

Best and Final

**BOARD ECONOMIC COUNTERPROPOSAL
INSTRUCTIONAL ECONOMIC PROPOSAL 2021-2022**

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. Salary Supplements

The Board and Union agree that all employees should be further recognized for their continued service to students and agree to provide an additional salary supplement to instructional employees for the 2021-2022 school year. A total amount of approximately ~~\$12,374,321~~ ~~3,093,580.25~~ ~~\$12,374,321~~ ~~\$7,733,950~~ \$12,374,321 which includes all applicable employer withholdings, shall be provided based on the terms and conditions outlined below:

1. To be eligible for a salary supplement, an instructional employee must be actively employed by the District on the date this economic proposal is signed and remain employed through the date of Board ratification of this agreement.
2. An eligible instructional employee's salary supplement shall be equal to ~~4%+1%~~ ~~4%~~ ~~2.5%~~ 4% of their annual base contracted salary, including any applicable advanced degree supplement.
3. Salary supplements are non-recurring and will not become part of an employee's base salary; however, salary supplements will count as earnings for the 2021-2022 school year for FRS purposes.
4. Salary supplements will be subject to applicable withholdings.
5. Salary supplements will be provided in a lump sum payment and shall be paid prior to June 30, 2022.

B. Teacher Salary Increase Categorical

6. During the 2021 Legislative Session, the Florida Legislature increased funding to the Teacher Salary Increase Allocation and provided an additional \$50 million statewide to this categorical fund. 80% of these increased funds were allocated to increase the minimum base salary for Florida Education Finance Program (FEFP) funded full-time K-12 classroom teachers and pre-kindergarten teachers. The remaining 20% of these funds were allocated to provide salary increases for FEFP funded instructional personnel (excluding substitutes and instructional assistants/paraprofessionals) who did not receive an increase from the 80% allocation.
7. In total, Pasco County received an additional \$1,573,117 through the Teacher Salary Increase categorical on the FEFP. Of this total amount, \$221,825 has been allocated to the District's charter schools based on the Florida Department of Education's calculation methodology for funding the District, leaving \$1,351,292 for the District's use. \$222,582 then needed to be reserved to cover the required employer benefit withholdings, leaving a total of \$1,128,710 to be appropriated directly into the paychecks of eligible employees. The 80% allocation of salary dollars is therefore \$902,968, with the 20% allocation amounting to \$225,742.
8. In accordance with the 80% requirement of this appropriation, approximately \$928,730 will be provided to increase the minimum full-time classroom teacher's salary to \$45,200. Of this total amount approximately \$894,517 will come directly from the categorical and \$34,213 will come from grants and other funding sources that are currently being used to pay for the salaries of classroom teachers.
9. In accordance with the 20% requirement of this appropriation, approximately \$227,959 will be provided to increase the salaries of all remaining instructional personnel to \$45,200 and to provide a salary increase to instructional personnel who earned a year of service credit for the 2020-2021 school year but did not receive a salary increase because of the 80% requirement outlined above. Of this total amount approximately \$223,445 will come directly from the categorical and \$4,514 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel. The amount of the salary increase provided to eligible instructional personnel who did not receive a salary increase because of the 80% requirement will be determined by dividing the amount of all remaining funds available under the 20% appropriation by the number of eligible instructional personnel.
10. Approximately \$228,099 will be provided to cover the 19.72% 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. Of this additional amount \$222,582 will come directly from the categorical and \$5,517 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.
11. The definitions articulated in HB 641, HB 5001, and Chapter 1012 of Florida Statutes are to be applied as required to all relevant terms in this proposal.
12. 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.

C. Additional Salary Increases and Other Salary Expenditures

- ~~1. In addition to the amount provided through the Teacher Salary Increase Categorical, the District will provide an increase to the salaries of all instructional personnel who did not receive an increase of at least 3.00% as a result of Teacher Salary Increase Categorical appropriation to a total of 3.00%. In addition to the amount provided through the Teacher Salary Increase Categorical, the District will provide an increase to the salaries of all instructional personnel who did not receive an increase of at least 1.5% as a result of Teacher Salary Increase Categorical appropriation to a total of 1.5%.~~

1. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2021-2022 school year, the increased contribution amount is approximately \$2,013,348.
2. The District will also continue to provide \$250,000 for non-recurring one-time supplements for jteachers 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 2021-2022 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.
3. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2021, onto the instructional salary range.
4. 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 2021-2022 school year.
5. 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.

D. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2020-2021 school year.

E. The payment and increases shown above will be provided retroactively to July 1, 2021, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason.

F. Should the District's budgetary status improve during the 2021-2022 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

~~G. Effective July 1, 2022, the salary of all instructional employees will be increased by 2.69%. This does not diminish the right to continue to bargain salary improvements for the 2022-2023 school year retroactive to July 1, 2022.~~

~~G. Salary Negotiations for 2022-2023~~

- ~~1. Following the conclusion of negotiations for the 2021-2022 school year, the Board and Union agree to immediately begin the process of negotiating employee salaries for the 2022-2023 school year, with the goal of reaching a tentative agreement prior to the return of staff and students in August of 2022.~~
- ~~2. Included in these negotiations will be the District's allocation of Teacher Salary Increase Categorical Funds for the 2022-2023 school year, currently estimated to be approximately \$7,000,000 or 2.69% of the District's instructional payroll. In addition, the Board and Union agree to work together to identify and negotiate additional recurring funds that can be used to further increase teacher salaries and begin to address salary compression issues stemming from the restrictions on the use of the Teacher Salary Increase Categorical Funds.~~

~~G. Salary Negotiations for 2022-2023~~

- ~~1. Following the conclusion of negotiations for the 2021-2022 school year, and if/once the 2022-2023 Florida state budget and corresponding budget implementation language is signed by the governor, the Board and Union agree to immediately begin the process of negotiating employee salaries raises for the 2022-2023 school year, with the goal of reaching a tentative agreement prior to the return of staff and students in August of 2022.~~
- ~~2. Included in these negotiations will be the District's allocation of Teacher Salary Increase Categorical Funds for the 2022-2023 school year, currently estimated to be approximately \$7,000,000 or 2.69% of the District's instructional payroll. In addition, the Board and Union agree to work together to identify and negotiate additional recurring funds that can be used to further increase teacher salaries raises and begin to address salary compression issues stemming from the restrictions on the use of the Teacher Salary Increase Categorical Funds. Furthermore, the Board and Union agree to bargain the effective dates and/or any applicable retroactivity of any salary increases.~~

G. Salary Negotiations for 2022-2023

1. The District and Union agree that once/if the 2022-2023 Florida state budget and corresponding budget implementation language is signed by the governor, the District will use its share of the Teacher Salary Increase Categorical Funds for the 2022-2023 school year to increase the salaries of instructional employees in accordance with Florida law and Florida Department of Education rules. The District's share of the 2022-2023 Teacher Salary Increase Categorical is currently estimated to be approximately \$7,000,000 or 2.69% of the District's instructional payroll. Regardless of the date the increases stemming from these funds are processed, all resulting increases will be paid as of and/or retroactive to the first day of each eligible teacher's contract for the 2022-2023 school year. Should the amount or implementing language surrounding the allocation of Teacher Salary Increases Categorical funds be changed by the State after the date this proposal is executed, this paragraph shall become null and void and the parties agree to return to the table and renegotiate as appropriate.
2. Following the conclusion of negotiations for the 2021-2022 school year, the Board and Union agree to immediately begin the process of further negotiating for the 2022-2023 school year to identify funds that can be used to further increase teacher raises and begin to address salary compression issues stemming from the restrictions on the use of the Teacher Salary Increase Categorical Funds. Furthermore, the Board and Union agree to bargain the effective dates and/or any applicable retroactivity of any salary increases.

2. Additional Compensation for Teachers Providing Additional Instruction

For the 2021-2022 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 \$5,500 annually, or \$2,750 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 \$39,699.25 for the 2021-2022 school year.

4. Fringe Benefits

The Board agrees to contribute ~~\$7,432.56~~ \$7,174.89 (an increase of ~~\$257.67~~ \$153.36 from ~~2021~~ 2020) per eligible employee, toward the cost of the health insurance benefits package for the 2022 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 ~~2021-2022~~ 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 applied towards the insurance costs and/or reserve for the ~~2022~~ 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 ~~2021~~ 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.

5. Duration of Economic Offer

Due to the need to expend some of the grant-funded portions of the salary provisions included in this economic proposal prior to the end of the District's fiscal year, any tentative agreement to the terms of this economic proposal shall only be valid until ~~May 31~~ June 30, May 31, 2022. Should employee ratification of the entire collective bargaining agreement not occur on or before this date, both parties understand that this tentative agreement shall be null and void and a new tentative agreement will need to be negotiated based on the funding available at that time.

**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, 2021 ~~2020~~.
- b.-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 ~~2021-2022~~ ~~2020-2021~~ 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 ~~20, 2021~~ ~~24, 2020~~, and subsequent paychecks will be issued at two (2) week intervals thereafter and five (5) paychecks on ~~May 27, 2022~~ ~~28, 2021~~. All teachers and school psychologists on a 196-day contract will receive a sixth (6th) paycheck on June ~~10, 2022~~ ~~11, 2021~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on August ~~20, 2021~~ ~~24, 2020~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive five (5) paychecks, including the final, on June ~~24, 2022~~ ~~25, 2021~~. Instructional employees who work 216 days will receive their first paycheck on August ~~6, 2021~~ ~~17, 2020~~, and all subsequent paychecks at two (2) week intervals thereafter, and three (3) paychecks on ~~June 24, 2022~~ ~~25, 2021~~.

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 ~~James Irvin Education Center, Harry Schwettman Education Center, and Achieve Centers of Pasco~~

Instructors at East Pasco Education Academy and West Pasco Education Academy ~~James Irvin Education Center, Harry Schwettman Education Center, and Achieve Centers of Pasco~~ who work an eight (8) hour day will be paid their regular hourly rate as provided by subsection nine (9) of this section and be compensated for the additional one-half (1/2) hour. 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
	\$45,200.00	\$66,760.00

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.

New Hire Placement Schedule					
Years	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
0	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
1	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
2	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
3	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
4	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
5	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
6	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
7	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
8	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
9	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
10	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
11	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
12	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
13	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
14	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
15	\$45,200.00	\$48,213.33	\$49,812.24	\$53,040.82	\$56,500.00
16	\$45,575.00	\$48,613.33	\$50,225.51	\$53,480.87	\$56,968.75
17	\$46,385.00	\$49,477.33	\$51,118.16	\$54,431.38	\$57,981.25
18	\$47,195.00	\$50,341.33	\$52,010.82	\$55,381.89	\$58,993.75
19	\$48,015.00	\$51,216.00	\$52,914.49	\$56,344.13	\$60,018.75
20	\$48,825.00	\$52,080.00	\$53,807.14	\$57,294.64	\$61,031.25
21	\$49,635.00	\$52,944.00	\$54,699.80	\$58,245.15	\$62,043.75

22	\$50,445.00	\$53,808.00	\$55,592.45	\$59,195.66	\$63,056.25
23	\$51,305.00	\$54,725.33	\$56,540.20	\$60,204.85	\$64,131.25
24	\$52,175.00	\$55,653.33	\$57,498.98	\$61,225.77	\$65,218.75
25	\$53,035.00	\$56,570.67	\$58,446.73	\$62,234.95	\$66,293.75
Supplements for Advanced Degrees ¹					
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
Supplement for Teaching Additional Period ²					
\$5,500					

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.

²Teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at their school shall be paid a supplement of \$5,500 annually or \$2,750 on a semester basis.

END OF ADDENDUM A

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	\$15.00 per hour <u>\$25.00 per hour</u>
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. <u>Training provided during the workday will result in being paid an additional ½ of the hourly wage, exclusive of all supplements</u> 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.
Head Start Program Requirements	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 (<u>requires District approval</u>)
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
Teachers working during a declared emergency <u>Work performed during a declared emergency via Policy 8415 – Emergency and Crisis Management.</u>	Two times their hourly rate <u>as provided in Policy 8415 – Emergency and Crisis Management.</u>

END OF ADDENDUM A-1

**ADDENDUM B
SUPPLEMENT SCHEDULE**

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
Senior Project Coordinator	1019
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 Achievement Coach	1019
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 Teacher
Early Childhood Programs Coach
Early Childhood Programs Interventionist
ECP Health Specialist
Florida First Start Resource Teacher
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 Trainer/Coach
Job Placement/Transition Specialist
Learning Design Coach
Migrant Advocate
Orientation Mobility Specialist
Parent Involvement Educator
Pasco FDLRS Resource Teacher
Pasco FDLRS Child Find Resource Teacher
Pre-School Resource Teacher - ESE
Pre-School Resource Teacher - Prekindergarten
Prevention/Intervention Counselor
Resource Teacher
School Nurse
School Psychologist
School Social Worker
School to Career/Tech Prep Articulation Coordinator
Special Populations Coordinator
Speech Language Pathologist
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, 2021~~2020~~.
- 3.-8. Same

SECTION B - Fringe Benefits

1. Health Insurance
 - a. The Board agrees to contribute \$7,432.56 ~~7,174.89~~ per eligible employee toward the cost of the benefits package for the 2022 ~~2021~~ 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 (DROP) - Same****SECTION F – Retiree Healthcare Premium - Same****SECTION G – Meritorious Attendance Incentive Pay - Same****SECTION H – Group Medical Benefits Recovery Incentive Program (Indemnity – PPO and HMO Programs) – Same****SECTION I – Employee Assistance Program (EAP) – Same****END OF ARTICLE X**

ARTICLE XIII – DURATION

1. This Agreement shall remain in full force and effect until midnight, June 30, 2024 ~~June 30, 2023~~, 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 and 2023-2024~~ ~~2021-2022 and 2022-2023~~ school years and each subsequent school year on Article X, 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.

Memorandum of Understanding Closing and Conversion of James M. Marlowe and Centennial Elementary Schools STEAM Program

On or around June 30, 2021, the District will close James M. Marlowe (JMMES) and Centennial (CENES) Elementary Schools and open the District's second and third STEAM Elementary Schools in the 2021-2022 school year. ~~begin the implementation of a STEAM curriculum and program for James M. Marlowe (JMMES) and Centennial Elementary (CENES) schools. This program will be introduced during the 2021-2022 school year with full implementation during the 2022-2023 school year.~~

Staffing Instructional Positions for 2021-2022:

~~This program will be~~ The STEAM curriculum and learner focused instructional delivery model ~~are~~ is markedly different for both students and teachers, and may not be desirable for all current teachers at these schools. Classroom Teachers (~~Elementary Teacher K-5~~) currently employed at these schools for the 2020-2021 school year, may elect to be screened for a STEAM teacher position ~~at their current one of the new STEAM schools~~. apply for a voluntary transfer to another school, or will be subject to the provisions of Article VII, Section F- Involuntary Transfer or Article VII, Section G – Reduction in Force, whichever is applicable at that time. ~~will have the option to remain employed there but must comply with all professional development and training requirements to prepare them for this new program. Prior to the end of the 2020-2021 school year, instructional positions will be advertised for the 2021-2022 school year and beyond to fill any vacancies that may exist once current employees have made their decisions. Teachers electing not to remain at either JMMES or CENES's "STEAM" program will notify their administrations immediately to enable them to enter the involuntary transfer process. However, teachers from other schools being involuntarily transferred because of staff reductions shall have priority in transfer and may be placed prior to teachers requesting a transfer out of JMMES or CENES.~~ Non-Classroom instructional and special area teachers (Art, Music and PE) currently employed at these schools for the 2020-2021 school year will ~~remain~~ be employed at ~~these~~ the new STEAM schools for the 2021-2022 school year unless they decline to work in the new STEAM environment. In that event, they will have the same additional supports available to them described below:

The following additional supports will be offered:

1. Teachers employed at either JMMES or CENES for the 2020-2021 school year may apply, interview, and accept positions at other Pasco schools for the 2021-2022 school year.
2. JMMES and CENES teachers can access the list of advertised positions on the District's website and should identify themselves as current teachers from JMMES or CENES when applying for a position for which they are qualified, and the District shall give additional consideration to their application for transfer.
3. JMMES and CENES teachers who do not secure a position at another school prior to the initiation of the District's annual involuntary transfer process, shall be entered automatically into that process. The District agrees to provide a list of all JMMES/CENES teachers who ~~choose to enter~~ are entered into the involuntary transfer process per Article VII, Section F, and will provide to the Union a list of anticipated placements for these teachers prior to finalizing any transfers. No placements shall be considered finalized until all placements have been made.

The District anticipates that instructional staff will be asked to attend ~~required~~ voluntary professional development and/or a new school retreat over the summer of 2021 to prepare for the new school year. Participants will be paid ~~their regular hourly rate for all summer hours~~ in accordance with rates agreed to in the collective bargaining agreement. ~~Participation in required summer training and/or new school retreat will be limited to no more than _____ days. The dates of such required summer training will be announced prior to the end of the 2020-2021 school year.~~

School Related Personnel (SRP)

SRP currently assigned to JMMES or CENES will remain employed at these schools for the 2021-2022 school year. In the event allocations are reduced at either of these schools, the employees in the impacted job category will be subject to the provisions of Article VII, Sections D & E - Layoff and Recall.

Monitoring

In order to support the success of these new STEAM schools, the Board and Union agree to meet during the 2021-2022 school year to resolve any concerns arising from the implementation of this agreement. ***This agreement is unique to these 2 schools and does not, in any way, constitute a precedent-setting event in future situations.***

MEMORANDUM OF UNDERSTANDING 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 that complete graduation requirements through the Graduate 24/7 program will receive a diploma from their home high school.

Adjunct Positions:

1. Teachers will be paid each trimester 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 for a course, 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 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 County's Department of Career and Technical 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. 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.

Chart #1: Student Loads for Full Time Instructors

Active Student Load	Triannual Stipend
1-15 students	\$1800
16-30 students	\$3600

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 MOU

For the 2021-2022 school year, the Board shall provide teachers with an exam fee reimbursement of \$150 for a passing score on the reading certification exam taken on or after July 1, 2021, and an endorsement fee reimbursement of \$75 for adding the reading endorsement coverage to their certificate on or after July 1, 2021. 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, 2021, and after July 1, 2018, the District shall provide a one-time supplement of \$225.

Payment of any of the aforementioned amounts after June 30, 2022, is contingent upon the mutual agreement of both parties via the renewal of this MOU for the 2022-2023 school year.

Wendell Krinn Technical High School MOU

Beginning with the 2018-2019 school year, the District opened its first technical high school, Wendell Krinn Technical High School.

Work Day and Work Hours

Instructional staff at the technical high school will work an eight-hour day for the ~~2020-2021~~ 2021-2022 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 school will receive an additional thirty minutes of pay at their regular hourly rate of pay. In addition, classroom teachers who teach a 6th period will receive an additional .2 (\$5,500/year) for providing the extra period of instruction.

Marchman Technical College MOU

Workday and Work Hours

In order to provide additional support for the technical instruction program at 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

MEMORANDUM OF UNDERSTANDING

Training Participation

Effective July 1, 2021, The Board and USEP agree that Instructional staff shall receive compensation at a rate of ~~\$30~~ \$25 per hour for training participation.

This MOU shall terminate at the time and date that the 2021-2022 Economic Proposal is agreed to and signed by the Board and USEP.

Pine View Middle School MYP MOU

School Years: ~~2018-2019, 2019-2020, 2020-2021~~ 2021-2022 and 2022-2023

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. ~~In order to meet the standard of "ongoing development," the school must to have a consistent schedule that allows full implementation of the MYP. In order to meet and sustain the requirements of the Middle Years Programme, Pine View Middle School requires a 7-period day. 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 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.

~~Teachers currently assigned to PVMS will be offered the opportunity to enter the involuntary transfer process for placement at another school for the 2018-2019 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 PVMS. This transfer process will not be offered for future years of this MOU.~~

Title I Supplements MOU

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 \$2,500 will be paid at the end of the ~~2020-2021~~ 2021-2022 school year to the Title I School-based Compliance Coordinator for accessing, maintaining, and communicating Title I compliance-related information.

A supplement of \$2,500 will be paid at the end of the ~~2020-2021~~ 2021-2022 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 ~~2021-2022~~ 2022-2023 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.

MEMORANDUM OF UNDERSTANDING

Elementary and Secondary Education Act/Every Student Succeeds Act

In an attempt to minimize the impact of the Elementary and Secondary Education Act (ESEA)/Every Student Succeeds Act (ESSA) on instructional staff, the Board and Union agree to the following provisions:

1. It is the Board's intent to keep teachers in positions for which they hold a temporary or professional certificate with appropriate coverage.
2. The Board shall make every effort to minimize the number of core academic subject areas for which a teacher must obtain a temporary or professional certificate with appropriate coverage.
3. The Board shall provide, at no cost to the teacher, staff development opportunities for those teachers seeking to add the reading endorsement to their certificate and shall give priority to those teachers identified as needing the reading endorsement.
4. The Board shall provide reimbursement for core subject area examination fees at the regular administration rate to teachers attempting to become in-field in a core subject area. The Board shall also provide individual teachers reimbursement for a second attempt at passing a specific core subject area examination if the teacher is unsuccessful on the first attempt.
5. No new teachers will be hired to fill an advertised position vacancy until all current teachers who do not meet the ESEA/ESSA definition are provided the opportunity to apply for and be interviewed for the position; provided they hold either a temporary or professional certificate with appropriate coverage.
6. Teachers wishing to transfer under this provision will apply online within the advertised period and will identify that they are seeking assignment priority in accordance with this Memorandum of Understanding. The Board shall give priority to such current teachers over outside applicants when filling vacant positions. Such priority will not supersede priority for involuntary or voluntary transfers resulting from staff reduction.
- ~~7. Teachers who have been identified by the District to teach Health and are required to pass the Health certification exam will be reimbursed for their first attempt, and if initially unsuccessful, will be reimbursed for the Health certification exam they pass through the June 30, 2021 2022 expiration of this memorandum of understanding.~~

MEMORANDUM OF UNDERSTANDING

School Improvement Grant – Fox Hollow Elementary School 2021-2022

The 2017-2018 school year was the first of a five-year School Improvement Grant (SIG), authorized under section 1003(g) of Title I of the Elementary and Secondary Education Act of 1965 (Title I or ESEA), awarded to Pasco County Schools for Fox Hollow Elementary School. School Improvement Grants are grants made to state educational agencies (SEAs) that SEAs use to make competitive subgrants to local educational agencies (LEAs) that demonstrate the greatest need for the funds and the strongest commitment to use the funds to provide adequate resources in order to substantially raise the achievement of students in their lowest-performing schools. Based upon research and experience gained through the course of three SIG 1003(g) cohorts, the Florida Department of Education (FDOE) has developed the following theory of action to guide the work for SIG Cohort 4.

The grant is planned for and written in a deliberate way such that the school will be able to sustain improvements beyond the project time-period. The project is front-loaded with professional development, including on-site coaching that focuses on high-impact strategies designed for overall student achievement. Working with Solution Tree to become a model PLC School, establishing and maintaining highly impactful PLCs will become the lynch pin that drives over all school improvement. Through highly effective PLCs, teachers will plan for instruction and assessment in a way that reaches all students through a strong Tier I approach. Over time, as Tier I instruction improves, there will be less need to administer Tier II and Tier III structures. Teachers will be able to use the researched-based and standards-aligned curriculum and instructional tools. As a result of the additional learning time in the first three years of the grant, in combination with the strategies previously listed, the achievement gap will close over time and the additional learning time will no longer be needed.

Additional Workdays

All instructional staff at FHES will work up to an additional five days during the ~~2021~~ 2022 summer. These days will be used to develop our vision and expectations for the 2021-2022 school years, as well as participate in professional development related to our student engagement practices.

Compensation for Additional Work Time

Any additional work days or additional duty time associated with this grant shall be paid at each individual teacher's regular daily rate of pay. Teachers who do not attend these additional days will not be compensated for this additional work time and are not eligible to utilize accumulated leave on these days.

Teacher Training

Professional development will be offered throughout the year, both during the school day and outside the contracted day. In addition, faculty will attend a ~~three~~ four-day retreat on ~~July 14-16, 2020~~ 12-15, 2021, to deepen their knowledge around Conscious Discipline, ~~and Kagan Cooperative Learning Structures (day 5)~~ and the new B.E.S.T. Standards. ~~tiered intervention supports along with Student Services processes (day 1). Professional development provided by Core Connections will be offered virtually the week of July 20th through an at your own pace webinar platform for all intermediate teachers and July 17th for all teachers who are new to Fox Hollow Elementary School.~~ All staff will be expected to take part in these professional development opportunities. ~~Also, there will be a three-day retreat scheduled early in the Summer of 2022, including Kagan Cooperative Structures, Conscious Discipline Training, and content specific professional development.~~ Future professional development opportunities connected with this grant will be announced as they are determined, and any mandatory professional development will be negotiated prior to implementation.

Teacher Evaluation

Instructional staff are to be evaluated based on the District's approved teacher evaluation system. SIG funding will allow the District to incorporate student results in a research-based, vertically-aligned and standards-aligned student assessment system.

In accordance with Florida's School Improvement (SI) State System of Support and other requirements established by law, teachers at FHES who receive an overall summative evaluation rating of "unsatisfactory" or "needs improvement" shall be subject to probationary release as provided by law, non-reappointment as provided by law, termination as provided by law, or involuntary transfer as provided by contract into another position for which they are qualified in the judgment of the Superintendent.

School Transfers and Reassignments

In order to meet SIG requirements, FHES will be exempt from the provisions of Article VII, Sections F & G, to the extent that they require FHES to accept the transfer of a teacher into the school without the principal's and teacher's consent.

Monitoring of Grant Progress

In order to facilitate the flow of information and to help resolve concerns that may arise as part of the SIG implementation process, the District and Union agree to include discussions about the FHES SIG as part of their ongoing planning related to teacher evaluations, performance pay, and School Improvement (SI) State System of Support.

~~As a condition of continued funding of this SIG grant, the State has clearly articulated the expectation that identified schools will add additional student contact time which will be required for the duration of the grant.~~

Agreement Contingent Upon Funding and Department of Education Approval

All funds used to implement the above provisions will come from SIG dollars, and not from general revenue sources that would otherwise be available for salary increases. Moreover, the provisions contained within this Memorandum of Understanding are contingent upon continued FDOE approval of FHES's SIG application and sufficient funding being provided through the SIG.

MEMORANDUM OF UNDERSTANDING 2021-2022 Health and Safety Guidelines

~~WHEREAS, As a result of the continued consequences of the Coronavirus Disease 2019 (COVID-19) pandemic, on July 20th, 2021 after consultation with public health officials as necessary, Xavier Becerra, Secretary of Health and Human Services renewed the January 31, 2020, determination by former Secretary Alex M. Azar II, that he previously renewed on April 21, 2020, July 23, 2020, October 2, 2020, January 7, 2021, and April 15, 2021 that a public health emergency exists and has existed since January 27, 2020, nationwide; and~~

~~WHEREAS, Section 447.309(1) of the Florida Statutes provides that a bargaining agent and public employer "shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit"; and~~

~~WHEREAS, the Parties agree to work together and extend their full cooperation in arriving at the safest possible working conditions to accommodate all members of the bargaining unit, to the greatest extent possible; and~~

~~WHEREAS, a memorandum of understanding is binding upon execution by the Board Superintendent and the Union President but requires subsequent ratification unless its duration is for a period of one (1) year or less. Should issues arise that are not noticed in this memorandum, the parties agree to meet to discuss and address these issues.~~

~~NOW, THEREFORE, the parties recognize that as of July 24, 2021 the positivity rate for Covid-19 is currently 18.5% in Pasco County and the presence of COVID-19 requires additional safety precautions and provisions. The parties agree that this document applies only and specifically to the 2021-2022 school year and all terms are non precedent setting. The assignment of Instructional Personnel to interact with students may have an impact on certain working conditions and agree as follows:~~

As a result of the continued presence of COVID-19 in our Pasco community, the parties recognize that additional health and safety considerations are needed as we begin the 2021-2022 school year. The parties agree this document applies only and specifically to the 2021-2022 school year, and all terms are non-precedent setting.

General Health and Safety Precautions:

1. ~~The parties agree to implement and adhere to all safety precautions from the CDC and County Health Department which by reference here shall be considered part of this document.~~

The District will continue to review safety precautions from federal, state, and local health and education officials, and Federal and State education officials, and will incorporate them into its operating procedures where appropriate necessary.

2. The District will monitor campus and facility visits by non-essential visitors, community organizations, businesses, municipal partners, and speakers and limit these visits as necessary due to COVID positive case numbers. The parties agree to meet prior to winter break to revisit current protocol and recommend any changes.

3. As provided for in the collective bargaining agreements, USEP representatives shall continue to have the right to visit schools to investigate employee complaints and communicate with teachers. USEP representatives shall comply with any and all health and safety expectations in place at the time of the visit.

4. The District will continue to monitor and report Covid information, including positive cases, on the District website.

5. Classrooms and other rooms, workspaces, and meeting rooms will be arranged to maximize space and increase social distancing for staff and students to the extent reasonably possible. At their discretion, teachers may configure classrooms to provide a 6 foot buffer zone from the teacher's desk to the student desks.

6. While the wearing of masks shall will be generally optional, in certain circumstances, and in conjunction with the Pasco County Department of Health procedures, exposed but asymptomatic employees may have the option to remain at work, provided they wear a mask. All Rules and guidance concerning the wearing of protective masks will be governed by the CDC, and state, and local health departments and applicable laws and regulations. Masks and other personal protective equipment shall be available and provided upon request when available. No employee shall suffer any consequence for the wearing of a mask during any/all work hours and functions. The District will not take any adverse action against any employee utilizing reasonable personal protective equipment. Where conflict exists between these agencies, the District will make the determination resolve until such time as a binding legal determination decision is in place.

7. Whenever possible, all faculty and employee related meetings shall be conducted remotely. If meetings must be held in person, employees will be given a remote option. Faculty and employee meetings may be conducted remotely. For meetings that are held in person, employees may will be provided a remote option when possible.

General Cleaning and Sanitizing Efforts:

1. Each classroom in the District will be supplied with appropriate cleaning supplies upon request. Use of these supplies by members of the instructional staff will not be mandated, however, all employees may use these supplies at their discretion.

Evaluations/Classroom Observations/Quarantined Student Instruction:

The 2021-2022 Pasco County Teacher Evaluation System, as referenced on the District website and the evaluation contract language contained in Article VII, Section H for Instructional Employees shall be ~~provided to all employees posted on the District webpage for all employees.~~ The District will continue to follow the established practices pertaining to classroom observations per Article VII, Section H, and the *Pasco County Teacher Evaluation System* and will take into account those challenges presented as a result of social distancing concerns and any other pandemic related concerns. Due to the nature of the pandemic, the circulation of students and staff may be minimized at the discretion of the teacher.

The District intends to allow quarantined students to temporarily work remotely. All employees with instructional and/or instructional support responsibilities shall be expected to support students needing to participate remotely due to COVID related isolation/quarantine. At the discretion of the teacher, students will be permitted to live stream into the classroom or be provided materials through Canvas or other means.

The District also intends to allow students to temporarily work remotely when absent due to Covid-19, under circumstances similar to those listed above. In accordance with State Board Education Rule 64ER-21-01, All employees with instructional and/or instructional support responsibilities shall be expected to fully support students needing to participate remotely due to COVID-related isolation/quarantine (ex. permitting students to live stream into the classroom) through the use of a variety of techniques and technologies including live streaming whole group instruction applicable to students, posting relevant materials on Canvas, interacting through emails and phone calls, interaction with Academic Tutors, providing recorded lessons, and other techniques.

Employee Leaves Associated with Covid-19 exposure:

This section is meant to supplement any and all leave provisions currently contained in the Instructional Master Contract and shall not in any way be used to supersede any rights currently contained in said contract.

a.) The District intends to allow employees to temporarily work remotely when the employee (1) is subject to quarantine/isolation as directed by the District's COVID Response Team and/or the Pasco County Department of Health; or (2) requires isolation, as documented

by a licensed health care professional, due to the employee testing positive for COVID. For an employee to be eligible for temporary remote work, the following criteria must be met:

1. The employee is available for work and the nature of the employee's position, as determined by the employee's worksite supervisor, supports the employee working remotely.
2. The employee agrees to any offered COVID testing through the District's COVID testing centers and tests with all reasonable haste.
3. The employee provides all reasonable requested documentation supporting the need to temporarily work remotely.
4. In general, the extent of an individual temporary remote assignment shall not exceed the period of quarantine/isolation or 8 working days, whichever is less. Any exceptions to this limitation must be agreed upon by the employee and the worksite supervisor and approved by the Superintendent.
5. The employee meets job performance expectations for the duration of the remote assignment.

~~The District also intends to allow students to temporarily work remotely under circumstances similar to those listed above. All employees with instructional and/or instructional support responsibilities shall be expected to fully support students needing to participate remotely due to COVID-related isolation/quarantine (ex. permitting students to live stream into the classroom or providing materials through Canvas and/or other systems):~~

~~b.) On or after the date of the signing of the tentative agreement- Effective August 2-July 26, 2021, the District intends to provide administrative leave, up to twenty (20) days for the 2021-2022 school year when an employee (1) is subject to quarantine/isolation as directed by the District's COVID Response Team and/or the Pasco County Department of Health; or (2) requires isolation, as documented by a licensed healthcare professional, due to the employee testing positive for COVID through exposure at work. To be eligible for these additional days of administrative leave, the following criteria must be met:~~

1. The employee has abided by specified health and safety protocols.
2. The employee provides evidence of being fully vaccinated and/or receives from the District a reasonable accommodation under applicable employment law.
3. The employee is available to work, but due to the nature of his/her position, as determined by the employee's worksite supervisor, cannot work remotely.
4. The quarantine/isolation is a result of being traced to COVID exposure while working for the District or is due to the onset on COVID symptoms without known exposure.
5. The employee agrees to any offered COVID testing through the District's COVID testing centers and tests with all reasonable haste.
6. The employee provides all reasonable requested documentation within eight (8) ~~five~~ working days. This is including, but not limited to, request for COVID Administrative Leave, documentation supporting the need to be absent from work for quarantine/isolation, and/or testing positive for COVID through exposure at work, evidence of vaccination, and/or documentation supporting a request for the need for a reasonable accommodation.
7. The extent of an individual instance of administrative leave shall not exceed the period of quarantine/isolation or 8 working days, whichever is less.
8. Nothing herein prevents the District from investigating potential fraud and/or abuse of the above provisions.

~~e.) Following all the same criteria listed in (b.) above, the District will provide up to 10 days of administrative leave for those employees who are not vaccinated at the time of the exposure and do not currently have a reasonable accommodation under applicable employment law~~

Should circumstances change and/or guidance from the Federal Centers for Disease Control (CDC), and/or County or State Health Departments change the District's plan for addressing COVID-19 related issues, the parties agree to meet to discuss the impact those changes may have on wages, hours and working conditions.

MEMORANDUM OF UNDERSTANDING Extended School Year Program – Summer 2019 2021

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

- PROGRAM DATES:** (Student Attendance)
- 24-Day Summer Reading Camp for Grade 3** ~~June 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, 29, 30, July 1, 2, 6, 7, 8, 9, 13, 14, 15 and 16~~ June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30, July 1, 5, 6, 7, 8, 12, 13, 14, 15
- 24-Day Elementary Find Your CALL-ing Grades 1 and 5** June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30, July 1, 5, 6, 7, 8, 12, 13, 14, 15
- Middle School Course Recovery and Find Your CALL-ing Program (24 half-days)** ~~(20 half-days) June 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, July 6, 7, 8, 9, 13, 14, 15 and 16~~ June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30, July 1, 5, 6, 7, 8, 12, 13, 14, 15
- High School Credit Recovery and Find Your CALL-ing Program (20 half-days) (24 half-days)** ~~June 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, July 6, 7, 8, 9, 13, 14, 15 and 16~~ June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30, July 1, 5, 6, 7, 8, 12, 13, 14, 15
- AVID Summer Bridge (24 half-days) MS & HS** June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30, July 1, 5, 6, 7, 8, 12, 13, 14, 15
- 12-Day PEACE Camp Program (Elementary)** June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24
- 10-Day Alternative School Program (ACP, JIEC, HSEC)** June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22
- 10-Day ESE Program** June 7, 8, 9, 10, 14, 15, 16, 17, 21 and 22
- 10-Day AVID Excel Camp** June 7, 8, 9, 10, 14, 15, 16, 17, 21 and 22
- 20-Day Elementary Title III Summer Camp** June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30, July 1, 5, 6, 7 and 8
- 20-Day Secondary Title III Summer Camp** June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30, July 1, 5, 6, 7 and 8

24-Day Part C Migrant Camp (Elementary) June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30 July 1, 5, 6, 7, 8, 12, 13, 14 and 15

20-Day PASS Migrant Summer Program for Secondary June 7, 8, 9, 10, 14, 15, 16, 17, 21, 22, 23, 24, 28, 29, 30, July 1, 5, 6, 7 and 8

Instructional and Non-instructional Employees

Filling Positions:

- Assignment to this program is voluntary.
- ~~Each school principal~~ A member of administration will notify the staff of the program dates by ~~April 29, 2019~~ May 12, 2020 May 11, 2021
- Each employee having an interest in working in the program will submit his/her name to the ~~school principal~~ administrator by ~~May 6, 2019~~ May 19, 2020 May 18, 2021.
- Tentative job openings will be announced by the last student day.
- When it is judged that professional qualifications and ability are substantially equal among applicants for the program to be offered, district seniority shall prevail.
- When filling positions, employees within the bargaining unit shall be given priority over other applicants.
- The previous procedure to select transportation employees for the school year assignments will continue to be used, with the following exception. Bus drivers and transportation assistants who select a route and resign, or work less than half of the days of the selected route in ESY for the summer of ~~2020~~ 2021, will be placed at the bottom of the selection list for ESY for the summer of ~~2021~~ 2022 unless the reason for resigning or working less than half of the days is for one of the following reasons and is supported by appropriate documentation as determined by Transportation Department administration: a health concern that prohibits the employee from working or a health concern of an immediate family member of the employee and the employee is needed to care for the family member, family emergency, or jury duty.

Work Schedule:

TEACHERS:

24-Day Summer Reading Camp for Grade 3

- 1 day of preplanning at 7.5 hours - ~~June 7, 2019~~ June 5, 2020 June 4, 2021
- 1 day of professional development at 6 hours – June 1, 2021
- 24 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
Total Days: ~~25~~ 26 (including preplanning and professional development)
Total Hours: ~~103.5~~ 109.5

24-Day Elementary Find Your CALL-ing Grades 1 and 5

- 1 day of preplanning at 7.5 hours - June 4, 2021
- 1 day of professional development at 6 hours – June 1, 2021
- 24 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
Total Days: 26 (including preplanning and professional development)
Total Hours: 109.5

Middle School Course Recovery Program— 20 half days

- ~~1 day of preplanning at 7.5 hours June 7, 2019~~ June 5, 2020
- ~~20 half days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)~~
~~Total Days: 21 (including preplanning)~~ ~~Total Hours: 87.5~~

Middle School Course Recovery and Find Your CALL-ing Program (24 half days)

- 1 day of preplanning at 7.5 hours - June 4, 2021
- 1 day of professional development at 6 hours – June 1, 2021
- 24 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
Total Days: 26 (including preplanning and professional development)
Total Hours: 109.5

High School Credit Recovery— 20 half days

- ~~1 day of preplanning at 7.5 hours June 7, 2019~~ June 5, 2020
- ~~20 half days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)~~
~~Total Days: 21 (including preplanning)~~ ~~Total Hours: 87.5~~

High School Credit Recovery and Find Your CALL-ing Program (24 half days)

- 1 day of preplanning at 7.5 hours - June 4, 2021
- 1 day of professional development at 6 hours – June 1, 2021
- 24 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
Total Days: 26 (including preplanning and professional development)
Total Hours: 109.5

EOC Administration Window:

- HS: 72 hours of test administration for the Algebra 1, Geometry, Biology and US History EOC.
- MS: 36 hours of test administration for the Civics EOC.

AVID Summer Bridge (24 half days) MS & HS

- 1 day of preplanning at 7.5 hours - June 4, 2021
- 1 day of professional development at 6 hours – June 1, 2021
- 24 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
Total Days: 26 (including preplanning and professional development)
Total Hours: 109.5

12-Day PEACE Camp Program (Elementary)

Site Based Teachers

- 2 days of planning at 7.5 hours – June 4 & June 24, 2021
- 12 days at 8.5 hours per day
Total Days: 14 days (including 2 planning days)
Total Hours: 117

Non-Site Based Teachers

- 17 hours (4.25 weekly) of planning – June 4, 11, 18, 25
- 4 hours voluntary training on May 26 and June 3
- 12 days at 8.5 hours per day

Total Days: 16 (including 4 half-day planning days)
Total Hours: 119

10- Day Alternative School ESY Program (ACP, HSEC, JIEC)

- 1 day of preplanning at 7.5 hours - June 4, 2021
 - 1 day of professional development at 6 hours – June 1, 2021
 - 10 day at 8.5 hours per day (7 hours of student instruction, 1 hour of planning and .5 hours of lunch)
- Total Days: 12 (including preplanning and professional development)
Total Hours: 98.5

10 Day AVID Excel:

- 1 day of preplanning at 7.5 hours June 4, 2021 (hours are flexible)
 - 10 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
- Total Days: 11 (including preplanning) Total Hours: 47.5

20 Day Title III Elem/Secondary and PASS Migrant Summer Program

- 1 day of preplanning at 7.5 hours June 4, 2021 (hours are flexible)
 - 20 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
- Total Days: 21 (including preplanning) Total Hours: 87.5

24 Day Part C Migrant Camp (Elementary)

- 1 day of preplanning at 7.5 hours June 4, 2021 (hours are flexible)
 - 24 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
- Total Days: 25 (including preplanning) Total Hours: 103.5

10-Day ESE Program

- 2 days of preplanning at 7.5 hours ~~June 8, 2018~~ June 2 and 4, 2021 (hours are flexible)
 - 10 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)
- Total Days: 12 (including preplanning) Total Hours: 55

ESE Instructional Assistants:

- 4.0 hours per day for either 10 or 24-day program.
- Total Days: 10 (10-Day Program) Total Hours: 40 (10-Day Program)
24 (24-Day Program) 96 (24-Day Program)

Pay Rate:

_____ All employees will be paid at their regular hourly rate based upon the ~~2018-2019~~ ~~2019-2020~~ 2020-2021 salary schedule or range.

Pay Dates:

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

	<u>Pay Date</u>	<u>Pay/Work Period</u>
<u>20-Day Program</u>	<u>6/28/19 (4 days + 1 Planning)</u>	<u>June 7-13</u>
	<u>7/12/2019 (8 days)</u>	<u>June 17-27</u>
	<u>7/26/2019 (4 days)</u>	<u>July 1-12</u>
	<u>8/9/2019 (4 days)</u>	<u>July 15-18</u>
<u>24 Day Program</u>	<u>6/28/2019 (4 days + 1 Planning)</u>	<u>June 7-13</u>
	<u>7/12/2019 (8 days)</u>	<u>June 17-27</u>
	<u>7/26/2019 (8 days)</u>	<u>July 1-12</u>
	<u>8/9/2019 (4 days)</u>	<u>July 15-18</u>
<u>20-Day Program</u>	<u>6/26/2020 (4 days + 1 Planning)</u>	<u>June 1-11</u>
	<u>7/10/2020 (8 days)</u>	<u>June 13-25</u>
	<u>7/27/2020 (4 days)</u>	<u>June 27- July 9</u>
	<u>8/7/2020 (4 days)</u>	<u>July 11-23</u>
<u>24 Day Program</u>	<u>6/26/2020 (4 days + 1 Planning)</u>	<u>June 1-11</u>
	<u>7/10/2020 (8 days)</u>	<u>June 13-25</u>
	<u>7/27/2020 (8 days)</u>	<u>June 27- July 9</u>
	<u>8/7/2020 (4 days)</u>	<u>July 11-23</u>
<u>24 Day Programs</u>	<u>6/25/2021 (4 days plus one PD and one planning day)</u>	<u>May 31 – June 10</u>
	<u>7/9/2021 (8 days)</u>	<u>June 14 – June 30</u>
	<u>7/23/2021 (8 days)</u>	<u>July 1- July 8</u>
	<u>8/6/2021 (4 days)</u>	<u>July 12 – July 15</u>

AVID Summer Bridge

<u>6/25/2021 (4 days plus one PD and one planning day)</u>	<u>May 31 – June 10</u>
<u>7/9/2021 (8 days)</u>	<u>June 14 – June 30</u>
<u>7/23/2021 (8 days)</u>	<u>July 1- July 8</u>
<u>8/6/2021 (4 days)</u>	<u>July 12 – July 15</u>

<u>12-Day Site Based</u>	<u>6/25/2021 (4 days + 1 Planning)</u>	<u>May 31-June 11</u>
	<u>7/09/2021 (8 days + 1 Planning)</u>	<u>June 14 -25</u>

<u>12-Day Non-Site Based</u>	<u>6/25/2021 (4 days + two ½ day Planning)</u>	<u>May 31-June 11</u>
	<u>7/09/2021 (8 days + two ½ day Planning)</u>	<u>June 14 -25</u>

<u>10-Day Alternative School Program</u>	<u>6/25/2021 (4 days + 2 Planning)</u>	<u>May 31-June 11</u>
	<u>7/09/2021 (6 days)</u>	<u>June 14 -25</u>

<u>10-Day ESE Program</u>	<u>6/25/2021 (4 days + 2 Planning)</u>	<u>May 31-June 11</u>
	<u>7/09/2021 (6 days)</u>	<u>June 14 -25</u>

Sick Leave Accrual:

Employees who work the 24-Day Program ~~and high school teachers who work a full day (2 single sessions)~~ will earn .5 day sick leave.

Absences:

- All 10 to 16-Day Program employees' absences will be without pay. These employees are not eligible to use previously earned sick leave for pay purposes.
- 20 to 24-Day Program employees may use sick leave for the equivalent of up to one ESY day.
~~24 Day Program employees may use sick leave.~~

Substitutes:

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

**MEMORANDUM OF UNDERSTANDING
VOLUNTARY PRE – K (VPK) PROGRAM
SUMMER ~~2019-2021~~**

The District School Board of Pasco County and the United School Employees of Pasco mutually agree to the following provisions in order to implement the state-mandated Voluntary PreK (VPK) program for Summer ~~2019-2021~~. This program will continue to require considerable flexibility in order to be successful. Therefore, the parties agree to the following:

- Assignment to this program is voluntary.
- The District's PreK Services will provide notices relative to the VPK program dates with an attachment to the VPK instructional application on or about ~~April 15, 2019~~ April 30, 2021.
- Each employee having an interest in working in the program will submit his/her application to the district's Early Childhood Programs department by ~~April 29, 2019~~ May 7, 2021.
- Tentative job openings will be announced by the last student contact day.
- In accordance with Florida Statute 1002.61(4) and DOE directive, the District shall give priority to teachers who have experience or coursework in early childhood education.
 - Prior experience in the following is also desired:
 - School District's Head Start/VPK program
 - PreK VE Teacher
 - Previous School District Summer VPK experience
 - Kindergarten/Primary Teacher
 - Previous Child Care Experience
 - Elementary Teaching Experience
- Teachers must hold a valid Florida educator certificate under s.1012.56, F. S. Certification in the following fields will be given priority:
 - PreK/Primary (PreK- 3rd)
 - Preschool Education (0-4)
 - Primary Education (K-3rd) or Early Childhood
 - Elementary
 - Family and Consumer Science Education
 - Any other certified staff
- When it is judged that professional qualifications and ability are substantially equal among applicants for the program to be offered, district seniority shall prevail.
- If the option to split a position is offered, but there is not another applicant who applies with whom to split the position, priority will be given to an applicant who applies to work full-time.

Program dates:

- Full or Part-time Teachers:
 - Teacher Calendar: ~~June 3-July 30, 2019 (34 work days)~~ June 3-July 22, 2021 (6/7-6/10; 6/14-6/17; 6/21-6/24; 6/28-7/1; 7/5-7/8; 7/12-7-15; and 7/19-7/22)

Planning /Training Days: ~~June 3 and July 30 7.5 hrs/day~~ June 3-4 7.5 hrs./day Staff would have the option to work full-time or split a position. The split position would not exceed 37.5 hours per week. The split will be determined by the worksite administrator (ie: 3 days/2 days; 2.5 days per week; half-day per teacher). Planning time will be split in the same manner as the work week.

Work Day: Full Day Session: ~~7:00 am – 5:15 pm (10.25 hrs/day)~~ (8:00 am – 5:00 pm (9.0 Hrs/day))

Days: ~~34~~ 30 Total Hours: Full Day: ~~342.25~~ 267

- Less Than Full-time

Teachers are eligible for employment in this program on a less than full-time basis as needed to provide coverage. The total days and total hours of such an assignment will be dictated by the need.
 Total Days: Determined by need Total Hours: Determined by need

c. Student Calendar

~~June 5 through July 29, 2019 (June 14, 21, 28 July 4 and 5, 12, 19, 26 off)~~ June 7-July 22
 (June 11, 18, 25, July 2, 9, 16 off)

Student Day: ~~7:30 am – 5:00 pm~~ 8:30 am - 4:30 pm

Job Expectations:

- a. Each teacher is assigned a maximum of 12 children.
- b. Every teacher is expected to participate during mealtime for meals to encourage self-help skills, language development, conversational skills, and good nutritional habits with the children as part of the instructional program.
- c. Every teacher is expected to participate in outdoor play activities with the children.
- d. Children may need toileting assistance, as there may be some children who do not independently use the toilet.
- e. There will be specific curriculum/lesson plans that must be followed.
- f. The teacher will be co-located in a classroom with another teacher, where possible.
- g. Instructional materials and supplies will be provided to all teachers during this program.
- h. Teachers will be trained to administer pre and post assessments.
- i. Teachers will administer the pre and post VPK assessments within the timelines as required. *(N/A for this summer)*
- j. If required by the State, an environmental observational tool will be completed through onsite teacher observation of the learning environment and teacher/child interactions. *(N/A for this summer)*
- k. The VPK Monitoring Tool will be administered *(N/A for this summer)*
- l. In order to continue to maintain compliance with State requirements, teachers must take any required VPK trainings prior to teaching VPK in the summer.
- m. Teachers must adhere to all VPK requirements for standards, curriculum, assessment and any other program requirements according to the State and District.

Potential Reductions in Force (RIF):

Since this program is funded separately from other District programs and student attendance is the sole factor in determining funding, there may be a need to reduce staff at a specific worksite in order to be cost effective. The following provisions will guide the reduction of instructional staff:

- a. In compliance with State ratios, when funding does not sustain the cost of staffing, enrollment reduction of staff may occur. Reductions in staff will be conducted by site and led by the site administrator in coordination with the Early Childhood Programs Department.
- b. For purposes of this procedure and in accordance with State statutes and DOE directives, should the need to reduce staff arise at any of the respective sites, the aforementioned certification areas will be the first factor considered.
- c. If funding or enrollment does not support the necessity to maintain staff, the District can consider changing a teacher allocation(s) to an instructional assistant allocation(s).

Sick Leave Accrual:

Employees will earn up to one (1) day of sick leave for working the program full schedule. The time earned will equal the length of the teacher’s scheduled day for full day teachers and less if part time. Teachers who work a half-day or who work a split schedule totaling 20 or more days will earn .5 days of sick leave. Teachers shall only have a right to use the sick leave earned during this program and not use days from their normal sick leave balance. Should a teacher complete this program and have the earned sick day remaining, that time shall be added to the teacher’s regular sick leave balance for use during the regular school year.

Instructional Assistants:

Up to one (1) instructional assistant per class may be allocated if an odd number of classes are located at the site with approval from the Director of Early Childhood Programs.

Pay Rate:

- Teachers will be paid an hourly rate of \$26.06 for all hours worked.
- An instructional assistant will receive his/her hourly rate of pay.
- Substitutes in this program will be paid an hourly rate of \$26.06 for all hours worked and are subject to the same qualification requirements as the full time teachers.

Program Evaluation

The District and Union agree to meet at the conclusion of the Summer-~~2019-2021~~ VPK program and evaluate the components of the program, its implementation and discuss any potential modifications to future years’ program, should they exist.

Pay Dates:

Pay Period	Pay Date
6/1/19 - 6/14/19	6/28/19
6/15/19 - 6/28/19	7/12/19
6/29/19 - 7/12/19	7/26/19
7/13/19 - 7/26/19	8/9/19
7/27/19 - 8/9/19	8/23/19
<u>5/29/2021-6/11/2021</u>	<u>6/25/2021</u>
<u>6/12/2021-6/30/2021</u>	<u>7/09/2021</u>
<u>7/01/2021-7/09/2021</u>	<u>7/23/2021</u>
<u>7/10/2021-7/23/2021</u>	<u>8/06/2021</u>

**MEMORANDUM OF UNDERSTANDING
 Compensation for Voluntary Coverage Process**

In recognition of the additional responsibilities that are assumed by instructional staff when they provide voluntary class coverage, and in an effort to better assess the district's utilization of voluntary coverage, ~~recognition that the ongoing Covid-19 pandemic continues to complicate the district's ability to provide an adequate amount of substitute teachers,~~ the Board and Union agree to continue a Voluntary Coverage process for provide supplemental compensation to teachers that provide voluntary coverage during the 2020-2021 2021-2022 school year. It is understood that the funding source for this additional compensation will be Elementary and Secondary School Emergency Relief Funds. This process will allow the Board and Union to acknowledge teachers who agree to provide voluntary class coverage during their planning period or who assume additional half or whole-day responsibilities by receiving students from split classes without diverting funds away from the money that is available to improve salaries for all teachers.

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

1. This process anticipates that coverage is being provided for the entire duration of the volunteering teacher's planning period, and that the amount of compensatory time earned shall be commensurate with the length of the period being covered.
2. Compensatory time should only be utilized during non-student contact time and must be approved in advance by the principal.
3. Compensatory time must be utilized in the increments in which it is earned.
4. Teachers may request, and principals retain the discretion to approve, the use of more than one compensatory time increment at a time.

5. Compensatory time must be used within the school year it is earned and cannot be carried forward from one school year to the next. In addition, compensatory time earned under this plan has no terminal value should a teacher's employment be separated mid-year.
6. Site-based administration shall be responsible for tracking the accumulation and use of compensatory time through this process.
7. Nothing contained in this process prevents individual schools from providing additional recognition to teachers who agree to provide coverage for absent teachers beyond the terms of this process.
8. While no limits currently exist as to how frequently an individual teacher can agree to provide coverage under this process, regular planning and collaboration time is an important part of the teacher workday and should not be missed on a regular basis.

1. Teachers providing voluntary class coverage during their planning period in classes for which substitutes are not secured shall receive supplemental compensation at a rate of \$25 per complete planning period of coverage provided. This process anticipates that coverage is being provided for the entire duration of the volunteering teacher's planning period, and that there shall be no financial compensation for partial periods covered.

2. ~~Teachers receiving additional students for the purpose of providing coverage when a substitute has not been secured shall be provided \$15 for each half day of coverage.~~

~~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. While no limits currently exist as to how frequently an individual teacher can agree to provide coverage under this process, regular planning and collaboration time is an important part of the teacher workday and should not be missed on a regular basis.~~

Teachers receiving additional students for the purpose of providing coverage when a substitute has not been secured shall be given 30 minutes of compensatory time for each half-day of coverage. Such time will be utilized in accordance with paragraphs 2-8 above.

The Board and Union agree to monitor the utilization of this process for the 2021-2022 school year, and will meet to review the process and propose recommended changes, if any are needed.

MEMORANDUM OF UNDERSTANDING Computer Science Certification Grant MOU

For the ~~third second~~ year in-a-row, the District has applied to be ~~is~~ a recipient of the Computer Science Certification (CS) Grant from the Florida Department of Education (FDOE) providing funding to deliver or facilitate training for classroom teachers to earn computer science certifications pursuant to Section 1012.56, Florida Statutes, and, as appropriate, to meet the requirements of s.1007.2616, F.S., to pay fees for related examinations, or to provide professional development in computer science courses and content.

The District maintains its goal of increasing the number of classroom teachers certified in the area of Computer Science K-12. In order to achieve this goal the District will leverage the funds received through the Computer Science Certification Grant to increase the number of teachers certified in Computer Science K-12, as well as support professional development opportunities to increase the implementation of computer science curriculum in our schools.

The District will utilize a portion of the funds received through the Computer Science Certification Grant to provide test preparation opportunities for teachers who desire to earn educator certification in computer science. Eligible teachers are those in need of Computer Science K-12 certification and/or those who will be teaching a Computer Science course in the future that is currently covered by any certification.

All participating teachers will be expected to attend at least one of two ~~virtual~~ professional developments: the ~~2020~~ 2021-2022 Florida Department of Education sponsored K-12 Computer Science Teacher Certification Preparation Camp or the Code High School training. Funding for registration, and test examination fee for up to two attempts will come from the grant.

Qualifying teachers who complete one of two required trainings, receive a passing score on the subject area exam, and add Computer Science K-12 to their educator certification no later than June 16, 2022~~4~~, may earn a one-time bonus of \$1,000.00. Neither the trainings nor bonus are intended for those who already have their Computer Science K-12 certification.

All funds used to implement the above provisions will come from Computer Science Certification Grant dollars and not from general revenue sources that would otherwise be available for salary increases. Moreover, the provisions contained within this Memorandum of Understanding with regard to funding, training, certification, and timelines, are contingent upon FDOE approval and thus, subject to change. Finally, due to the effects of the Covid-19 virus, training and testing dates may be subject to change. Should changes be required, the District and Union agree to address those changes at that time.

District Proposal MEMORANDUM OF UNDERSTANDING Pasco's Virtual Instruction Program

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

Adjunct Positions:

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 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.

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 ~~2021-2022~~ ~~2020-2021~~ 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 ~~2021-2022~~ ~~2020-2021~~ 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# I, 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

<u>Description</u>	<u>Base</u>	<u>Adjunct or Additional Compensation for ToR</u>	<u>Additional Part Time Staff to Support</u>
6-12 Basic Course	151-175	176-200	201+
Premium Course*	180-210	211-240	241+
K-5 (Core)	45		
K-5 Non-Core	250		
Lead Teacher	100		

Chart #2: Additional Compensation for Student Loads Above Thresholds

<u>Active Student Load</u>	<u>Weekly Compensation</u>
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#2 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 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.

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.

- 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.
- Teachers hired in these positions shall earn additional sick days in the same manner as all other 245 District employees.
- 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) years	.75

- Continuous service shall be construed as employment with one (1) or more Florida state agencies without a break in service.
- Authorized leaves of absence shall be considered continuous service.
- 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.
- 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.
 - Consecutive employment in less than twelve (12) month positions will constitute continuous service.
 - A teacher who terminates employment will receive a final payment of accrued Vacation Leave based on hourly rate on the date of termination.
 - 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.
 - Teachers shall be permitted to carry forward beyond July 31st of each year, sixty (60) days of accrued Vacation Leave.
 - As per Florida Statute 1012.65, term in a pay for accrued vacation leave may not exceed a maximum of sixty (60) days.
 - 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.
 - 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).
- Job-sharing shall not be available for these positions.
- 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 teachers 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 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 two day 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.

Memorandum of Understanding

\$1,000 Qualified Disaster Relief Payments COVID Retention Supplements/Bonus

On June 2, 2021, Governor DeSantis signed SB2500, which among other things, appropriated funds to the Florida Department of Education to provide a non-recurring Qualified Disaster Relief Payment in the amount of one thousand dollars (\$1,000) payable to full-time classroom teachers, certified prekindergarten teachers, and school principals paid through the Florida Education Finance Program (FEFP).

On July 27, 2021, the District School Board of Pasco County adopted a tentative budget that included the allocation of approximately \$5.5 million of non-recurring revenue to provide a one-time COVID Retention Supplement to employees who were excluded from the state's or other federal disaster relief payment programs.

~~USEP believes that all instructional~~ The Board and Union agree that all employees should be recognized for their continued service to students and agree to provide a COVID Retention Supplements/Bonus based on the terms and conditions outlined below: ~~included in this benefit and accordingly desire to offer Qualified Disaster Relief Payments to full-time instructional employees who are excluded from the bonus provided in SB 2500;~~

~~USEP and the District agree to Qualified Disaster Relief Payments on the terms and conditions set forth herein.~~

1. To be eligible for a COVID Retention Supplement, an employee must have earned a year of service credit for the 2020-2021 school year and be actively employed with the District as of the date the COVID Retention Supplements/Bonus are paid MOU is signed.
2. ~~Under the following two conditions, a retiree or a former employee will be eligible for a one-time bonus of \$1,000:~~
 - a. ~~The retired employee has a year of service credit for the 2020-2021 school year and retired during 2020-2021 or the first part of 2021-2022.~~
 - b. ~~The former employee lost his or her life as a result of COVID while employed during 2020-2021 or the first part of 2021-2022.~~
2. ~~Full-time instructional employees covered in the instructional bargaining unit, excluded from the payments under SB2500, who were employed by the district on June 2, 2021 or on the last day of school for the 2020-2021 school year, whichever is better for the employee will be paid one thousand dollars (\$1,000).~~
3. ~~This payment is Both the sSupplements and bonus in this MOU are non-recurring and does not become part of the employee's base salary, or the former employees' FRS base for Contribution purposes.~~
4. ~~This payment is a Qualified Disaster Relief Payment, and taxes will not be withheld. The Covid Retention Supplements will be subject to applicable withholdings and will be reported to the Florida Retirement System (FRS) as earnings. The Covid Bonus will be subject to applicable withholding and will not be reported to the Florida Retirement System (FRS) as earnings.~~
5. ~~Both the supplement and bonus contained in this MOU shall be paid in a lump sum payment within forty-five (45) calendar days of the signing of this MOU.~~
6. ~~Instructional eEmployees who may be eligible for Qualified Disaster Relief Payments from other sources will not receive the District provided supplement or bonus. this payment. For example, to the extent that Qualified Disaster Relief pay may be available under state or federal funds for essential workers and for instructional essential workers and such term is interpreted to include instructional employees, the employee will receive only one payment.~~