans - All teachers shall be paid according to the applicable performance pay or grandfathered pay plans, established by the economic proposal of this agreement and the rules governing its application. Both plans utilize the Instructional Salary Range, which consists of a minimum and maximum base salary. The attached placement schedule will be used to establish the starting salary for teachers hired on or after July 1, 2016 2015.
- b.-j. Same

2. Differentiated Pay

The Board’s salary schedules for instructional personnel allow for and provide differentiated pay as required in Florida Statute 1012.22.

Differentiated pay is provided as listed below:

- Supplements for Title I eligible or DDD/F schools as provided in the economic proposal;
- Supplements for Critical shortage area as provided in the economic proposal;
- Supplements for advanced degrees;
- Academic Supplements listed in Addendum B;
- Athletic Supplements listed in Addendum B;
- Supplements to instructional positions identified in Addendum C;
- Compensation for additional teaching assignment beyond the regular teaching assignment as listed in Addendum A.

(These additional teaching assignments include Part-Time Adult Education, Part-Time Homebound Instruction, After-Hour ESE Activities, After-Hour Instructional Programs, and After-Hour Project Work);
- Extended School Year assignments;

Additional compensation for teachers working at a school covered by a Memorandum of Understanding specific to its individual circumstances, i.e. The Differentiated Accountability Schools Laeoochee Elementary School.

3. Teaching/Related Creditable Work Experience – Same.

4. Advanced Degree/18 Hour Credit – Same.

5. Full Year of Experience – Same.

6. Pay Dates

For the ~~2016-2017~~ 2015-2016 school year, all instructional employees shall be paid in twenty-six (26) equal installments. Teachers and school psychologists on a 196 day contract shall receive their first paycheck on ~~August 26, 2016~~ September 4, 2015, their second paycheck on ~~September 11, 2015~~, and subsequent

paychecks will be issued at two (2) week intervals thereafter and ~~five (5)~~ ~~four (4)~~ paychecks on ~~May 31, 2017~~ ~~June 10, 2016~~. All teachers will receive a sixth (6th) ~~fourth (4th)~~ ~~third (3rd)~~ paycheck on ~~June 14, 2017~~ ~~June 24, 2016~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 ~~or 216~~ days shall receive their first paycheck on ~~August 26, 2016~~ ~~August 28, 2015~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive five (5) paychecks, including the final, on June 16, 2017. Instructional employees who work 206 ~~or 216~~ days will receive their first paycheck on August 12, 2016, and four (4) paychecks on June 16, 2017 ~~June 24, 2016.~~ The retroactive portion of the increase will be paid to employees in a single check.

7. **Termination Pay Dates – Same.**
8. **Daily Rate Calculation – Same.**
9. **Hourly Rate Calculation – Same.**
10. **Marchman 1.2 Salary Rate – Same.**
11. **James Irvin Education Center and Harry Schwettman Education Center and Achieve Centers of Pasco** –Instructors at James Irvin Education Center, and Harry Schwettman Education Center, and Achieve Centers of Pasco who work an eight (8) hour day will be paid their regular hourly rate as provided by subsection nine (9) of this section and be compensated for the additional one-half (1/2) hour.
12. **Teachers Providing an Additional Period of Instruction – Same.**

2016-2017 Instructional Salary Range (Base Pay): \$38,650 - \$63,090 \$38,120 - \$62,560		
<i>FL Statute 1012.22 (1)(c)3 -- A district school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired on or after July 1, 2011, unless the advanced degree is held in the individual's area of certification and is only a salary supplement.</i>		
New Hire Placement Schedule		
Base Pay		
Years	196 Days	216 Days
0	\$38,650	\$42,593
1	\$38,700	\$42,648
2	\$38,750	\$42,704
3	\$38,800	\$42,759
4	\$38,850	\$42,814
5	\$38,900	\$42,869
6	\$39,000	\$42,979
7	\$39,360	\$43,376
8	\$39,710	\$43,762
9	\$40,120	\$44,213
10	\$40,570	\$44,709
11	\$41,080	\$45,271
12	\$41,640	\$45,888
13	\$42,250	\$46,561
14	\$42,910	\$47,288
15	\$43,620	\$48,071
16	\$44,380	\$48,908
17	\$45,190	\$49,801
18	\$46,000	\$50,693
19	\$46,820	\$51,597
20	\$47,630	\$52,490
21	\$48,440	\$53,382
22	\$49,250	\$54,275
23	\$50,110	\$55,223
24	\$50,980	\$56,182
25	\$51,840	\$57,129
*Supplements for Advanced Degrees		
Degree	Supplement	Supplement (adjusted for 216 days)
Bachelors + 18:	\$800	\$882
Masters:	\$2,700	\$2,976
Masters + 18:	\$3,400	\$3,747
Ed Specialist:	\$4,400	\$4,849
Doctorate:	\$5,400	\$5,951
*A salary supplement will be paid for advanced degrees. For all employees hired after July 1, 2011, the advanced degree must be held in the employee's area of certification. In order to receive credit for an advanced degree, employees must provide an official transcript of record showing the award of the earned degree to the Office for Human Resources and Educator Quality.		

ADDENDUM A-1

Student supervision (voluntary, non-instructional time outside of contract hours)	\$15.00 per hour
Attending focus groups	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Training participation	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Attending user groups	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Attend vendor demonstrations	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Training delivery and facilitation (includes development)	Instructors shall receive one and one-half (1 1/2) times their regular hourly rate of pay except those provided for advanced degrees for each meeting hour taught.
Training development (no facilitation)	\$18.00 per hour
Evaluations (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Head Start Program Requirements	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
IEPs (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Screenings (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Servicing Equipment (Job-related, outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Staffings (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
ESE Testing (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Bid evaluations	\$18.00 per hour
Curriculum development	\$18.00 per hour
Curriculum mapping	\$18.00 per hour
Curriculum revision	\$18.00 per hour
Manual revisions	\$18.00 per hour
Procedure development	\$18.00 per hour
Program development	\$18.00 per hour
Test blueprints	\$18.00 per hour
Test development	\$18.00 per hour
Test review	\$18.00 per hour
Item writing	\$25.00 per approved item
Item review	\$5.00 per item

ADDENDUM B - SUPPLEMENT SCHEDULE

1. through 7. – Same.

SUPPLEMENT SCHEDULE - SAME WITH THE FOLLOWING EXCEPTIONS

ACADEMIC SUPPLEMENTS

Student Council Sponsor High School

* Identifies Required Supplements for required 8-hour day

DOLLAR AMOUNT

1101

ADDENDUM C - Instructional Bargaining Unit Description - SAME WITH THE FOLLOWING EXCEPTION

* Identifies Supplemental Position for required 8-hour day

INSTRUCTIONAL ECONOMIC PROPOSAL 2016-2017

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract. Accordingly, the Board and Union have agreed to the following:

1. Salaries

a. Salary Schedules

1. Salary increases for 2016-2017 will be in compliance with Florida Statute 1012.22 and will be paid according to the performance pay plan and grandfathered plan as described in this proposal.
2. \$6,301,226 will be provided for total instructional salary increases. By redirecting the raise funds forfeited by employees who have left employment with the District during the 2016/2017 school year, the District can increase the total raise percentage for the remaining eligible employees to approximately 3.0%, retroactive to July 1, 2016. One half of this amount, \$3,150,613 will be provided for instructional employees to receive a cost of living increase of one point five percent (1.5%) of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date on or before June 10, 2016, will be eligible for the cost of living increase described in this paragraph.
3. The following formula will be used to determine the distribution of the remaining \$3,150,613 made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan.
 - a. Define the number of teachers in each base category: Grandfather (GF), PFP Effective (E), PFP Highly Effective (HE). Grandfather equals 1 salary factor, PFP Effective equals 1 salary factors and PFP Highly Effective equals 1.33 salary factors.
 - b. For the 2016-2017 school year, summative evaluations for 2014-2015 shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective. Teachers who are on the performance pay plan who received less than an Effective summative evaluation for 2014-2015 will not be eligible for an increase in salary under the performance pay plan. Teachers who are on the performance pay plan who did not receive a summative evaluation for 2014-2015 will receive one half of the grandfathered salary factor increase if they worked sufficient days in 2015-2016 to have met the year of service requirement. Teachers who are on the performance pay plan will receive the appropriate increase for earning Highly Effective or Effective as described above if they worked sufficient days in 2015-2016 to have met the year of service requirement. Teachers who are on the grandfathered pay plan will receive the grandfathered salary factor increase if they worked sufficient dates in 2015-2016 to have met the year of service requirement.
 - c. Multiply the number of teachers in each category by the corresponding factor.
 - d. Divide the total amount of funds available by the total teacher factor.
 - e. Multiply the amount determined by the factor for each category to determine salary increase.

<u>Base Categories</u>	<u>Salary Factor/Share Value</u>	<u>Estimated Share Amount</u>
PFP if worked sufficient days but no 14-15 evaluation	.5	\$ 343.00
Grandfathered	1	\$ 686.00
PFP Effective	1	\$ 686.00
PFP Highly Effective	1.33	\$ 915.00

4. The District will cover the cost of additional required contributions to the Florida Retirement System in the amount of \$611,313. The District will also continue to provide \$250,000 for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District from October 1, 2016 – April 30, 2017. For the 2016-2017 school year, Critical Shortage for the purposes of differentiated pay is defined as: School Psychologist, Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - Health Public Service Occupation Education, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher -Technology Education.

Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers on the performance pay plan and grandfathered pay plan are eligible for these supplements.

Differentiated Pay Categories/Supplements

Title One eligible or DDD/F
Critical Shortage

5. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2016, onto the instructional salary range.
Except as otherwise noted, supplement schedule amounts will remain the same as during the 2015-2016 school year.
6. The payment and increases shown above will be provided retroactively to July 1, 2016, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason other than retirement. In addition, should the District’s budgetary status improve during the 2016-2017 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

2. Additional Compensation for Secondary Teachers Providing an Additional Period of Instruction

For the 2016-2017 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall continue to be paid a supplement of \$5,000 annually, or \$2,500 on a semester basis. Full time teachers at Marchman Technical College, except those employed prior to July 1, 1997, shall receive this supplement.

3. Fingerprint Retention Fees

The Board will continue to pay fingerprint retention fees for teachers, estimated to be \$33,000 for the 2016-2017 school year.

4. Fringe Benefits

The Board agrees to contribute \$6,642.98 (an increase of \$257.18) per eligible employee, toward the cost of the health insurance benefits package for the 2017 insurance plan year.

The Board’s contribution will be used to pay those premiums associated with the fully-insured benefits contained in the health insurance benefit package, to pay all claims and administrative costs incurred and associated with the self-insured benefits contained in the health insurance benefit package, and to contribute towards the insurance reserve account for the self-insured benefits contained in the health insurance benefit package. For the 2016-2017 school year the District will continue to offer the annual health risk assessment incentive of up to \$250 per employee.

Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will be placed in the insurance reserve/surplus account and applied towards the insurance costs and/or reserve for the 2018 plan year. Should increases in costs for the products and services contained in the health insurance benefit package require an additional District contribution in excess of the operating dollars budgeted for the 2017 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

In addition, the alternative “opt-out” program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health insurance plans. The amount of this “opt-out” will be \$1,200.

Effective with the 2013-2014 school year, employees receiving the District’s health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package through the end of August of that plan year.

MEMORANDUMS OF UNDERSTANDING

DIFFERENTIATED ACCOUNTABILITY SCHOOLS TRAINING

For the 2016-2017 school year the State has identified six (6) Pasco County schools, RBCES, PES, HES, LES, GSES and GHES, as Differentiated Accountability Schools. As part of the state-required turnaround planning process for these schools, the District provided each of these six (6) schools with grant funds to provide additional time for professional learning community, professional development, and community/parent involvement activities. The schedule for the allocation of this

additional time will be distributed to teachers at each school no later than the week of teacher pre-planning, and teacher attendance at these identified activities will be expected, with the following criteria:

- 1) Teachers will be paid their regular hourly rate of pay for any additional hours worked beyond the regular workday.
- 2) Any teacher who is unable to meet any portion of the established expectation for additional time should consult with his/her administrator to determine alternative means by which the training or planning requirement can be met.

Teachers must be in attendance at an activity to receive compensation for that activity and leave time may not be used to substitute for attendance at any scheduled additional activity.

Transfer Right

Notwithstanding any provision of state law or state board rule, teachers at schools identified as needing assistance through the District's DA action plan who are evaluated by any measure as less than "Effective" for the 2016-2017 school year, may be involuntarily transferred to another position for which they are qualified in the judgment of the Superintendent.

ELEMENTARY AND SECONDARY EDUCATION ACT/NO CHILD LEFT BEHIND IMPACT ON INSTRUCTIONAL STAFF - SAME

EXTENDED SCHOOL YEAR PROGRAM – SUMMER 2016:

The following parameters will govern the working conditions of employees who work in a summer Extended School Year programs.

PROGRAM DATES: (Student Attendance):

24-Day Elementary Program and Title I Part C Migrant Program June 17, 18, 22, 23, 24, 25, 29, 30, July 1, 2, 6, 7, 8, 9, 13, 14, 15, 16, 20, 21, 22, 23, 27 and 28 June 20, 21, 22, 23, 27, 28, 29, 30, July 5, 6, 7, 8, 11, 12, 13, 14, 18, 19, 20, 21, 25, 26, 27 and 28

20-Day PEACE Camp June 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, 29, 30, July 1, 2, 6, 7, 8, and 9 June 20, 21, 22, 23, 27, 28, 29, 30, July 5, 6, 7, 8, 11, 12, 13, 14, 18, 19, 20, and 21

10-Day ESE Program June 17, 18, 22, 23, 24, 25, 29, 30, July 1 and 2 June 20, 21, 22, 23, 27, 28, 29, 30, July 1 and 2

10-Day MS Program June 17, 18, 22, 23, 24, 25, 29, 30, July 1 and 2 Flexible days, up to 24, June 20-August 4

Additional 10-Day MS Program July 13, 14, 15, 16, 20, 21, 22, 23, 27 and 28

10-Day HS Program - Flexible Days, June 17-July 28 up to 20, June 20-July 28

16-Day Title III English Camp for English Language July 5, 6, 7, 8, 11, 12, 13, 14, 18, 19, 20, 21, 25, 26, 27 and 28

Instructional and Noninstructional Employees

Filling positions:

- Assignment to this program is voluntary.
- Each school principal will notify the staff of the program dates by ~~May 4, 2015~~ May 2, 2016.
- Each employee having an interest in working in the program will submit his/her name to the school principal by ~~May 11, 2015~~ May 9, 2016.
- Tentative job openings will be announced by the last student day.
- The district's Office for Teaching and Learning will provide notices relative to the Pasco Environmental Adventure Camp Experience (PEACE) program on or about ~~May 11, 2015~~ May 9, 2016.
- Each employee, including Bus Drivers, having an interest in working in the PEACE program will contact the Office for Teaching and Learning by ~~May 15, 2015~~ May 13, 2016.
- When it is judged that professional qualifications and ability are substantially equal among applicants for the program to be offered, district seniority shall prevail.
- When filling positions, employees within the bargaining unit shall be given priority over other applicants.
- The previous procedure to select transportation employees for the ~~10, 20 and 24 day summer extended~~ school year assignments will continue to be used, with the following exception. Bus Drivers and Transportation Assistants who select a route and resign or work less than half of the days of the selected route in ESY for the summer of ~~2015 2016~~ will be placed at the bottom of the selection list for ESY for the summer of ~~2016 2017~~ unless the reason for resigning or working less than half of the days is for one of the following reasons and is supported by appropriate documentation as determined by Transportation Department administration: a health concern that prohibits the employee from working or a health concern of an immediate family member of the employee and the employee is needed to care for the family member, family emergency, or jury duty.

Work Schedule:

TEACHERS:

10-Day ESE Program

- 1 day of pre-planning at 7.5 hours ~~June 16, 2015~~ June 17, 2016 (hours are flexible)
- 10 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)

Total Days: 11 **Total Hours: 47.5**

10-Day Middle School Program – up to 24 days as allocated by District

- 1 day of pre planning at 7.5 hours ~~June 16, 2015~~ June 17, 2016
- 10 days at 8.5 hours per day (7 hours of student instruction 1 hour of planning and .5 hour of lunch) **Total Days: 11** **Total Hours: 92.5**

OR

- ~~10 up to 24~~ up to 24 half days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning) **Total Days: ~~11~~ 24** **Total Hours: 92.5 103.5**

Additional 10-Day Middle School Program

- ~~1 day of pre-planning at 7.5 hours~~ June 13, 2014
- ~~10 days at 8.5 hours per day (7 hours of student instruction 1 hour of planning and .5 hour of lunch)~~
- ~~10 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)~~

Total Days: 11 **Total Hours: 92.5**

16-Day Title III English Camp for English Language

- 1 day of pre-planning at 7.5 hours June 30, 2016 (hours are flexible)
- 16 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)

Total Days: 17 **Total Hours: 71.5**

20 day PEACE program (Elementary, Middle, & High School)

- 2 days of planning for Site Based Teachers: 7.5 hours ~~June 12, 2015~~ June 11, 2016 (hours are flexible) and 6.0 hours to be flexibly scheduled on ~~July 10, 2015~~ July 15, 2016 by agreement of the teacher and the Office for Teaching and Learning
- 4.25 hours per week of planning for teachers who are not Site Based Teachers ~~June 12 and July 10~~.
- 4.0 hours of voluntary training on ~~May 28 and June 4~~ June 2 & June 10. Teachers who attend this training will be paid a stipend of \$14.75 15.00 per hour.
- 20 days at 8.5 hours per day (student instruction)

Total Days: 20 (22 for Site Based Teachers) **Total Hours: 191.25 (191 for Site Based Teachers)**

24-Day Title I Migrant Portable Assistance Study Sequence (PASS) in home tutoring

- 1 day of pre-planning at 7.5 hours ~~June 17, 2016~~ (hours are flexible)
- 24 days at 4.5 hours per day (4.0 hours of student instruction and .5 hour of planning)

Total Days: 25 **Total Hours: 115.5**

24-Day Elementary Program

- 1 day of pre-planning at 7.5 hours ~~June 16, 2015~~ June 17, 2016
- 24 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)

Total Days: 25 **Total Hours: 103.5**

High School Teacher Work Schedules -up to 20 days as allocated by District

- 1 day of pre planning at 7.5 hours June 17, 2016
- 10 days at 8.5 hours per day (7 hours of student instruction 1 hour of planning and .5 hour of lunch) **Total Days: 11** **Total Hours: 92.5**

OR

- up to 20 half days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)

Total Days: 21 **Total Hours: 87.5**

a.—Credit Earning Course (1-credit):

Note: Students must attend a full day (two single sessions) session to earn a credit in a required course. Therefore, teachers who teach these courses will need to work a full day session.

- 1 day of pre/post planning at 7.5 hours ~~June 16, 2015~~ June 17, 2016 (hours are flexible)
- 10 days at 8.5 hours per day (7 hours of student instruction, 1 hour of planning and .5 hour for lunch)

Total Days: 11 **Total Hours: 92.5**

b.—Credit Earning Course (5-credit) or Non-Credit Course

- 1 day of pre/post planning at 7.5 hours— June 16, 2015 ~~June 17, 2016~~ (hours are flexible)
- 10 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)

Total Days: 11 ~~————~~ **Total Hours: 47.5**

e. Flexible EOC/ Credit Earning Session:

- 1 day of pre/post planning at 7.5 hours— (hours and dates are flexible and determined by the school)
- 10 days at 8.5 hours per day (7 hours of student instruction and 1 hour of planning and .5 hour for lunch)

Total Days: 11 ~~————~~ **Total Hours: 92.5**

Note: Depending on the school site and student need, this session may be 10 full days or 20 half days and may be scheduled during the June and/or July district work weeks.

d. EOC Administration Window:

- HS: 36 hours of technology support, 72 hours of test administration for the Algebra 1, Geometry, Biology and US History EOC.
- MS: 24 hours of technology support, 36 hours of test administration for the Civics EOC.
- Preference is to be given to ICT staff when hiring for the technology support hours.

ESE Instructional Assistants:

- 4.0 hours per day for either 10 or 24 day program.

Total Days: 10 (10 day program) **Total Hours: 40 (10 day program)**
24 (24 day program) **96 (24 day program)**

Pay Rate:

All employees will be paid at their regular hourly rate based upon the 2013-14 ~~2015-16~~ salary schedule or range.

Pay Dates:

Employees working one of the programs will be paid as listed below:

	Pay Date	Pay/Work Period
10-Day Program	July 3 (3 days)	June 7-20 June 16-18
	July 10 July 17 (6 days)	June 21-30 June 22-30
	July 17 July 31 (2 days)	July 1-3 July 1-2
	July 15 (9 days)	June 17-30
	July 29 (2 days)	July 1-15
16-Day Program	July 15 (1 day)	June 30
	July 29 (8 days)	July 1-15
	August 12 (8 days)	July 16-29
20-Day Program	July 3 (9 days)	June 7-20 June 8-18
	July 10 July 17 (6 days)	June 21-30 June 22-30
	July 17 July 31 (7 days)	July 1-3 July 1-9
	July 31	July 5-18
	July 15 (as worked)	June 17-30
	July 29 (as worked)	July 1-15
	August 12 (as worked)	July 16-28
24-Day Program	July 3 (3 days)	June 7-20 June 16-18
	July 10 July 17 (6 days)	June 21-30 June 22-30
	July 17 July 31 (10 days)	July 1-3 July 1-16
	July 31 August 4 (6 days)	July 5-18 July 22-30
	August 15 July 19-August 1	
	July 15 (9 days)	June 17-30
	July 29 (8 days)	July 1-15
	August 12 (9 days)	July 16-August 1
	August 26 (3 days)	August 2-4

Sick Leave Accrual:

Employees who work the 20 or 24 day program and high school teachers who work a full day (2 single sessions) will earn .5 day sick leave.

Absences:

- All 10-16 day program employees' absences will be without pay. These employees are not eligible to use previously earned sick leave for pay purposes.
- 24 day program employees (excluding MS program) may use sick leave.

Substitutes:

A regular employee who substitutes in this program will be paid his/her regular hourly rate.

FLORIDA'S K-12 COMPREHENSIVE RESEARCH-BASED READING PLAN AND PROFESSIONAL DEVELOPMENT PROTOCOL STANDARDS – DATE UPDATED

IMPLEMENTATION OF THE STUDENT SUCCESS ACT FOR THE 2015-2016 AND 2016-2017 SCHOOL YEARS – 2ND YEAR

PASCO'S VIRTUAL INSTRUCTION PROGRAM

As part of the 2009 legislative session, the Florida Legislature amended Florida Statute 1002.45 to require all Florida school districts to offer full-time virtual instruction programs for students enrolled in kindergarten (K) through grade twelve (12) and at least a part-time virtual instruction program for academic intervention programs or Department of Juvenile Justice education programs in grades nine (9) through twelve (12), beginning with the 2009-2010 school year. School districts were given the option to contract with the Florida Virtual School or establish their own Florida Virtual School franchise, contract with an approved virtual instruction provider, or enter into an agreement with another school district to allow the participation of its students in an approved virtual instruction program provided by the other school district.

Adjunct Positions - SAME

Part-Time Positions - SAME

Full-Time Positions

- through 2. – SAME
- When filling full-time positions for the 2016-2017 ~~2015-2016~~ school year, preference will first be given to teachers with previous successful virtual instruction experience.
- through 10. – SAME
- In addition to their guidance responsibilities, Guidance Counselors may be expected to teach one virtual instruction course during the 2016-2017 ~~2015-2016~~ school year.
- through 16. – SAME
- The Board and the Union will establish guidelines for the active student load that a full time teacher will carry depending on the course taught. When the student load exceeds the thresholds delineated in Chart #1, the full time teacher will receive compensation for the higher number of students until additional teacher support can be arranged. Such compensation shall be paid according to Chart #2 below and will be paid as a supplement at the end of each semester. Should the full time teacher indicate a willingness to carry a higher load for the duration of the semester, the teacher will continue to receive additional compensation. When a teacher is assigned both Basic and Premium courses, the course load range will be determined by the course category in which the majority of students are enrolled.

Chart 1: Student Loads for Full Time Instructors

Description	Base	Adjunct or Additional Compensation for ToR	Additional Part Time Staff to Support
6-12 Basic Course	151-175	176-200	201+
Premium Course*	180-210	211-240	241+
K-5 (Core)	25		
K-5 Non-Core	50		
Lead teacher	100		

Chart #2: Additional Compensation for Student Loads Above Thresholds

Active Student Load	Weekly Compensation
5 – 15 additional students	\$79
16 – 30 additional students	\$157
31 – 45 additional students	\$236

*Premium Course refers to courses, for which the district pays an additional licensing fee beyond the \$50 per semester enrollment rate. These courses will be designated as such on the Master Schedule provided to teachers and will be updated as those updates are made.

18. SAME

19. Teachers may apply for Lead teacher assignments. Administration will select Lead teachers to provide coverage for teachers utilizing leave, or grading or call support based on teacher request. Additional duties may be assigned as determined by administration with input from the Instructional Trainer Coach and Lead teachers.

20. The Board and the Union will meet periodically to discuss the implementation of the virtual instruction program.

21. There is no intent to limit, modify or diminish any rights or privileges conferred by the Instructional Master Contract except as expressly stated herein.

Additional Duty Days – Summer Program

Full Time Employment:

1. Teachers, including Guidance Counselors, will be paid their regular hourly rate of pay for thirty-seven and a half (37.5) hours per week for additional duty days beyond the 196-day contract. Full-time teachers who work the summer program will earn one (1) additional day of sick leave for each month worked of the summer program.
2. through 14. – SAME

Part-Time Positions:

1. Teachers, including Guidance Counselors, will be paid their regular hourly rate of pay for four and three quarters (4.75) hours for each day of the 4-day work weeks in the summer session. Part-time teachers who work the summer program will earn .5 day of sick leave for each month worked of the summer program.
2. through 9. – SAME

Summer Adjunct Positions:

1. Teachers will be paid a \$2500 supplement for the ~~9-week~~ summer session for ten hours per week.
2. through 8. – SAME

RETENTION OF FINGERPRINTS, AND FIVE (5) YEAR NATIONAL CHECK

Florida Statutes require the submission of teacher fingerprints to the Florida Department of Law Enforcement (FDLE) automated fingerprint identification system, annual monitoring, and resubmission of the fingerprints every five (5) years.

The monitoring fee, currently \$6.00 per employee, must be paid each year, and the resubmission fee, currently \$14.75 per employee, must be paid every five (5) years.

In order to comply with the law and provide a benefit to teachers, the Board and the Union agree to the following:

1. The Board will pay the monitoring fee.
2. The Board will pay the fee for the five (5) year resubmission.

The estimated fees for this year is ~~\$32,884~~ \$44,000.

SCHOOL CHOICE PREFERENCE EMPLOYEE REQUEST – SAME

SCHOOL UTILIZATION OF EXPANDED HOMEROOM/SKINNY PERIODS—SAME

UNIVERSITY OF MINNESOTA MATHEMATICAL REASONING STRATEGIES (MARS) PROJECT - 2nd YEAR

VOLUNTARY COVERAGE PROCESS

In recognition of the additional responsibilities that are assumed by instructional staff when they provide voluntary class coverage, and in an effort to better assess the district's utilization of voluntary coverage, the Board and Union agree to implement a Voluntary Coverage process for the 2016-2017 school year. This process will allow the Board and Union to acknowledge teachers who agree to provide voluntary class coverage during their planning period without diverting funds away from the money that is available to improve salaries for all teachers.

Teachers providing voluntary class coverage during their planning period in classes for which substitutes are not secured shall be given compensatory time as follows:

1. This process anticipates that coverage is being provided for the entire duration of the volunteering teacher's planning period, and that the amount of compensatory time earned shall be commensurate with the length of the period being covered.
2. Compensatory time should only be utilized during non-student contact time, and must be approved in advance by the principal.
3. Compensatory time must be utilized in increments in which it is earned.
4. Teachers may request, and principals retain the discretion to approve, the use of more than one compensatory time increment at a time.
5. Compensatory time must be used within the school year it is earned, and cannot be carried forward from one school year to the next. In addition, compensatory time earned under this plan has no terminal value should a teacher's employment be separated mid-year.
6. Site-based administration shall be responsible for tracking the accumulation and use of compensatory time through this process.
7. Nothing contained in this process prevents individual schools from providing additional recognition to teachers who agree to provide coverage for absent teachers beyond the terms of this process.
8. While no limits currently exist as to how frequently an individual teacher can agree to provide coverage under this process, regular planning and collaboration time is an important part of the teacher workday and should not be missed on a regular basis.

The Board and Union agree to monitor the utilization of this process for the remainder of the 2016-2017 school year and will meet to review the process and propose recommended changes, if any are needed. Both the Board and Union agree to meet during the 2016-2017 school year to discuss concerns relative to and seek remedy for the splitting of classes as a means of coverage at the elementary and secondary levels.