

Best and Final

INSTRUCTIONAL ECONOMIC BOARD COUNTERPROPOSAL #3 2022-2023

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.

1. Salaries

A. Classroom Teacher and Other Instructional Personnel Salary Increases

1. During the 2023 Legislative Session, the Florida Legislature increased funding to the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation and provided an additional \$252.8 million statewide specifically for teacher salary increases. As provided for by law, the increased funding for 2023/2024 must be used to either (a) increase the minimum base salary for all full-time classroom teachers to at least \$47,500 or the maximum amount achievable based on the increased funding; and/or (b) to provide salary increases to other full-time instructional personnel (excluding substitutes and instructional assistants/paraprofessionals) as best meets the needs of the district.
2. Based on the most recent FEFP Calculation released on July 19, 2023, Pasco County received an additional \$7,077,205 for classroom teacher and other instructional personnel salary increases. Of this total amount, approximately 9.6% has been allocated to the District's charter schools based on the Florida Department of Education's calculation methodology, leaving approximately \$6,396,821 for the District's use. This entire amount plus an additional proportional share of \$490,003 from grants and other non-general revenue funding sources will be utilized to (a) to increase the minimum full-time teacher salary to \$47,000 (an increase of approximately 1.25%); (b) to improve the new hire placement schedule by the same approximate 1.25%; (c) provide the same 1.25% salary increase to teachers who are new to the District and who did not earn a year of service credit for the 2022/2023 school year; and (d) provide a 2.15% salary increase to teachers who earned a year of service credit for the 2022/2023 school year.
3. Approximately \$1,268,137 of the \$6,886,824 allocated above will be provided to cover the 22.57% employee benefits costs associated with the above salary increases. These costs include the District's required contributions to each employee's Florida Retirement Service account, Federal Social Security and Medicare contributions, and state Workers Compensation and Unemployment insurance coverage.
4. The definitions articulated in Florida law are to be applied, as required, to all relevant terms in this proposal.
5. The minimum teacher's salary referenced in this section is based on a traditional 196-day contract with 7.5 hours contracted per day. Teachers contracted for additional days and/or hours per day have their salaries adjusted proportionally to their contract terms.
6. All increases listed above are calculated off each employee's base salary. Payments made for advanced degrees, supplemented activities, ESY, ESD, emergency pay, and any other additional duty activities are not included in an employee's base salary.

B. Additional Salary Increases and Other Salary Expenditures

1. An additional amount of ~~\$3,829,830 (inclusive of the District's required benefit contributions) of \$2,411,374 (inclusive of the District's required benefit contributions)~~ of \$992,919 (inclusive of the District's required benefit contributions) will be provided to allow for an additional increase of ~~one point thirty-five (1.35%) percent one point seven (1.7%) point eighty-five (.85%) percent two point one point three five percent (2.1%) (0.35%)~~ for all eligible instructional employees who earned a year of service credit for the 2022/2023 school year, thus bringing the average instructional employee salary increase to ~~3.5% 3.85% 3.0% 4.25 2.5%~~ when combined with the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation.
 2. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2022-2023 school year, the increased contribution amount is 1.66% or approximately \$4,457,371 based on existing, pre-raise payroll.
 3. 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. For the 2023-2024 school year, Critical Shortage for the purposes of differentiated pay is defined as: Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - High School Math, Teacher - Middle School Math, Certified School Counselor: Elementary, Middle and High, Teacher - Varying Exceptionalities, Teacher - Intellectual Disabilities, School Psychologist, School Nurse, and Speech Language Pathologist. 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.
 4. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2023, onto the instructional salary range.
 5. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided documentation from HREQ that will reflect their base salary for the 2023-2024 school year.
 6. Instructional employees hired after July 1, 2018, will be paid year-round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
- C. Approximately \$1,257,271 shall be provided to revise and improve Addendum B - Supplement Schedule as specified in this proposal.
- D. The payment and increases shown above will be provided retroactively to July 1, 2023, for current bargaining unit members employed on the date this agreement is executed. However, such payments and increases will not be provided to bargaining unit members who leave the District prior to the payroll processing of the above listed salary increases and any corresponding retroactive payments.
- E. Should the District's budgetary status improve during the 2023-2024 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- F. The Board and Union agree to continue to meet and work to identify strategies to address instructional salary compression concerns and other perceived salary equity issues created by the state mandated Teacher Salary Increase Categorical.

2. Additional Compensation for Teachers Providing Additional Instruction

For the 2023-2024 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of \$6,500 annually, or \$3,250 on a semester basis. Full-time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this supplement. Secondary classroom teachers who are hired on or after July 1, 2020, and who sign a condition of employment to teach the equivalent of six instructional periods per day, shall be paid the supplement amount listed above.

3. Fingerprint Retention Fees

Florida Statutes require the submission of employee fingerprints to the Florida Department of Law Enforcement (FDLE) automated fingerprint identification system, annual monitoring, and resubmission of the fingerprints every (5) years. The monitoring fee, currently \$6.00 per employee, must be paid each year and the resubmission fee, currently \$13.25 per employee, must be paid every five (5) years. In order to comply with the applicable law and provide a benefit to teachers, the Board and the Union agree that the Board will continue to pay the fingerprint retention fee for teachers, estimated to be \$42,800 for the 2023-2024 school year.

4. Fringe Benefits

The Board agrees to contribute \$8,240.64 per eligible employee, an increase of \$428.14 from 2023, toward the cost of the health insurance benefit package for the 2024 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 2023-2024 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 2025 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 2024 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.

END OF ECONOMIC PROPOSAL

ADDENDUM A INSTRUCTIONAL SALARIES

Rules Governing Instructional Salaries

1. Instructional Salaries

- a. 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, ~~2023~~ 2022.
- b.-e. Same
- f. After-Hour Staff Development Activities - If payment is provided, teachers who participate in after-hour training will be paid at the rate of \$25.00 per hour pursuant to Addendum A-1.
- g.-j. Same

2. Differentiated Pay – Same

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 ~~2023-2024~~ ~~2022-2023~~ school year, all instructional employees shall be paid in twenty-six (26) equal installments. All 196-day instructional employees hired after July 1, 2018, and those hired prior July 1, 2018, who choose to move to the 26-pay cycle will be paid at two (2) week intervals year-round, with the first pay date coinciding with the 22-pay cycle.

For the 22-pay cycle, teachers and school psychologists on a 196-day contract shall receive their first paycheck on ~~August 18, 2023~~ ~~August 19, 2022~~, and subsequent paychecks will be issued at two (2) week intervals thereafter and four (4) paychecks on ~~June 7, 2024~~ ~~June 9, 2023~~. All teachers and school psychologists on a 196-day contract will receive a fifth (5th) paycheck on ~~June 21, 2024~~ ~~June 23, 2023~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on ~~August 18, 2023~~ ~~August 19, 2022~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive one (1) paycheck on ~~June 7, 2024~~ ~~June 9, 2023~~ and four (4) paychecks, on ~~June 21, 2024~~ ~~June 23, 2023~~. Instructional employees who work 216 days will receive their first paycheck on ~~August 4, 2023~~ ~~August 5, 2022~~, and all subsequent paychecks at two (2) week intervals thereafter, and three (3) paychecks on ~~June 21, 2024~~ ~~June 23, 2023~~.

7. Termination Pay Dates – Same

8. Daily Rate Calculation - Same

9. Hourly Rate Calculation - Same

10. Marchman 1.2 Salary Rate – Same

11. East Pasco Education Academy and West Pasco Education Academy

Instructors at East Pasco Education Academy and West Pasco Education Academy 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. Instructional employees at these worksites who serve in 8-hour supplemented positions shall be compensated at their hourly rate for the additional one-half (1/2) hour instead of receiving the required supplement(s) listed in Addendums B and C.

12. Teachers Providing an Additional Period of Instruction – Same

Salary Range (196 Days/7.5 Hrs)	Min*	Max
	\$49,000.00	\$75,950.00

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.

* Total salary represents the base salary + salary referendum supplement. Amounts will be adjusted to reflect employee's contracted work schedule.

New Hire Placement Schedule						
Years	Total Salary 196 Days 7.5 Hrs	Base salary 196 Days 7.5 Hrs	Salary Referendum Supplement (RSS)	Total Salary 230 Days 7.5 Hrs	Total Salary 245 Days 7.5 Hrs	Total Salary 196 Days 8 Hrs
0	\$49,000	\$47,000.00	\$2,000	\$57,500.00	\$61,250.00	\$52,266.67
1	\$49,750	\$47,000.00	\$2,750	\$58,380.10	\$62,187.50	\$53,066.67
2	\$49,905	\$47,000.00	\$2,905	\$58,561.99	\$62,381.25	\$53,232.00
3	\$50,060	\$47,000.00	\$3,060	\$58,743.88	\$62,575.00	\$53,397.33
4	\$50,215	\$47,000.00	\$3,215	\$58,925.77	\$62,768.75	\$53,562.67
5	\$50,370	\$47,000.00	\$3,370	\$59,107.65	\$62,962.50	\$53,728.00
6	\$50,525	\$47,000.00	\$3,525	\$59,289.54	\$63,156.25	\$53,893.33
7	\$50,680	\$47,000.00	\$3,680	\$59,471.43	\$63,350.00	\$54,058.67
8	\$50,835	\$47,000.00	\$3,835	\$59,653.32	\$63,543.75	\$54,224.00
9	\$50,990	\$47,000.00	\$3,990	\$59,835.20	\$63,737.50	\$54,389.33
10	\$51,145	\$47,000.00	\$4,145	\$60,017.09	\$63,931.25	\$54,554.67
11	\$51,300	\$47,000.00	\$4,300	\$60,198.98	\$64,125.00	\$54,720.00
12	\$51,455	\$47,000.00	\$4,455	\$60,380.87	\$64,318.75	\$54,885.33
13	\$51,610	\$47,000.00	\$4,610	\$60,562.76	\$64,512.50	\$55,050.67
14	\$51,765	\$47,000.00	\$4,765	\$60,744.64	\$64,706.25	\$55,216.00
15	\$51,920	\$47,000.00	\$4,920	\$60,926.53	\$64,900.00	\$55,381.33
16	\$52,075	\$47,000.00	\$5,075	\$61,108.42	\$65,093.75	\$55,546.67
17	\$52,230	\$47,000.00	\$5,230	\$61,290.31	\$65,287.50	\$55,712.00
18	\$53,155	\$47,770.00	\$5,385	\$62,375.77	\$66,443.75	\$56,698.67
19	\$54,130	\$48,590.00	\$5,540	\$63,519.90	\$67,662.50	\$57,738.67
20	\$55,095	\$49,400.00	\$5,695	\$64,652.30	\$68,868.75	\$58,768.00
21	\$55,790	\$49,940.00	\$5,850	\$65,467.86	\$69,737.50	\$59,509.33
22	\$57,035	\$51,030.00	\$6,005	\$66,928.83	\$71,293.75	\$60,837.33
23	\$58,040	\$51,880.00	\$6,160	\$68,108.16	\$72,550.00	\$61,909.33
24	\$59,065	\$52,750.00	\$6,315	\$69,310.97	\$73,831.25	\$63,002.67
25	\$60,080	\$53,610.00	\$6,470	\$70,502.04	\$75,100.00	\$64,085.33
Supplements for Advanced Degrees¹						
Degree	196 Days 7.5 Hrs	196 Days 8.0 Hrs	216 Days 7.5 Hrs	230 Days 7.5 Hrs	245 Days 7.5 Hrs	
Bachelors + 18:	\$800.00	\$853.33	\$881.63	\$938.78	\$1,000.00	
Masters:	\$2,700.00	\$2,880.00	\$2,975.51	\$3,168.37	\$3,375.00	
Masters + 18:	\$3,400.00	\$3,626.67	\$3,746.94	\$3,989.80	\$4,250.00	
Ed Specialist:	\$4,400.00	\$4,693.33	\$4,848.98	\$5,163.27	\$5,500.00	

Doctorate:	\$5,400.00	\$5,760.00	\$5,951.02	\$6,336.73	\$6,750.00
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¹A 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 or user groups	\$15.00 per hour
Training participation	\$25.00 per hour
Attend vendor demonstrations	\$15.00 per hour
Training delivery and facilitation (includes development)	Instructors shall receive one and one-half (1 ½) times their regular hourly rates of pay. Training provided during the workday will result in being paid an additional ½ of the hourly wage, exclusive of all supplements except those provided for advanced degrees.
Training development (no facilitation)	\$18.00 per hour
Evaluations of students (outside of contract days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees.
IEPs (outside of contract days)	Hourly rate, exclusive of all supplements except those provided for advanced degrees
Screenings of students (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
Staffing of ESE students (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 (requires District approval)
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
Work performed during a declared emergency via Policy 8415 – Emergency and Crisis Management.	<u>One and one half (1.5) Two times their hourly rate as provided in Policy 8415 – Emergency and Crisis Management, in addition to any regular pay, if any, provided to all District employees during the declared emergency.</u>

D OF ADDENDUM A-1

**ADDENDUM B
SUPPLEMENT SCHEDULE**

Tier 1	\$750
Tier 2	\$1,250
Tier 3	\$1,875
Tier 4	\$2,550
Tier 5	\$3,500
Tier 6	\$5,000
Rider/Event	\$500

T-1

National Junior Honors Society Sponsor
 STEM Fair Sponsor
 National History Event Sponsor
 Pasco Students Speak Event Sponsor
 Commissioner's Academic Challenge Sponsor

T-2

CTE Lead Teacher
 FBLA District Advisor
 Board Certified Behavior Analyst
 Choral Director
 Orchestra Director
 Department/Grade Level/Team/PLC Facilitator
 Flag Corps Sponsor
 High School Class Sponsor
 High School Newspaper Sponsor
 Drama Play Director
 High School Student Counsel Sponsor
 Middle/High CTSO Sponsor w/ Competition Requirements
 Middle/High School Yearbook Sponsor
 High School Assistant Football Coach - Spring
 Middle School Assistant Football Coach
 Middle School Assistant Track Coach
 Middle School Business Manager/Assistant AD
 High School Assistant Swimming Coach
 High School Dance
 Middle School Dance
 National Honors Society Sponsor

T-3

SLP w/ Masters Degree
 TAT Activated - Up to Amount
 High School Head Football Coach - Spring
 High School Assistant Football Coach - Fall
 High School Assistant Basketball Coach

T-4

SLP Mentor
 Title I School-Based Coordinator
 Title I School-Based Engagement Coordinator
 Vocational Agriculture Teacher
 High School Lacrosse Coach

High School Assistant Baseball/Softball Coach
 High School Assistant Track Coach
 High School Assistant Wrestling Coach
 High School Cross Country Coach
 High School Golf Coach
 High School Assistant Soccer Coach
 High School Swimming Coach
 High School Tennis Coach
 High School Assistant Volleyball Coach
 High School Assistant Cheerleading Coach
 High School Assistant Lacrosse Coach
 High School Assistant Weightlifting Coach
 Middle School Football Coach
 Middle School Soccer Coach
 Middle School Track Coach
 Middle School Volleyball Coach
 Middle School Cheerleading Coach
 Middle School Basketball Coach

High School Baseball/Softball Coach
 High School Track Coach
 High School Wrestling Coach
 High School Soccer Coach
 High School Volleyball Coach
 High School Weightlifting Coach
 High School Business Manager/Assistant AD
 Middle School AD
 Middle School Band Director

T-5

High School Band Director
 SLP - Masters/CCC
 High School Head Football Coach
 High School Basketball Coach
 High School Cheerleading Coach

T-6

High School AD

Rider/Event

Special Olympics Fall
 Special Olympics Winter
 Special Olympics Spring
 TAT Mentor Base Supplement
 CTSO State Competition
 CTSO National Competition
 High School AD Summer Supplement
 Teacher Mentor
Elementary School Yearbook Sponsor

ACADEMIC SUPPLEMENTS	DOLLAR AMOUNT
CTE Lead Teacher	1175
FBLA District Advisor	1000
Band Director:	
Middle School	2549
High School	3476
Board Certified Behavior Analyst	1000
Choral Director	1101

Orchestra Director	1101
Department/Grade Level Chairperson/Team Coordinator/PLC Facilitator	1019
Flag Corps Sponsor	1101
High School Class Sponsor	1101
High School Newspaper Sponsor	1101
Drama Play Director	1101
Dance Director	1101
Special Olympics	
Fall	500
Winter	500
Spring	500
Speech/Language Pathologist (MA-CERT)	1498
Speech/Language Pathologist (MA-CERT/CCC)	3432
Speech/Language Pathologist Mentor	2352
Student Council Sponsor High School	1101
Teacher Assistance Team (Activated) As specified per USEP/District agreement up to	1854
Teacher Mentor	398
Title I School-Based Compliance Coordinator	2500
Title I School-Based Parent and Family Engagement Coordinator	2500
Vocational Agriculture Teacher	2329
Career Technical Student Organization (High School)	1226
Sponsorship (Requires District/State Competition)	
Career Technical Student Organization (CTSO) Middle School	975
Sponsorship (Requires District/State Competition)	
Participation in state competition	290
Participation in national competition	290
Yearbook Sponsor:	
Middle School	875
High School	1101

END OF ACADEMIC SUPPLEMENT SCHEDULE

ATHLETIC SUPPLEMENTS	DOLLAR AMOUNT
Athletic Director	4815
Summer	500
Head Football:	
Fall	3100
Spring	1376
Assistant Football:	
Fall	1515
Spring	675
Lacrosse	2387
Basketball	3031
Assistant Basketball	1652
Baseball/Softball	2387
Assistant Baseball/Softball	1562
Track	2387
Assistant Track	1562
Wrestling	2387
Assistant Wrestling	1562
Cross Country	1745
Golf	1469
Soccer	2387
Assistant Soccer	1562
Swimming	1745
Assistant Swimming	1104
Tennis	1469
Volleyball	2387
Assistant Volleyball	1562
Weightlifting	1469
Business Manager/Assistant Athletic Director	2019

Cheerleader Coach	2387
Assistant Cheerleader Coach	1787
END OF HIGH SCHOOL ATHLETIC SUPPLEMENT SCHEDULE	
MIDDLE SCHOOL ATHLETIC SUPPLEMENTS	DOLLAR AMOUNT
Athletic Director	2003
Football	1727
Assistant Football	1160
Basketball	1452
Soccer	1452
Track	1452
Assistant Track	919
Volleyball	1452
Business Manager/Assistant Athletic Director	919
Cheerleader Coach	1452
END OF MIDDLE SCHOOL ATHLETIC SUPPLEMENT SCHEDULE	

END OF ADDENDUM B

ADDENDUM C
Instructional Bargaining Unit – Description – Same

- Academic Tutor
- Assessment Coordinator
- Audiologist/Itin. Teacher of the Deaf/Hard of Hearing
- Behavior Specialist
- Career Specialist
- Certified School Counselor
- ~~Compliance Resource Teacher~~ ~~Compliance Teacher~~
- Cyesis Registered Nurse Instructor
- Early Childhood Programs Coach
- Early Childhood Programs Interventionist
- ECP Health Specialist
- ~~Florida First Start Resource Teacher~~
- Gifted Resource Teacher
- Graduation Enhancement Coordinator
- Graduation Enhancement Resource Teacher
- Graduation Enhancement Teacher
- Grant Resource Teacher (Grant Funded)
- ~~Grant Resource Teacher for Inclusion~~
- Grant Resource Teacher for Transition
- Homebound Teacher
- Instructional Technology Specialist
- Instructional Trainer/Coach
- Instructional Trainer/Coach: Humanities or STEM
- Intervention Specialist
- Job Placement/Transition Specialist
- Learning Design Coach
- Library Media Instructor
- Migrant Advocate
- Orientation Mobility Specialist
- Parent Involvement Educator
- ~~Paseo FDLRS Resource Teacher~~
- Pasco FDLRS Child Find Resource Teacher
- Pre-School Resource Teacher - ESE
- ~~Pre-School Resource Teacher - Prekindergarten~~
- Graduation Enhancement Intervention Counselor ~~Prevention/Intervention Counselor~~
- Reading Interventionist
- Resource Teacher
- Registered School Nurse ~~School Nurse~~
- School Psychologist
- School Social Worker

School to Career/Tech Prep Articulation Coordinator
Secondary Fine Arts Resource Teacher
Special Populations Coordinator
Special Programs/Magnet Coordinator
Speech Language Pathologist
Speech Language Pathology Assistant
Student Support Specialist
Teacher - Adaptive Physical Education
Teacher - Autism Spectrum Disorders
Teacher - Basic Education - Academic Program
Teacher - Basic Education - Summer Academic Program
Teacher - Career and Technical Education
Teacher - Deaf/Hard of Hearing
Teacher – Emotionally Behaviorally Disabled
Teacher - Gifted
Teacher – Intellectual Disabilities
~~Teacher – Online Courses~~
Teacher - Physically Impaired
Teacher - Prekindergarten (Certified)
Teacher – Prekindergarten ESE
Teacher - Science/Environmental Education
Teacher, STEM/STEAM
~~Teacher – Therapeutic Preschool~~
Teacher - Varying Exceptionalities
Teacher - Virtual School
Teacher - Visually Impaired
Work Evaluator

END OF ADDENDUM C

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, ~~2023~~ 2022.
- 3.-8. Same

SECTION B - Fringe Benefits

1. Health Insurance
 - a. The Board agrees to contribute ~~\$8,240.64~~ \$7,812.50 per eligible employee toward the cost of the benefits package for the ~~2024~~ 2023 insurance plan year.
 - i. Same
 - ii. Same
 - b. through 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 - 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

SECTION J – School Choice Employee Request – Same

END OF ARTICLE X

ARTICLE XIII – DURATION

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2024~~ June 30, 2025 and shall be renewed automatically 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 notification.
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 may be reopened for the ~~2022–2023~~ 2023 - 2024 and 2024 - 2025 school years and each subsequent school year on Article XI, Addendum A, salaries, items affected by legislation, mutual consent of both parties, and all currently established Memorandums of Understanding. The Union and the Board may each select a total of three (3) additional items to reopen for negotiations.
5. The agreements contained herein constitute the 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.

Pasco's Virtual Instruction Program MOU

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:

1. Teachers will be paid \$4250 per semester to provide virtual instruction for students in accordance with the contractual obligations set forth in agreements with vendor partners, Florida statute, and Board policy. For adjunct staff members who serve as the teacher of record for a course, the total student load shall not exceed 45 active enrollments, and not more than two course preparations. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the professional learning program established by Pasco eSchool and/or its partners. The District will provide the after-hour staff development rate for scheduled live training sessions that are scheduled outside of work hours.
2. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available and so long as a teacher's regular work responsibilities are not disrupted.
3. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least five (5) hours of "office hours" should be scheduled each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teacher's established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
4. In general teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
5. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
6. Initial enrollment and registration of students will not be the teacher's responsibility.
7. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

Part-Time Positions:

1. Teachers will be paid \$8500 per semester to provide virtual instruction for students in accordance with the contractual obligations set forth in agreements with vendor partners, Florida statute, and Board policy. For part time staff members who serve as the teacher of record for a course, the total student load shall not exceed 90 active enrollments, and not more than four course preparations. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the professional learning program established by Pasco eSchool and/or its partners. The District will provide the after-hour staff development rate for scheduled live training sessions that are scheduled outside of work hours.
2. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available during school hours.
3. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least twelve (12) hours of "office hours" should be scheduled each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact maybe required beyond the teacher's established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
4. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
5. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
6. Initial enrollment and registration of students will not be the teacher's responsibility.
7. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

Full-Time Positions:

1. Teachers will be paid a base salary as established by the Instructional Salary range. Teachers will also be eligible for additional Performance Pay in accordance with the Performance Pay provisions to be agreed upon by the District and Union.
2. School Counselors assigned to Pasco eSchool will be paid a base salary as established by the Instructional Salary range. School Counselors will also be eligible for additional Performance Pay in accordance with the Performance Pay provisions to be agreed upon by the District and Union.
3. When filling full-time positions for the ~~2023-2024~~ ~~2022-2023~~ school year, preference will first be given to teachers with previous successful virtual instruction experience. For Classroom on Demand positions, school/teaching assignments will be determined by unfilled teaching vacancies at physical schools in the District. Every effort will be made to identify the school/course assignments by pre-planning week for semester one, and during the last week before winter break for semester two. For other virtual instruction positions, school/teaching assignments will be determined by the needs of the SOS, credit recovery, and/or SBP at physical schools in the District and are based on student needs and teacher certification requirements.
4. After being selected as a virtual instruction teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the professional learning program established by Pasco eSchool and/or its partners. The District will provide the after-hour staff development rate for training sessions that are scheduled outside of work hours.
5. Teachers will be provided with a laptop computer, as well as an option to use workspace at the Pasco eSchool office with internet access, and district telephone number with voicemail capabilities. The teachers will be provided with up to two sets of printer cartridges, ordered through the Pasco eSchool office, when the teacher provides the printer make and model information to the bookkeeper.
6. Teachers will be expected to report to their workspace location up to three (3) times per month to attend faculty meetings, provide on-site visits to virtual learning labs at local schools, and address any other program needs that require the teacher's physical presence. Classroom on Demand teachers and other virtual instruction teachers will be expected to report to their workspace weekly to provide on-site visits to their blended learning classes at local schools, and address any other program needs that require the teacher's physical presence. Teachers will be provided at least a two-week notice of mandatory on-site meetings. To assist teachers with managing heavier workloads during peak grading windows, on-site meetings will not be scheduled in weeks following calendar breaks of more than three school days or during the last week of the semester with the exclusion of post-planning days at the conclusion of the academic school year and emergency meetings such as topics relating to school safety, crisis situations, or issues that substantially impact the operation of the virtual school.
7. Teachers will be expected to participate in online professional development sessions on a monthly basis, in accordance with the schedule published by Pasco eSchool and its vendor partners.
8. Given the unique teaching and learning environment of Pasco eSchool, teachers will be afforded the opportunity to attend a professional development conference, such as the Florida District Virtual Instructional Program Network, Distance Learning Annual Conference (DLAC), Florida Virtual School Staff Conference (FLVS), Florida Distance Learning Associations (FDLA), Florida Education Technology Conference (FETC), International Association of Colleges and Online Schools (INACOL), and/or the United States District Learning Association (USDLA) conference. Expenses associated with such conferences will be covered/reimbursed according to district guidelines.
9. Teachers will be expected to assist in the review and evaluation of eSchool curriculum. Participation in the development of eSchool curriculum shall be optional.
10. Teachers and School Counselors will be expected to report to their designated location to assist with the administration of required state and district assessments.
11. In addition to their counseling responsibilities, School Counselors may be expected to teach one virtual instruction course during the ~~2023-2024~~ ~~2022-2023~~ school year.
12. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least eighteen (18) hours of "office hours" should be scheduled, between the hours of 8:00 a.m. and 8:00 p.m., each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teachers established "office hours" and can be conducted in the time, place and manner agreed upon by the teacher and the student or parent.
13. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
14. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
15. By April 1st of each of a teacher's first two (2) years as a Pasco eSchool teacher, he or she may elect to return to an instructional position at a traditional school. The Board shall assist such teacher(s) in securing a position for which he/she is qualified for in the judgment of the Superintendent. Pasco eSchool teachers may also be returned to an instructional position at a traditional school at the discretion of the Superintendent in accordance with Article VII, Section F-3.
16. Initial enrollment and registration of students will not be the teacher's responsibility.
17. 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)	27		

K-5 Non-Core	250	
Secondary Lead Teacher	100	
Elementary Lead Teacher (core)	20* number may increase during transition times	
Elementary Lead Teacher (non-core)	150* number may increase during transition times	

Chart #2: Additional Compensation for Student Loads Above Thresholds (elementary)

Elementary	
Active Student Load	Weekly Compensation
1-3	\$25
4-7	\$50
8-12	\$75

Compensation for additional students beyond 12 shall be pro-rated based on Chart #2 above.

Chart #3: Additional Compensation for Student Loads Above Thresholds (secondary)

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

Compensation for additional students beyond 45 shall be pro-rated based on Chart #3 above.

*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. Teachers will not be assigned more than five (5) course preparations per regular semester and five (5) per summer semester, unless agreed to prior to the beginning of the semester. Teachers may apply for Lead teacher assignments. Administration will select 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.
19. The Board and the Union will meet periodically to discuss the implementation of the virtual instruction program.
20. There is no intent to limit, modify or diminish any rights or privileges conferred by the Instructional Master Contract except as expressly stated herein.
21. Exceptional Student Education (ESE) students shall receive services from ESE teachers. The District shall monitor and balance ESE caseloads at the close of each enrollment period and as needed.

245 Day Contract Employees:

Beginning July 1, 2020, the District began offering 245-day contracts for some of its virtual instructional programs. Issuance of these contracts will be based on student/program needs as determined by the District. Initial assignment in these positions shall be voluntary and teachers hired for year-round positions-will comply with #'s 1-20 above. In addition, the following terms and conditions shall be applicable for these positions.

1. The salaries of the 245-day contract employee shall be determined by adding the additional days paid at the employee's daily rate to the employee's current yearly salary.
2. Teachers hired in these positions shall earn additional sick days in the same manner as all other 245 District employees.
3. Upon initial placement in this position, the employee shall earn Vacation Leave at the following rate:

Proportion of Days of Leave Earned

Continuous Service	During Pay Period (Biweekly)
Up through five (5) years	.5
Six (6) through ten (10) years	.625
Over ten (10) yearn	.75

- a. Continuous service shall be construed as employment with one (1) or more Florida state agencies without a break in service.
- b. Authorized leaves of absence shall be considered continuous service.
- c. A teacher shall not earn vacation time while on an approved leave without pay nor shall the time on such leave be credited toward years of experience.
- d. A Florida state agency employee who terminates employment at any time other than the end of his/her work year will be considered as having a break in service unless employed by another Florida state agency within ten (10) days.

- i. Consecutive employment in less than twelve (12) month positions will constitute continuous service.
 - ii. A teacher who terminates employment will receive a final payment of accrued Vacation Leave based on hourly rate on the date of termination.
 - iii. A teacher who transfers from a vacation-earning position to a non-vacation-earning position must use accrued vacation time within the work year if the transfer is effective at the beginning of a work year or by the end of the next work year if the transfer is effective during a work year. If vacation time is not taken within these time limits, it will be forfeited.
 - iv. Teachers shall be permitted to carry forward beyond July 31st of each year, sixty (60) days of accrued Vacation Leave.
 - v. As per Florida Statute 1012.65, terminal pay for accrued vacation leave may not exceed a maximum of sixty (60) days.
 - i. Employees who retire under the Florida Retirement System (FRS) with full or reduced benefits as provided by law and who receive a lump-sum payment of accrued vacation leave earned in accordance with Article VIII, Section D-4 and who meet the participation requirements provided in Article X, Section G,1, of this Agreement, shall have said lump-sum payment of accrued vacation leave paid into a Board-approved 401 (a) Qualified Retirement Plan subject to annual contribution limits and subject to the same fund withdrawal penalty reimbursement as provided in Article X, Section G,1, of the Agreement.
 - ii. A teacher will not be approved to take more than one week of consecutive days of vacation while assigned to students, and no more than two weeks in a semester fall/spring/summer).
4. Job-sharing shall not be available for these positions.
 5. Employees in these positions may elect to use vacation days before taking unpaid Sick Leave and may transfer Sick Leave to family members under the same conditions as all other 245 District employees.
 6. Judicial leave shall not be deducted from accrued vacation leave.

Additional Duty Days – Summer Program

Full-Time Employment (excluding 245-contract employees):

1. Teachers, including School 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. Current Pasco eSchool teachers will have the right of first refusal to work additional duty days. Hiring decisions will be based on the certification requirements, student enrollment, and the needs of the virtual instruction program.
3. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the contracted vendors through the professional development program established by Pasco eSchool and/or its partners. Teachers will be able to complete the online training pre-requisite at their convenience. The District will provide the after-hour staff development rate for the scheduled live training sessions that are scheduled outside of work hours.
4. For the duration of the summer term, full time teachers will carry 120 students. A student load in excess of 120 active students will result in additional compensation according to Chart #2 referenced above and/or the hiring of additional teaching support to meet enrollment needs. Teachers will not be assigned more than five (5) course preparations unless agreed to prior to the beginning of the summer session.
5. When part-time or adjunct teachers are hired to meet enrollment needs, the full-time teacher will work with administration to determine the tasks that the part time or adjunct teachers will complete to support student needs.
6. Teachers will be provided with a laptop computer, as well as an option to use workspace at the Pasco eSchool office with internet access, and a district telephone number with voicemail capabilities. The teachers will be provided with up to one set of printer cartridges, ordered through the Pasco eSchool office, when the teacher provides the printer make and model information to the bookkeeper.
7. Teachers will be expected to report to their workspace location up to once per month to meet program needs that require the teacher's physical presence.
8. Teachers will be expected to participate in online professional development sessions on a monthly basis, in accordance with the schedule published by Pasco eSchool and its vendor partners.
9. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least eighteen (18) hours of "office hours" should be scheduled, between the hours of 8:00 a.m. and 8:00 p.m., each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teacher's established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
10. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
11. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
12. Initial enrollment and registration of students will not be the teacher's responsibility.
13. The Board and the Union will meet periodically to discuss the implementation of the virtual instruction program.
14. There is no intent to limit, modify or diminish any rights or privileges conferred by the Instructional Master Contract except as expressly stated herein.

Part-Time Positions:

1. Teachers, including School 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. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the contracted vendors through the professional development program established by Pasco eSchool and/or its partners. Teachers will be able to complete the online training pre-requisite at their convenience. The District will provide the after-hours staff development rate for the scheduled live training sessions that are scheduled outside of work hours.

3. For the duration of the summer term, part time teachers will carry 60 active students or may work as a team with a full-time teacher to meet enrollment needs.
4. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available during school hours. The teachers will be provided with up to one set of printer cartridges, ordered through the Pasco eSchool office. When the teacher provides the printer make and model information to the bookkeeper.
5. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least five (5) hours of "office hours" should be scheduled each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teachers established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
6. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
7. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
8. Initial enrollment and registration of students will not be the teacher's responsibility.
9. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

Summer Adjunct Positions:

1. Teachers will be paid a \$2500 supplement for the summer session for ten hours per week.
2. After being selected as a virtual school teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the contracted vendors. Teachers will be able to complete the online training pre-requisite at their convenience. The District will provide the after-hour staff development rate for the twoday face-to-face training.
3. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available during school hours. The teachers will be provided with up to one set of printer cartridges, ordered through the Pasco eSchool office, when the teacher provides the printer make and model information to the bookkeeper.
4. For the duration of the summer term, adjunct teachers will work as a team with a full-time teacher to meet enrollment needs. Adjunct teachers may grade student work, conduct live webinar sessions, discussion-based assessments and/or complete monthly contacts with parents and students.
5. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
6. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
7. Initial enrollment and registration of students will not be the teacher's responsibility.
8. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

Gifted Endorsement Certification Supplement

The District continues to aims to increase the number of teachers with a gifted endorsement certification. During the 2022-2023 school year ~~In order to achieve this goal,~~ the District has set aside \$1,715,400 in funds from the American Recovery Program (ARP) to provide endorsement courses over the summer and during the school year. Of that amount, \$818,176.26 remains to be used for the 2023-2024 school year. Teachers who are currently tagged or will be tagged in 2023-2024 ~~2022-2023~~, will be prioritized for enrollment.

~~In addition, for the 2022-2023 school year, the Board shall provide teachers with a one-time coursework completion supplement of \$150 and an endorsement fee reimbursement of \$75 for adding the gifted endorsement coverage. In order to be eligible for the one-time coursework completion supplement, teachers must add the gifted endorsement to their certificate.~~

For teachers currently in an instructional position who added the gifted endorsement to their certificate prior to September 30, 2024 ~~20, 2022~~, and after June 21, 2022 ~~July 1, 2017~~, the District shall provide a one-time supplement of \$225.

Payment of any of the aforementioned amounts will extend to the end of the grant cycle school year, September June 30, 2024 ~~2023~~, or until the balance of the set-aside has been spent, whichever occurs first.

Article VIII - Leaves of Absence

SECTION A – Rules Governing

1. - 8. SAME

SECTION B – Paid Leaves

1. **Sick Leave**
 - a. - b. SAME
 - c. Any teacher hired prior to July 1, 2013, or on or after July 1, 2023, who has accrued sick leave outside the district but in the State of Florida shall be credited on a day-for-day basis with all accrued leave. Said leave shall be credited in the same manner as sick leave earned within the district. Any teacher hired on or after July 1, 2013, through June 30, 2023, will not be credited for sick leave accrued outside of the district.
 - d. - j. SAME
2. - 8. SAME

SECTION C – Unpaid Leaves

1. - 7. SAME

The District, in its commitment to continue to grow future educators within Pasco County Schools, created a program called the “Grow and Stay Pasco Initiative.” This initiative recruits students into the Pasco County teacher workforce upon college graduation and completion of a teacher preparation program and teacher certification.

In an effort to reward those teachers who graduate from the program and remain with Pasco County schools, the District and Union agree to fund the following:

A one-time stipend of \$500 will be paid at the end of the ~~2022-2023~~ 2023-2024 school year to teachers who have participated in the Pasco County New Teacher Academy during high school, graduated from high school and enrolled in a teacher preparation program, graduated from college with a degree in education, obtained appropriate certification from the Florida Department of Education, accepted a teaching position with Pasco County Schools, completed one year of teaching with Pasco County, and signed a contract for year two.

Funding for this initiative is provided through the District’s recruitment budget.

Adult High School and Graduate 24/7 Programs

Adult High School programs, as authorized by Sections 1004.01 and 1004.93 of Florida Statutes, enable an adult no longer enrolled in public education to complete the required courses and state assessments to earn an Adult High School diploma. Course requirements are in accordance with the State of Florida Adult High School Course Curriculum Frameworks as established by Section 1004.92 of Florida Statutes. The Graduate 24/7 program was created as an extension of the Adult High School program specifically geared toward high school juniors and seniors that needed more credits than allowable through the standard co-enrollment program. Additionally, the District needed a plan to help increase graduation rates in high schools. Students who complete graduation requirements through the Graduate 24/7 program will receive a diploma from their referring high school.

Adjunct Positions:

1. Teachers will be paid each quarter to provide instruction for students in accordance with the contractual obligations set forth in agreements with Florida statute and Board policy. For adjunct staff members who serve as the teacher of record, the total student load shall not exceed 30 active enrollments. After being selected as a Graduate 24/7 Program and/or Adult High School teacher, but before being assigned his/her first virtual instruction course, each teacher must complete training on providing virtual instruction through the professional learning program established by Pasco County’s Department of Career Technical and Adult Education. The District will provide the after-hour staff development rate for scheduled live training sessions that are scheduled outside of work hours.
2. Teachers will be required to have a publishable telephone number and a computer with high-speed internet access. School facilities and equipment may be utilized to the extent that they are normally available and so long as a teacher’s regular work responsibilities are not disrupted.
3. Teachers will be expected to establish weekly “office hours” during which students and parents will be able to communicate with the teacher via telephone. In general, at least five (5) hours of “office hours” should be scheduled each week of instruction. These hours will be set at the teacher’s discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teacher’s established “office hours” and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
4. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
5. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
6. Teachers will be expected to attend ~~once per month~~ once per quarter virtual staff meetings.
7. Initial enrollment and registration of students will not be the teacher’s responsibility.
8. The Board and the Union will meet periodically to discuss the implementation of this virtual instruction program.

Chart #1: Student Loads for Full-Time Instructors

Active Student Load	Fiscal Year Quarterly Stipend
1-15 students	\$1350
16-30 students	\$2700

Chart #2: Additional Incremental Compensation for Student Loads Above Thresholds

Active Student Load	Weekly Compensation
1-15 additional students	\$100
16-30 additional students	\$200

**Reading
Endorsement
Certification
Supplement**

~~During the 2021-2022 school year, the District budgeted \$372,681.00 towards Reading Endorsement reimbursement. Of that amount, approximately \$179,383 remains unspent. The District has set aside \$50,000 of ARP/ESSER funds towards Reading Endorsement reimbursement. For the 2023-2024 ~~2022-2023~~ school year, the Board shall continue to provide teachers with an exam fee reimbursement of \$150 for a passing score on the reading certification exam taken on or after July 1, ~~2023~~ 2022, and an endorsement fee reimbursement of \$75 for adding the reading endorsement coverage to their certificate on or after July 1, ~~2023~~ 2022. In order to be eligible for the exam fee reimbursement listed above, teachers must add the reading endorsement to their certificate.~~

For teachers currently in an instructional position who added the reading endorsement to their certificate prior to July 1, ~~2023~~ 2022, and after July 1, 2018, the District shall provide a one-time supplement of \$225.

Payment of any of the aforementioned amounts will extend to the end of the school year, June 30, ~~2024~~ 2023, or until the balance of the set-aside has been spent, whichever occurs first.

Additional Compensation for Teachers Covering Absent Teachers

In recognition of the local, state, and national teacher shortage, and to compensate teachers who are willing to assist in providing coverage for absent classroom teachers and/or vacant classroom teacher positions, the Board and Union agree to the following for the 2023-2024 ~~2022-2023~~ school year only:

1. Secondary teachers who voluntarily substitute for an absent teacher during their planning period shall be provided \$25 per day for such coverage during the 2023-2024 ~~2022-2023~~ school year. ~~To allow sufficient time for the creation and implementation of the reporting and payment processes associated with this change, this payment will be available for coverage provided between November 28, 2022, and the end of the 2022-2023 student school year.~~ Teachers will be limited to one such payment per student day.
2. Secondary teachers who volunteer to cover for an absent teacher through the distribution of that teacher's students shall be provided 30 minutes of compensatory time for each half day, or portion thereof, coverage provided. The Board and Union agree that classes will be distributed only in emergency situations.
 - a. Compensatory time should only be utilized during non-student contact time and must be approved in advance by the principal.
 - b. 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.
 - c. Site-based administration shall be responsible for tracking the accumulation and use of compensatory time through this process.
3. Elementary teachers who volunteer to cover for an absent teacher through the distribution of that teacher's students shall be provided \$25 per each whole day for such coverage during the 2023-2024 ~~2022-2023~~ school year. ~~To allow sufficient time for the creation and implementation of the reporting and payment processes associated with this change, this payment will be available for coverage provided between November 28 November 1, 2022, and the end of the 2022-2023 student school year.~~

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. The Board and Union agree to review the data surrounding the usage of these provisions and evaluate their efficacy in helping to cover for teacher absences and vacancies. The parties agree that these provisions are designed to serve in tandem with securing normal substitute coverage. School administrators retain the right to secure a traditional substitute for any teacher absence.

Additional Compensation for Teachers Providing Additional Instruction

The rate of pay for teachers providing an additional period of instruction (also known as a ".2 Additional Period of Instruction") beyond what is expected of other teachers at his/her school shall be paid an increased supplement of \$6500 annually, or \$3250 on a semester basis. All other contractual provisions and practices related to the provision of these services will remain in place for the duration of this MOU. This rate for the .2 additional period supersedes the rate of pay articulated in any other MOU or any other language in the Collective Bargaining Agreement for the 2023-2024 ~~2022-2023~~ year. Payment of this rate ~~will be retroactive to August 3, 2022, and~~ will return to the contractual rate of \$5500 annually, or \$2750 on a semester basis effective July 1, 2024 ~~July 1, 2023~~, unless otherwise negotiated.

Title I Supplements

Title I provides additional resources for activities designed to raise student achievement in schools with economically disadvantaged students. In an effort to help schools meet the requirements of Title I compliance and parent and family engagement, the District and Union agree to the use of Title I funds for the following:

A supplement of ~~\$2,550~~ \$2,500 will be paid at the end of the 2023-2024 ~~2022-2023~~ school year to the Title I School-based Compliance Coordinator for accessing, maintaining, and communicating Title I compliance-related information.

A supplement of ~~\$2,550~~ \$2,500 will be paid at the end of the 2023-2024 ~~2022-2023~~ school year to the Title I School-based Parent and Family Engagement Coordinator for assisting administration with engaging the community in all components of Title I that pertain to parent and family engagement. *This supplement is only available to schools that do not employ a full-time Parent Involvement Assistant.

The District and Union agree to meet prior to opening negotiations for 2024-2025 ~~2023-2024~~ to determine whether to continue the above supplements in subsequent years or make changes to these supplements based upon feedback from stipend recipients and Title One District personnel.

This MOU expires at the end of the 2023-2024 school year.

Dual Enrollment

Dual enrollment allows eligible students to have the opportunity to earn college or technical credit at local colleges. A dual enrollment student is simultaneously enrolled in both high school and college or specific technical credit courses taught by non-Pasco County Schools institutions with which Pasco County Schools has a School Board approved Dual Enrollment Agreement PHSC and USE. These courses are counted toward high school graduation. In an effort to increase dual enrollment opportunities for students on our high school campuses, the District and Union agree to the following for the 2023-2024 ~~2022-2023~~ school year only:

Teachers who teach on a Pasco County high school campus will receive a supplement of \$25 per student per semester where a student completes a dual enrollment course with a grade of "C" or higher. All supplements paid under this MOU shall be in addition to any regular wage, supplement or bonus the teacher receives, and shall be prorated and paid in the same manner as any other supplements for the period of time in which the teacher serves as the teacher of record for the Dual Enrollment class. Supplements will be scheduled for payment in December of the following school year, and a teacher does not need to be employed by the District at the time the payment is made.

Technical High Schools

Beginning with the 2018-2019 school year, the District opened its first technical high school, Wendell Krinn Technical High School. ~~Now, d~~During the 2022-2023 school year, the District ~~will~~ opened Kirkland Ranch Academy of Innovation as its second technical high school.

Work Day and Work Hours

Instructional staff at the technical high schools will work an eight-hour day for the 2023-2024 ~~2023-2022~~ school year. During the workday, some classroom teachers will teach six fifty-minute periods and receive one fifty-minute planning period.

Additional Compensation

Instructional staff at the technical high schools will receive an additional thirty minutes of pay at their regular hourly rate of pay. In addition, classroom teachers who teach a 6th period or more will receive an additional .2 (\$5,500/year) for each extra period of instruction that they provide.

Gulf Middle School (GMS) became an International Baccalaureate (IB), Middle Years Programme (MYP) Candidate School at the start of the 2020-2021 school year is entering the candidacy process for the International Baccalaureate (IB), Middle Years Programme (MYP). The Middle Years Programme is a research-based, international educational program that strongly supports rigor for all students. To sustain a Middle Years Programme, the International Baccalaureate has standards and practices that must be met by all schools seeking authorization and IB World Schools. Gulf Middle School, in order to meet the standard of "ongoing development," the school must have a consistent schedule that allows full implementation of the MYP. In order to meet and sustain the requirements of the Middle Years Programme, Gulf Middle School requires a consistent seven-period day schedule.

For the 2023-2024 school year only duration of this MOU, GMS will have a 7-period school day with each period being 47 minutes. Instructional staff will teach six of seven periods daily for which teachers will be paid a supplement of \$5,500.00 annually and will retain a 30-minute duty-free lunch. The 47-minute planning period will be treated as a planning period as described in the Instructional Master Contract, Article VII, Section S.

~~Teachers currently assigned to GMS will be offered the opportunity to enter the involuntary transfer process in the summer of 2020, for placement at another school for the 2020-2021 school year. Teachers from other schools who are being involuntarily transferred because of staff reductions shall have priority in transfer and may be placed prior to teachers requesting a transfer out of GMS. An alternative placement made through this process cannot be guaranteed, and any teacher requesting and accepting an alternative placement through the involuntary transfer process also waives his/her right to return to GMS during the 2020-2021 school year should a vacancy in his/her area of assignment occur at the school.~~

Marchman Technical College

Workday and Work Hours

In order to provide additional support for the technical instruction program at Wendell Krinn Technical High School ~~the new technical high school~~, members of the Marchman Technical College (MTC) instructional staff will be assigned to work an eight-hour day and may also be asked to teach seven-out-of-seven periods. The programs, and, in turn, the instructional staff members at MTC assigned to teach this additional period of instruction, are subject to change from year-to-year based on student enrollment in the technical programs at MTC. The remaining aspects of the workday will be in accordance with *Article VII Section L - School Day (2) and (3)*.

Additional Compensation

All instructional staff members will receive an additional thirty minutes of pay at their regular hourly rate. Staff designated to provide the seventh period of instruction shall also receive an additional .2 (\$5,500/year) for the seventh period of instruction, above and beyond the .2 (\$5,500/year) currently paid for teachers who are already teaching six-out-of-six periods.

This MOU expires at the end of the 2023-2024 school year.

Pine View Middle School MYP

Pine View Middle School (PVMS) became an International Baccalaureate (IB), Middle Years Programme (MYP) Candidate School at the start of the 2015-2016 school year. The Middle Years Programme is a research-based, international educational program that strongly supports rigor for all students. To sustain a Middle Years Programme, the International Baccalaureate has standards and practices that must be met by all schools seeking authorization and IB World Schools. Pine View Middle School, in order to meet and sustain the requirements of the Middle Years Programme, requires a consistent seven-period day schedule.

For the 2023-2024 school year only duration of this MOU, PVMS will have a 7-period school day with each period being 47 minutes. Instructional staff will teach five of seven periods daily and will retain a 30-minute duty-free lunch. The two 47-minute planning periods will be treated as planning periods as described in the Instructional Master Contract, Article VII, Section S.

Article VII Working Conditions

SECTION A-V same

SECTION W— Selection of Teacher of the Year

- ~~1. The Union shall conduct the Teacher of the Year selection process.~~
- ~~2. Upon request, the Board shall provide technical assistance related to the selection process to the Union.~~
- ~~3. The Board shall provide the Union with the deadline for submission of the State Teacher of the Year nomination and criteria for selection as soon as it is notified by the Department of Education.~~
- ~~4. In September, a Teacher of the Year Committee composed of teachers only shall be selected at each school by vote at a meeting of the entire faculty.~~
- ~~5. The school's Teacher of the Year Committee shall oversee the nomination and selection process for the school's Teacher of the Year.~~
- ~~6. The school's Teacher of the Year Committee shall announce timelines for nomination and voting procedures at least two (2) weeks prior to the beginning of the nomination procedure for approval by the entire faculty.~~
- ~~7. No action shall be taken against a teacher for refusing to participate in Teacher of the Year activities.~~
- ~~8. Nominations for Teacher of the Year shall come from teachers only.~~
- ~~9. Voting for school Teacher of the Year shall be by secret ballot. Only teachers assigned to the school may vote for that school's Teacher of the Year.~~
- ~~10. The committee to select the district's Teacher of the Year shall be composed of five (5) teacher representatives. These representatives must not have a conflict of interest and shall be chosen by the Union Executive Board.~~
- ~~11. The Union shall furnish to the Board by October 1 of each year a list of Teacher of the Year Committee members for each school. In addition, at the conclusion of the selection process for District Teacher of the Year, the Union shall furnish to the Board a list of members of the District Teacher of the Year Selection Committee.~~

~~12. Teachers who are serving as chairpersons of the school Teacher of the Year Committee shall be granted one-half (1/2) day temporary duty leave for orientation purposes. Teachers who serve on the district Teacher of the Year Selection Committee shall be granted up to five (5) days additional temporary duty leave. Substitutes shall be provided as follows:~~

~~One-half (1/2) day for orientation purposes and up to five (5) days for each teacher serving on the district Teacher of the Year Selection Committee. Reimbursement for travel shall be authorized.~~

SECTION ~~WX~~ - School Improvement

1. School Advisory Councils

The composition of and procedures for teacher membership on School Advisory Councils (SACs) shall be in accordance with the guidelines provided by ~~in~~ the district manual, "~~Pasco County District School Advisory Councils.~~" For the purpose of teachers serving on SACs the term "teacher" shall refer to all employees who occupy positions which are defined as members of the instructional bargaining unit. The date, time, and location of a school's SACs meeting shall be published in advance. If a SAC meeting is held during the student day, release time shall be granted to one (1) USEP-designated representative at the school site to attend the SAC meeting. USEP and the Board may mutually agree to share the cost of the substitute.

2. Upon the Union president's request, the Superintendent and/or his/her designee shall meet with the Union president on mutually agreeable date(s) and time(s) for the purpose of facilitating the communication of information regarding school accountability and improvement.

SECTION ~~XY~~ - Job Sharing

Job sharing is the employment of two (2) teachers performing the duties and responsibilities of one (1) classroom teaching position. Job sharing is not designed to be permanent part-time employment or to provide opportunity for teachers to work for another employer.

Two (2) teachers who wish to share one (1) position must first request and obtain the approval of their principal. Upon approval of the principal, the request for job sharing must be sent to the Director of Employee Relations and the president of USEP by April 1st for approval. Upon mutual agreement, exceptions to the April 1st deadline may be considered if extenuating circumstances warrant. If approved, two (2) teachers may participate in the job-sharing program for the next school year. Upon approval of the principal, the two (2) teachers may request to extend job sharing for additional years to a maximum of five (5) years. Each year, requests for extensions must be sent to the Director of Employee Relations and the president of USEP by April 1st for approval. Job sharing will be approved in one-year periods.

Reasons for a teacher requesting to job share may include the following:

- a. Child care.
- b. Medical condition of the teacher or immediate family member. Immediate family shall mean husband, wife, child, father, mother, brother, sister, or other close relative or member of his/her household.
- c. Advanced study leading toward a higher degree.
- d. College work leading toward certification in a critical shortage area.
- e. Special circumstances and/or conditions as approved by the Director of Employee Relations and the president of USEP.

Teachers approved for job sharing must agree to the following conditions of employment:

- a. Each teacher must work four (4) hours per day. The schedule of duties and assignments shall be made by the principal. Any changes must be approved by the principal.
- b. Each teacher shall be entitled to four (4) one-half (1/2) days of sick leave as of the first day of the school year and thereafter earn one-half (1/2) day of sick leave for each month of employment for a total of five (5) days during the 196-day contract. Each teacher shall be allowed up to six (6) one-half (1/2) days of personal leave each year.
- c. Each teacher shall receive the appropriate contributions for the Florida Retirement System and social security.
- d. Each teacher's salary will be one-half (1/2) of his/her salary based upon degree and experience.
- e. For the purposes of seniority and credit on the salary schedule, assignments for each teacher will constitute more than one-half (1/2) of the school year thus entitling each teacher to one (1) year of service.
- f. One (1) teacher will receive full benefits, health and flexible benefits, as provided by the district. The other teacher will sign a waiver of such benefits.
- g. Should one (1) of the two (2) teachers job sharing have to vacate his/her position during the year due to unavoidable circumstances, the remaining teacher will assume that position. However, in cases where a replacement for the vacating job sharing teacher can be found who is approved by the principal, the Director of Employee Relations and the president of USEP, the teaching position may continue as a job sharing position.
- h. Upon return from an approved job sharing position of no more than one (1) year, a teacher shall be placed in the same instructional position held upon applying for said job sharing position if such position exists. Any teacher who is hired for the purpose of replacing a teacher who is job sharing will be notified upon employment that he/she will not be reappointed at the expiration of his/her contract.
- i. Other working conditions and benefits as stipulated in the Instructional Master Contract may not be applicable and subject to waiver based upon the needs of the students and school. Such waivers shall be agreed to by the Director of Employee Relations and the President of USEP.

SECTION ~~YZ~~ - Charter Schools

1. As soon as the Board is aware that an existing school is considering converting to a charter school, or the Board is considering the construction of a new facility for the purpose of establishing a charter school or an application is made to the Board to establish a charter school, the Union will be informed. The Board shall continue to recognize the Union's collective bargaining rights as provided by Florida Statute.

2. The Union and Board agree that upon request, the Board shall grant a teacher who possesses a continuing, professional service, or annual contract a leave of absence without pay to teach in a Charter School as defined in Florida Statute

1002.33(12). This leave shall be for a period of one (1) year and shall be renewed each year thereafter upon notification by the teacher to the Supervisor of Charter Schools by April 1 of the preceding school year. This leave provision will apply only if Florida Statute requires such. Should the statute be revised and omit the leave requirement, this leave provision will become null and void.

SECTION ZAA – Tobacco Free Policy

1. Smoking and the use of all tobacco products are prohibited by law inside all School Board facilities and in all “common areas” as defined in the Florida Clean Indoor Air Act to be “any hallway, corridor, lobby, aisle, water fountain area, restroom, stairwell, entryway, or conference room...”

2. The current practice whereby the worksite administrator designates employee outdoor smoking area(s) that are shielded from student view and are located away from regularly used student activity areas on existing School Board grounds shall continue, except under the following conditions, until July 1, 2016:

a. Effective July 1, 1996, all future newly acquired worksites, including all School Board real and personal property located on these sites, shall be designated as smoke and tobacco free. No employee at these sites shall use any tobacco product in the building(s) or on any outside grounds. This includes the use of such tobacco products in motor vehicles with the exception of those vehicles entering or exiting the worksite(s).

b. Any school or worksite that is rebuilt or remodeled shall be designated as smoke and tobacco free regardless of when the property was acquired.

c. All employees assigned to any School Board facility which is not smoke and tobacco free shall be surveyed once each year if requested by any employee at the facility. Such request shall be made in writing by September 30 to the Director of Employee Relations, with a copy provided to the President of the Union. The intent of the survey is that, as all employees at any such facility declare that they are nontobacco users or are willing to refrain from the use of tobacco products at the facility, the facility shall be declared tobacco free.

3. Effective July 1, 2016, all school grounds, campuses, property, and all Board vehicles, including golf carts and school buses, whether owned or leased by the Board, shall be tobacco free and free of the use of tobacco at all times. This includes the use of tobacco in motor vehicles with the exception of those moving vehicles entering or exiting the work site(s).

4. Until tobacco use is prohibited as described above effective July 1, 2016, the district shall not involuntarily transfer any teacher who is a tobacco user to a position at a smoke and tobacco free site without his/her consent.

5. For purposes of this policy, “use of tobacco” shall mean all uses of tobacco, including cigars, cigarettes, pipe tobacco, chewing tobacco, snuff, or any other matter or substances that contain tobacco and the possession of papers used to roll cigarettes. The “use of tobacco” shall also include the use of electronic, vapor, look alike, clove, or any other substitute forms of cigarettes or any smoking devices.

6. The district shall continue to promote smoking cessation through its Health and Wellness Centers and/or other local health agencies that may offer similar programs.

END OF ARTICLE VII

Instructional Referendum Implementation

On August 23, 2022, the voters of Pasco County approved a 4-year millage referendum to be used exclusively for the recruitment and retention of non-administrative employees via compensation improvements. The voter-approved referendum authorizes the Board to levy up to a total of 1 mil for each of the four years covered by the referendum to fund compensation improvements. Referendum funds will begin to be collected beginning in November of 2023, and collections are scheduled to occur through the 2026 tax year. The referendum may be renewed by the voters beyond the original term in accordance with state law in effect at the time of the renewal election. To facilitate the distribution of the proportional share of funds earmarked for instructional personnel, the Board and Union understand and agree to the following for the 2023-2024 payment period outlined below.

General Provisions

1. In accordance with their statutory authority, the Board maintains the exclusive authority to set the annual millage rate associated with this millage referendum, which will in turn determine the available annual budget for the stated employee compensation improvements.
2. All compensation improvements provided through this millage referendum are non-recurring salary supplements, the amounts of which are subject to the collective bargaining process.
3. The District has established a citizens oversight committee to monitor and report on the expenditures of the millage referendum funds. While this committee does not have authority to make decisions on behalf of the Board or the Union, they may make recommendations.
4. The initial negotiated supplement amounts will be in effect from July 1, 2023, through October 31, 2024, or until new supplement amounts are determined, whichever occurs latest.
5. This memorandum and the annual salary supplement amounts will be renegotiated each year based on available funding from the budgeted and collected millage for the upcoming annual payment period. As such, no instructional employee shall have an expectation of receiving a specific referendum salary supplement amount after the conclusion of the annual reconciliation and payment period.
6. The non-recurring salary supplements provided to instructional employees during the 4-year referendum period will be considered a portion of an eligible instructional employee's compensation and will be part of that employee's salary for the purposes of Florida Retirement System (FRS), Social Security, Medicare, and other mandatory payroll contributions and deductions.
7. Should the millage referendum expire without renewal, instructional employees shall have no expectation of receiving referendum salary supplements once all available referendum funds have been dispersed, nor shall any expectation exist that any other non-referendum funds will be utilized to compensate for the non-renewal of the referendum salary supplements.
8. Should circumstances arise that increase the amount of referendum millage collections available during an annual payment period and/or should a surplus of funds exist at the end of an annual payment period, the Board and Union agree to include those amounts in their negotiations for the subsequent annual payment period.

9. Should circumstances arise that materially reduce the amount of referendum millage available during an annual payment period, the Board and Union agree to meet and negotiate, with all reasonable haste, changes to the annual salary supplement plan to bring salary referendum revenues and expenditures into alignment for the applicable annual payment period. Immaterial reductions at the end of an annual payment period will be adjusted in subsequent annual payments.

2023-2024 Instructional Referendum Salary Supplements (RSS)

1. RSS amounts for instructional personnel are outlined in the table below. The RSS amounts listed are annual amounts. For this table, Instructional years shall be the number of years of full-time teaching experience for which a teacher had a valid teaching certificate.
2. RSS amounts are based on a 196-day contract and a contracted workday of 7.5 hours (maximum of 8 hours per day). Instructional employees who are contracted for more or fewer days, or who have longer or shorter contracted workdays, shall have their individual RSS prorated accordingly.
3. Compensation provided to instructional employees for advanced degrees, supplemented activities, ESY, ESD, emergency pay, and any other additional duty activities outside of their regular contracted workday/work year will not impact or be impacted by the instructional employee's RSS amount.
4. RSS payments will be equally prorated out across each scheduled paycheck for the instructional employee's position. Should an instructional employee change positions with the District during their contracted work year, the instructional employee's bi-weekly RSS amount for that pay period will be a blended amount based on the number of days worked in each of the two jobs during the bi-weekly pay period. Should an instructional employee terminate employment during their contracted work year, RSS payments will only be made for the bi-weekly pay periods for which the instructional employee is actively employed and being paid. RSS payments will not be made on accrued leave payouts at the time of an instructional employee's separation from employment.
5. Instructional employees on unpaid leave shall have their RSS payment adjusted in the same manner as all other forms of compensation provided by the District.

Anticipation of Employee Ratification

In anticipation of employee ratification of the full 2023/2024 collective bargaining agreement, the Board and Union agree to submit this memorandum for Board approval and processing as soon as possible.

GROUND RULES FOR NEGOTIATIONS

1. Negotiations shall be conducted at a location or online forum mutually agreed to by the chief negotiators.
2. Future negotiation sessions will be scheduled by mutual consent of the chief negotiators.
3. The negotiation sessions will continue until the agenda is exhausted or the adjournment time has been reached unless both chief negotiators agree to an extension.
4. All communications or correspondence concerning change of meeting dates or times or any other mechanical necessity will be the responsibility of the two chief negotiators.
5. All bargaining team members will be furnished copies of any proposals or counter proposals distributed at the table or via email when necessary.
6. All tentative agreements will be reduced to writing, initialed, and dated by the chief negotiator for each side either in person or electronically during an online forum at the meeting at which the tentative agreement is reached. An initialed copy will then be provided to each bargaining team for their records. Only proposals that have been initialed by the chief negotiators for both sides shall be presented to the bargaining unit members or to the School Board as being agreed upon. Initialed provisions are subject to change by the chief negotiators only by mutual agreement.
7. All tentative agreements on given items are contingent upon overall agreement being reached by the parties. No tentative agreement on any item shall be considered effective or binding on either party until an overall agreement is reached and ratified by both parties.
8. Should either party fail to ratify the entire Agreement, then only those issues previously subjects of bargaining between the two parties shall be subject to further negotiations unless both parties mutually agree to discuss additional issues.
9. Each side reserves the right to caucus at any time during negotiations.
10. Upon mutual consent of both chief negotiators, a formal negotiating session may be recessed to allow interest-based open discussion by all participants. Upon request by either of the chief negotiators, a formal session will resume.
11. Since the parties have agreed to audio tape bargaining sessions, the party conducting the taping will provide the other party with a full copy of each recording as reasonably close to one week of the recorded session as possible. No member of either bargaining team shall record (audio or video) any session unless permission has been mutually agreed upon by the chief negotiators.