

**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, ~~2018~~ 2017.
- 3.-8. Same

**SECTION B - Fringe Benefits**

1. Health Insurance
  - a. The Board agrees to contribute \$6,785.00 per eligible employee toward the cost of the benefits package for the ~~2019~~ 2018 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**

**ARTICLE X**

**SECTION J - School Choice Preference Employee Request**

Preference shall be given to the child(ren) of an employee (i.e., any child in his/her custodial care) to attend school at the employee's assigned worksite, or within the feeder pattern, unless the following prevents granting the request:

- a. The appropriate educational program does not exist at that site, or
- b. Other extenuating circumstances (i.e., expulsion, serious disciplinary infractions, class size requirements, etc.) exist that may be cause for the child(ren)'s nonattendance.

The employee may appeal any denied request to the Office for Teaching and Learning, or designee. The decision of the appeal shall be final.

**ARTICLE XIII – DURATION**

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2020~~, June 30, 2021, except as provided in paragraphs 3 and 4 below and shall automatically be renewed from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after the giving of such notice.
2. During any reopening of negotiations for changes to take effect during the term of the Agreement, the existing provisions of the Agreement shall remain in full force and effect until modified sections are executed.
3. This Agreement may be reopened upon request of either party if any item is affected by legislation or by mutual consent of both parties.
4. This Agreement shall be reopened for the ~~2018-2019~~ 2019-2020 and 2020-2021 school years upon request of either party on Article X and Addenda A and B. Other items may be reopened if affected by legislation or by mutual consent of both parties. In addition, the Union and the Board may each select a three (3) additional items for reopeners.
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 3 and 4 above.

**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, ~~2018~~ 2017.

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 ~~2018-2019~~ 2017-2018 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 24, 2018~~25, 2017~~, and subsequent paychecks will be issued at two (2) week intervals thereafter and five (5) paychecks on May 31, 2019 ~~30, 2018~~. All teachers and school psychologists on a 196 day contract will receive a sixth (6<sup>th</sup>) paycheck on June 14, 2019 ~~13, 2018~~, less any unpaid leave time from the final pay period.

Instructional employees who work 206 days shall receive their first paycheck on August 24, 2018 ~~25, 2017~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive five (5) paychecks, including the final, on June 14, 2019 ~~15, 2018~~. Instructional employees who work 216 days will receive their first paycheck on August 10, 2018 ~~11, 2017~~, and all subsequent paychecks at two (2) week intervals thereafter, and three (3) paychecks on June 28, 2019 ~~15, 2018~~. ~~four (4) paychecks on June 14, 2019~~ ~~15, 2018~~.

7. **Termination Pay Dates – Same**

8. **Daily Rate Calculation – Same**

9. **Hourly Rate Calculation – Same**

10. **1.2 Salary Rate – Same**

11. **James Irvin Education Center, Harry Schwettman Education Center, and Achieve Centers of Pasco**

Instructors at 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**

Teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid ~~an additional .2 if doing so requires that the teacher give up designated planning time during the student contact day,~~ a supplement of \$5,250 \$5,500 annually, or ~~\$2675~~ \$2,750 on a semester basis. Effective July 1, 2014, full time teachers employed at Marchman not covered by item 10 above will also be compensated this amount.

**END OF ADDENDUM A**

## **BOARD ECONOMIC COUNTERPROPOSAL #4**

**March 28, 2019**

### **ADDENDUM B**

1. through 7. - Same

#### **SUPPLEMENT SCHEDULE**

ACADEMIC SUPPLEMENTS-Same

ATHLETIC SUPPLEMENTS - Same

MIDDLE SCHOOL ATHLETIC SUPPLEMENTS - Same

**END OF ADDENDUM B**

### **ADDENDUM C**

Instructional Bargaining Unit

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 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

**\*Identifies Supplement for required 8-hour day**

**END OF ADDENDUM**

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 - Therapeutic Preschool  
Teacher - Varying Exceptionalities Teacher - Virtual School  
Teacher - Visually Impaired Work Evaluator

**BOARD ECONOMIC COUNTERPROPOSAL #4**

**March 28, 2019**

**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, ~~2018~~ 2017
- 3.-8. Same

**SECTION B - Fringe Benefits**

1. Health Insurance
  - a. The Board agrees to contribute \$6,785.00 per eligible employee toward the cost of the benefits package for the ~~2019~~ 2018 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**

**BOARD ECONOMIC COUNTERPROPOSAL #4**

**March 28, 2019**

**INSTRUCTIONAL ECONOMIC PROPOSAL 2018-2019**

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

**I. Salaries**

**A. Salary Schedules**

1. Salary increases for 2018-2019 will be in compliance with Florida Statute 1012.22 and will be paid according to the performance pay plan and grandfathered plan as described in this proposal.
2. ~~\$4,324,289~~ 4,942,045 will be provided for total instructional salary increases (an overall increase of 2% of the prior year's instructional salary expenditures). One half of this amount, ~~\$2,162,144~~ 2,471,022 will be provided for eligible instructional employees to receive a cost of living increase of ~~point eight seven five percent (.875%)~~ one point one percent (1.1%) of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date before June 1, 2018, will be eligible for the cost of living increase through the improvements made to the new hire placement schedule described in this paragraph.
3. The following formula will be used to determine the distribution of the remaining ~~\$2,162,144~~ 2,471,022 which will be made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan.
  - a. Define the number of teachers in each base category: Grandfather (GF), PFP Effective (E), PFP Highly Effective (HE). Grandfather equals ~~1.32~~ salary factor, PFP Effective equals 1 salary factor and PFP Highly Effective equals 1.33 salary factors.
  - b. For the 2018-2019 school year, summative evaluations for 2016-2017 shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective. Teachers who are on the performance pay plan who received less than an Effective summative evaluation for 2016-2017 will not be eligible for an increase in salary under the performance pay plan. Teachers who are on the performance pay plan who did not receive a summative evaluation for 2016-2017 will receive one half of the grandfathered salary factor increase if they worked sufficient days in 2017-2018 to have met the year of service requirement. Teachers who are on the performance pay plan will receive the appropriate increase for earning Highly Effective or Effective as described above if they worked sufficient days in 2017-2018 to have met the year of service requirement. Teachers who are on the grandfathered pay plan will receive the grandfathered salary factor increase if they worked sufficient dates in 2017-2018 to have met the year of service requirement.
  - c. Multiply the number of teachers in each category by the corresponding factor. Using the average salary of the teachers in each respective base category, and the appropriate salary factor listed above, calculate the applicable percentage increase for teachers in each base category. The cost-of-living percentage plus the GF/PFP will result in the overall percentage.
  - d. Divide the total amount of funds available by the total teacher factor.
  - e. Multiply the amount determined by the factor for each category to determine salary increase.

<b>Base Categories</b>	<b>Salary Factor/Share Value (%)</b>		<b>Overall Percentage</b>
PFP if worked sufficient days but no 15-16 evaluation	.5	.60%	1.7%
Grandfathered	1.32	1.2%	2.3%
PFP Effective	1	1.2%	2.3%
PFP Highly Effective	1.33	1.6%	2.7%

4. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2018-2019 school year, the increased contribution amount is approximately \$1,457,903. The District will also continue to provide \$250,000 for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District from October 1, 2018 – April 30, 2019. For the 2018-2019 school year, Critical Shortage for the purposes of differentiated pay is defined as: Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher – Middle School Science, Certified School Counselor: Elementary, Middle and High, Teacher - Varying Exceptionalities.

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

#### **Differentiated Pay Categories/Supplements**

Title One eligible or DDD/F  
Critical Shortage

5. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2018, onto the instructional salary range.
6. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided a copy of their contract that will reflect their base salary for the 2018-2019 year.
7. 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.
8. Each eligible member of the bargaining unit will receive a non-recurring bonus payment to be determined by the Board and the Union and based upon funds identified as surplus in the Health Insurance program as of June 30, 2018, after all items in Fringe Benefits of this proposal have been addressed.
- B. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2017-2018 school year.
- C. The payment and increases shown above will be provided retroactively to July 1, 2018, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason other than retirement.
- D. In addition, should the District's budgetary status improve during the 2018-2019 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

#### **II. Additional Compensation for Teachers Providing Additional Instruction**

For the 2018-2019 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 \$5,250 \$5,500 annually, or \$2,625 \$2,750 on a semester basis ~~an additional .2 if doing so requires that the teacher give up designated planning time during the student contact day.~~ Full time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this ~~rate of pay supplement.~~  
The Board and the Union agree to establish a Task Force on Class Size to evaluate and recommend possible remedies for increased instructional responsibilities resulting from unfilled instructional allocations, master schedule issues, and other factors.

#### **III. Fingerprint Retention Fees**

The Board will continue to pay fingerprint retention fees for teachers, estimated to be \$34,806 for the 2018-2019 school year.

#### **IV. Fringe Benefits**

The Board agrees to contribute \$6785.00 (no increase from 2018) per eligible employee, toward the cost of the health insurance benefits package for the 2019 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 2018-2019 school year, the District will continue to offer the annual health risk assessment incentive of up to \$250 per employee. Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will

be placed in the insurance reserve/surplus account and ~~the Board and Union will meet to decide how best to utilize excess funds which may include application of funds applied~~ towards the insurance costs and/or reserve for the 2020 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 2019 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.

Due to the need to expend some of the grant-funded portions of the salary increases 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, 2019. 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.

### **Memorandum of Understanding Differentiated Accountability Schools Training April 13, 2019**

The parties agree that this MOU will be in effect for the 2018-2019 and 2019-2020 school years, provided no changes are made to the Differentiated Accountability system by the Florida Legislature or Florida Department of Education. By August 15<sup>th</sup> of each calendar year. When identified, the District shall provide USEP the list of schools for which the following provisions apply.

Florida Statute 1001.42(21) provides that school districts shall negotiate special provisions [in their] contract with the appropriate bargaining units to free schools with a school grade of "D" or "F" from contract restrictions that limit the school's ability to implement programs and strategies needed to improve student performance. The negotiations shall result in a memorandum of understanding that addresses the selection, placement, and expectations of instructional personnel and provides principals with the autonomy described in §1012.28(8).

Staff at Differentiated Accountability (DA) schools will be provided additional professional development supports ongoing throughout the year. The first three (3) calendared Up to two (2) P planning days ~~may~~ will be utilized for professional development, not to exceed more than ~~three hours per planning day~~ half of the workday.

All teachers are expected, ~~but not required,~~ to participate in offered professional development, as all staff members are held responsible for student outcomes. If additional professional development is scheduled outside of the school day, staff will receive the staff development stipend. The awarding of professional development points will be consistent with the Staff Development Protocol Standards. Any teacher who is unable to participate in professional development beyond the regular work-day should consult with his/her administrator to determine next steps.

~~As required~~ When identified by the Florida Department of Education, teachers with a VAM score that is less than effective at a single D school will be placed on an Achievement Improvement Support Plan and receive coaching and support around their student data.

Prior to the end of the school year, if school data indicates the likelihood of a consecutive D or F grade, current student performance data will be reviewed to determine if those teachers previously identified as having a VAM score that is less than effective will be subject to involuntary transfer at the end of the school year. In the event teachers transferred under this provision receive state VAM scores at Effective or higher for the current year and the most recent year's 3-year aggregate, they shall have the right to return at any point prior to the start of the following school year providing a vacancy exists in the same area of assignment from which the teacher was transferred.

Any school that receives two consecutive grades of D or a single grade of F may not employ any teacher identified by the Florida Department of Education as having a VAM score that is less than effective.

The Union retains the right to request impact bargaining on the implementation of A any additional requirements, ~~not addressed by this MOU that are~~ imposed on DA schools by the Florida Department of Education. ~~will be bargained by the parties.~~ implemented.

#### **Transfer Rights**

Pursuant to 1012.34 F.S., the District will monitor summative evaluation and VAM scores of the teachers in these schools. Teachers who are not rated at Effective or higher are not eligible for continued employment at these schools and may be subject to involuntary transfer. Additionally, as defined in 1012.23 1 5(2)(a), the District must also ensure that the percentage of temporarily certified teachers, teachers in need of improvement, or out-of-field teachers assigned to these schools, does not exceed that of the District average. Teachers falling into these categories at a Differentiated Accountability School may be subject to involuntary transfer to the degree needed to bring the school into compliance with Florida law. Both parties understand that any transfers into DA schools may be limited by the criteria identified above. Nothing contained in this MOU is intended to in any way limit or alter the statutory rights of the Board, Superintendent, and teachers under Florida Statutes 1012.33 and 1012.335.

#### **Dual Enrollment Bonus Compensation MOU**

**December 20, 2018**

Dual enrollment allows eligible students to have the opportunity to earn college or technical credit at local colleges. A dual enrollment student is simultaneously enrolled in both high school and college or specific technical credit courses taught by PHSC or other local institutions. These courses are counted toward high school graduation. In an effort to increase dual enrollment opportunities for students on our high school campuses, the District and Union agree to the following:

For college courses taught on a Pasco County high school campus, teachers will be paid a supplement of ~~\$1350~~ 925 per class each semester. \$50.00 per student bonus for each student who earns a final grade of "C" or higher at the end of the semester. Payment will be made after the semester ends and grades have been verified.

~~Bonuses Supplements~~ shall be in addition to any regular wage, supplement, or ~~other~~ bonus the teacher receives. ~~The teacher must be the teacher of record for the entire semester to be eligible for the bonus. In addition, bonuses will not be split among teachers.~~ Payment of such supplements shall be prorated and paid over the period of time in which the teacher serves as the teacher of record for the class.

## MEMORANDUM OF UNDERSTANDING

October 18, 2018

### Elementary and Secondary Education Act/No Child Left Behind Impact on Instructional Staff Every Student Succeeds Act

In an attempt to minimize the impact of the Elementary and Secondary Education Act (ESEA)/~~No Child Left Behind (NCLB) Act~~ 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 ~~who are currently "highly qualified"~~ 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 ~~"highly qualified,"~~ certified 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. All other non-core subject area exams will be reimbursed for passing score only.
5. No new teachers will be hired to fill an advertised position vacancy until all current teachers who do not meet the ESEA/NCLB ~~"highly qualified"~~ 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 ~~make their interest known to the principal 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, 2019 expiration of this memorandum of understanding.

~~The Board and Union agree to revisit and, if necessary, bargain the impacts of the Every Student Succeeds Act (ESSA) on the terms of this memorandum at the time technical assistance and guidance from the Florida Department of Education is available.~~

## MEMORANDUM OF UNDERSTANDING

### Extended School Year Program - Summer 2018

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 12, 13, 14, 15, 19, 20, 21, 22, 26, 27, 28, 29, July 3, 5, 6, 7, 10, 11, 12, 13, 17, 18, 19, and 20~~ June 11, 12, 13, 14, 18, 19, 20, 21, 25, 26, 27, 28, July 2, 3, 5, 6, 9, 10, 11, 12, 16, 17, 18, and 19

~~12-Day Title I Elementary K12 Programs June 12, 13, 14, 15, 19, 20, 21, 22, 26, 27, 28, 29~~ June 11, 12, 13, 14, 18, 19, 20, 21, 25, 26, 27, and 28

~~24-Day Title I Part C Migrant Program June 12, 13, 14, 15, 19, 20, 21, 22, 26, 27, 28, 29, July 3, 5, 6, 7, 10, 11, 12, 13, 17, 18, 19, 20~~ June 11, 12, 13, 14, 18, 19, 20, 21, 25, 26, 27, 28, July 2, 3, 5, 6, 9, 10, 11, 12, 16, 17, 18, and 19

~~16-Day PEACE Camp June 5, 6, 7, 8, 12, 13, 14, 15, 19, 20, 21, 22, 26, 27, 28, 29~~

~~10-Day ESE Program June 12, 13, 14, 15, 19, 20, 21, 22, 26, 27~~ June 11, 12, 13, 14, 18, 19, 20, 21, 25, and 26

~~MS Course Recovery Program Flexible days, up to 20, June 12 - July 20~~ June 11 - July 19, including EOC remediation

HS Credit Recovery Program - Flexible days, up to 20,  
~~June 12 – July 20~~ June 11 – July 19, including EOC  
remediation

16 – Day Title III English Camp for English Language  
~~June 12, 13, 11, 15, 19, 20, 21, 22, 26, 27, 28, 29 July 10,~~  
~~11, 12 & 13.~~ June 11, 12, 13, 14, 18, 19, 20, 21, 25, 26, 27,  
28, July 2, 3, 5, and 6

#### Instructional and Non-instructional Employees Filling

##### Positions:

- Assignment to this program is voluntary.
- Each school principal will notify the staff of the program dates by May 1, 2017 April 30, 2018.
- Each employee having an interest in working in the program will submit his/her name to the school principal by May 8, 2017 May 7, 2018.
- Tentative job openings will be announced by the last student day.
- The district's Office for Teaching and Learning will provide notices relative to the Pasco Environmental Adventure *Camp* Experience (PEACE) program on or about May 8, 2017.
- ~~Each employee, including Bus Drivers, having an interest in working in the PEACE program will contact the Office for Teaching and Learning by May 15, 2017.~~
- 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 ~~2017~~ 2018, will be placed at the bottom of the selection list for ESY for the summer of ~~2018~~ 2019, unless the reason for resigning or working less than half of the days is for one of the following reasons and is supported by appropriate documentation as determined by Transportation Department administration: a health concern that prohibits the employee from working or a health concern of an immediate family member of the employee and the employee is needed to care for the family member, family emergency, or jury duty.

##### Work Schedule:

##### TEACHERS:

##### **10-Day ESE Program**

- 1 day of preplanning at 7.5 hours ~~June 9, 2017~~ June 8, 2018 (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**

##### **Middle School Course Recovery Program** - up to 20 days as allocated by District

- 1 day of preplanning at 7.5 hours ~~June 9, 2017~~ June 8, 2018
- 10 days at 8.5 hours per day (7 hours of student instruction, 1 hour of planning, and .5 hour of lunch)  
**Total Days: 11 (including preplanning) Total Hours: 92.5**

##### OR

- up to 20 half-days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)  
**Total Days: up to 21 (including preplanning) Total Hours: 87.5**

##### **16-Day Title III English Camp** for English Language

- 1 day of preplanning at 7.5 hours ~~June 9, 2017~~ June 8, 2018 (hours are flexible)
- 16 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)  
**Total Days: 17 (including preplanning) Total Hours: 71.5**

##### **16-day PEACE program (Elementary, Middle, & High School)**

- ~~Site-based Teacher 2 days of planning @ 7.5 hours on June 2, 2017 (hours are flexible) and June 29.~~
- ~~16 days at 8.5 per day (student instruction)~~

**Total Days: 16 @ 8.5, 2 @ 7.5 for Site Based Teachers 151 for Site Based Teachers**

- ~~Non-site based teachers 4.25 hours per week of planning June 2, June 9, June 16, June 23~~

- ~~4.0 hours voluntary training on May 31 (after hours) and June 1. Teachers who attends this training will be paid a stipend of \$15.00 per hour.~~

- ~~16 days at 8.5 hours per day (student instruction)~~

**Total Days: 16 @ 8.5, 1 @ 4.25 for Site Based Teachers 153 for Non-Site-Based Teachers**

##### **24-Day 12-Day Title I Migrant Portable Assistance Study Sequence (PASS) in home tutoring**

- 1 day of preplanning at 7.5 hours - ~~June 9, 2017~~ June 8, 2018 (hours are flexible)
- 24 12 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)  
**Total Days: 25 13 (including preplanning) Total Hours: 103.5 55.5**

##### **12-Day Title I Elementary K/1 Programs**

- 1 day of preplanning at 7.5 hours - ~~June 6, 2017~~ June 8, 2018
- 12 days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)  
**Total Days: 13 (including preplanning) Total Hours: 55.5**

##### **12-Day Grade 3 Summer Reading Camp**

- 1 day of preplanning at 7.5 hours - ~~June 6, 2017~~ June 8, 2018
- 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**

##### **High School Credit Recovery** - up to 20 days as allocated by District

- 1 day of preplanning at 7.5 hours - ~~June 9, 2017~~ June 8, 2018
- 10 days at 8.5 hours per day (7 hours of student instruction, 1 hour of planning and .5 hour of lunch)  
**Total Days: 11 (including preplanning) Total Hours: 92.5**

**OR**

- up to 20 half-days at 4.0 hours per day (3.5 hours of student instruction and .5 hour of planning)  
**Total Days: 21 (including preplanning) Total Hours: 87.5**

**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.

**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 ~~2016-2017~~ 2017-2018 salary schedule or range.

**Pay Dates:**

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

	Pay Date	Pay/Work Period
<del>10-Day Program</del>	<del>6/30/17 (4 days + 1 planning)</del>	<del>June 12-15</del>
	<del>7/14/17 (6 days)</del>	<del>June 19-27</del>
<del>12-Day Program</del>	<del>6/30/17 (4 days + 1 planning)</del>	<del>June 12-15</del>
	<del>7/14/17 (8 days)</del>	<del>June 19-29</del>
<del>16-Day Program</del>	<del>6/30/17 (as worked)</del>	<del>June 5-15</del>
	<del>7/14/17 (as worked)</del>	<del>June 19-29</del>
	<del>7/28/17 (as worked)</del>	<del>July 1-14</del>
	<del>8/11/17 (as worked)</del>	<del>July 15-28</del>
<del>20-Day Program</del>	<del>6/30/17 (8 days + 1 planning)</del>	<del>June 5-15</del>
	<del>7/14/17 (8 days + 1 planning)</del>	<del>June 19-29</del>
	<del>7/28/17 (4 days)</del>	<del>July 1-14</del>
<del>24-Day Program</del>	<del>6/30/17 (4 days + 1 planning)</del>	<del>June 12-15</del>
	<del>7/14/17 (8 days)</del>	<del>June 19-29</del>
	<del>7/28/17 (8 days)</del>	<del>July 1-14</del>
	<del>8/11/17 (4 days)</del>	<del>July 15-20</del>
10-Day Program	6/29/18 (4 days + 1 planning)	June 8-14
	7/13/18 (6 days)	June 18-26
12-Day Program	6/29/18 (4 days + 1 planning)	June 8-14
	7/13/18 (8 days)	June 18-28
16-Day Program	6/29/18 (as worked)	June 8-14
	7/13/18 (as worked)	June 18-28
	7/27/18 (as worked)	July 2-6
20-Day Program	6/29/18 (8 days + 1 planning)	June 8-14
	7/13/18 (8 days + 1 planning)	June 18-28
	7/27/18 (4 days)	July 2-12
	8/10/18 (4 days)	July 16-19
24-Day Program	6/29/18 (4 days + 1 planning)	June 8-14
	7/13/18 (8 days)	June 18-28
	7/27/18 (8 days)	July 2-12
	8/10/18 (4 days)	July 16-19

**Sick Leave Accrual:**

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

**Absences:**

- All 10 to 16-Day Program employees' absences will be without pay. These employees are not eligible to use previously earned sick leave for pay purposes.
- 24-Day Program employees may use sick leave.

**Substitutes:**

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



## USEP COUNTER PROPOSAL #2 EVALUATION MOU

APRIL 13, 2019

In an effort to reach agreement for the 2018-2019 school year, the Board and Union agree to resolve

Article VII: Working Conditions: Section H-Evaluation, as follows:

1. The parties agree to retract their respective proposals for the above referenced article and agree to mutually open the article for the 2019-2020 school year to ensure that the language complies with state law as well as providing clarity for both parties as to the Evaluation of instructional employees. The parties agree to begin those negotiations sessions by no later than June 1, 2019.
2. The parties agree that the Instructional Evaluation process developed and agreed to by the District/Teacher Evaluation Workgroup including, but not limited to, evaluation categories, scoring rubrics, look-fors, forms, and processes established by the District and Union workgroup forms, rubrics scoring, look furs and other details, shall be the process used and adhered to for the 2018-2019 school year. The above referenced documents are currently posted on the "MyPGS" and the District's Accountability & Research Measurement (ARM) website.
- ~~3. The Board and Union agree that teachers and administrators are expected to adhere to all the above agreements of the workgroup articulated in the evaluation procedures, evaluation criteria, and designated evaluation forms and documents for the 2018-2019 school year. All issues and concerns related to the lack of adherence, misinterpretation, or misapplication to any of the aforementioned items will be subject to the Grievance Procedure set out in Article VI: Section A through step 5.~~
3. The Board and the Union agree that teachers and administrators are expected to adhere to the evaluation process as articulated in evaluation procedures, evaluation criteria, and designated evaluation forms and documents. Any issues or concerns related to adherence to the evaluation process and/or procedures will be subject to the grievance procedure articulated in Article VI - Grievance Procedure through Step 5. Any complaint that would be resolved via Article VI Section A-2 of the Grievance Procedure shall continue to be limited to Step Four. Any issues or concerns related to the scoring of an evaluation or a teacher's summative evaluation results may be directed to the observing/evaluating administrator(s) but are not subject to the grievance procedure.
4. ~~Using the established collaborative Workgroup,~~ The parties agree to examine all data, including, but not limited to, the adherence to procedures, potential misapplication and or misinterpretation of the workgroup product during 2018-2019 to inform their decisions for modifications for the 2019-2020 school year.
5. At the conclusion of the examination of the 2018-2019 school year data, the parties will examine determine the best ~~format~~ way to capture the process and procedures in Article VII, Section H of the Instructional Master Contract through the negotiations process to ensure continued clarity and success.

## Mutual Proposal Marchman Technical College

**April 4 March 6, 2018**

### Work Day and Work Hours

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

In the event multiple teachers are qualified for the additional period of instruction, volunteers will be offered the additional period of instruction based on District seniority. Instructional staff members at MTC assigned to provide additional instruction will be notified of such anticipated changes to their work day as soon as possible, but by no later than the end of the 2017-2018 school year, with the understanding that student enrollment will be the final determinant of allocations, and assignments may change as a result.

Should a teacher decide not to remain at MTC due to the longer school day, he or she will be placed into a position for which they are qualified in the judgment of the Superintendent in accordance with Article VII, Section F of the Instructional Master Contract. required to find a position prior to the start of the upcoming school year in order to remain employed in the District. A position must be available in order for a transfer to occur, and the teacher must possess appropriate teacher certification for the position before being transferred.

### **Additional Compensation**

~~Additional compensation will be paid to designated members of the MTC instructional staff assigned to work an eight hour day and teach seven out of seven periods. They~~ All instructional staff members will receive an additional thirty minutes of pay at their regular hourly rate, ~~and Staff designated to provide the seventh period of instruction~~ shall also receive an additional .2 (\$5000/year) for the seventh period of instruction, above and beyond the .2 (\$5000/year) currently paid for teachers who are already teaching six out of six periods.

A summer retreat may be offered to the teachers of MTC in conjunction with WKTHS; attendance will be voluntary ~~and will be paid their hourly rate for all required summer hours.~~ Participation in required summer training and/or new school retreat will be limited to no more than three (3) days and will be paid at the employee's regular hourly rate. Dates of such required summer hours will be announced prior to the end of the 2017-2018 school year.

### Monitoring

In order to support the success of the district's first technical high school, the Board and the Union agree to meet during the 2018-2019 school year to resolve any concerns arising from the implementation of this agreement.

## MUTUAL PROPOSAL

**October 18, 2018 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. Guidance Counselors assigned to Pasco eSchool will be paid a base salary as established by the Instructional Salary range. Guidance 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 ~~2018-2019~~ 2017-2018 school year, preference will first be given to teachers with previous successful virtual instruction experience.
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. 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, 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 Guidance 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 guidance responsibilities, Guidance Counselors may be expected to teach one virtual instruction course during the 2018-2019 ~~2017-2018~~ school year.
12. Teachers will be expected to establish weekly "office hours" during which students and parents will be able to communicate with the teacher via telephone. In general, at least eighteen (18) hours of "office hours" should be scheduled, between the hours of 8:00 a.m. and 8:00 p.m., each week of instruction. These hours will be set at the teacher's discretion in keeping with the rules and procedures established in the staff handbook. Additional student and parent contact may be required beyond the teachers established "office hours" and can be conducted in the time, place, and manner agreed upon by the teacher and the student or parent.
13. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
14. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
15. By April 1st of each of a teacher's first two (2) years as a Pasco eSchool teacher, he or she may elect to return to an instructional position at a traditional school. The Board shall assist such teacher(s) in securing a position for which he/she is qualified for in the judgment of the Superintendent. Pasco eSchool teachers may also be returned to an instructional position at a traditional school at the discretion of the Superintendent in accordance with Article VII, Section F-3.
16. Initial enrollment and registration of students will not be the teacher's responsibility.
17. The Board and the Union will establish guidelines for the active student load that a full-time teacher will carry depending on the course taught. When the student load exceeds the thresholds delineated in Chart #1, the full-time teacher will receive compensation for the higher number of students until additional teacher support can be arranged. Such compensation shall be paid according to Chart #2 below and will be paid as a supplement at the end of each semester. Should the full-time teacher indicate a willingness to carry a higher load for the duration of the semester, the teacher will continue to receive additional compensation. When a teacher is assigned both Basic and Premium courses, the course load range will be determined by the course category in which the majority of students are enrolled.

**Chart #1: Student Loads for Full Time Instructors**

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

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

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

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

18. Teachers will not be assigned more than five (5) course preparations per semester, unless agreed to prior to the beginning of the semester.
19. Teachers may apply for Lead teacher assignments. Administration will select Lead teachers to provide coverage for teachers utilizing leave, or grading or call support based on teacher request. Additional duties may be assigned as determined by administration with input from the Instructional Trainer Coach and Lead teachers.
20. The Board and the Union will meet periodically to discuss the implementation of the virtual instruction program.
21. There is no intent to limit, modify or diminish any rights or privileges conferred by the Instructional Master Contract except as expressly stated herein.

**Additional Duty Days - Summer Program**

**Full Time Employment:**

1. Teachers, including Guidance Counselors, will be paid their regular hourly rate of pay for thirty-seven and a half (37.5) hours per week for additional duty days beyond the 196-day contract. Full-time teachers who work the summer program will earn one (1) additional day of sick leave for each month worked of the summer program.
2. 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 Chait #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 Guidance Counselors, will be paid their regular hourly rate of pay for four and three quarters (4.75) hours for each day of the 4-day work weeks in the summer session. Part-time teachers who work the summer program will earn .5 day of sick leave for each month worked of the summer program.
2. 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.
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.

### **Mutual Proposal**

#### **Pine View Middle School MYP MOU February 20, 2018**

#### **School Years: 2018-2019, 2019-2020, 2020-2021**

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. 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.

### **BOARD PROPOSAL #1 MEMORANDUM OF UNDERSTANDING**

#### **October 18, 2018**

#### **Retention of Fingerprints, and Five (5) Year Check**

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

The monitoring fee, currently \$6.00 per employee, must be paid each year, and the resubmission fee, currently \$12.00 per employee, must be paid every five (5) years.

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

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

The estimated fees for this year is \$34,806 ~~33,960~~

### **USEP PROPOSAL #1**

#### **June 12, 2018**

#### **MEMORANDUM OF UNDERSTANDING**

#### **Voluntary Coverage Process**

In recognition of the additional responsibilities that are assumed by instructional staff when they provide voluntary class coverage, and in an effort to better assess the district's utilization of voluntary coverage, the Board and Union agree to implement a Voluntary Coverage process for the 2018-2019 ~~2017-2018~~ school year. 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 instructional 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.

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 shall be utilized in accordance with paragraphs 2-8 above.

The Board and Union agree to monitor the utilization of this process for the 2018-2019 ~~2017-2018~~ school year, and will meet to review the process and propose recommended changes if any are needed. ~~Both the Board and Union also agree to meet during the 2017-2018 school year to discuss concerns relative to and seek remedy for the splitting of classes as a means of coverage at the elementary and secondary levels.~~

**Mutual Proposal****Opening of Wendell Krinn Technical High School MOU****February 20, 2018**

On or around June 30, 2018, the District will close Ridgewood High School (RHS). Beginning with the 2018-2019 school year the District will open its first technical high school, Wendell Krinn Technical High School.

**Staffing Instructional Positions for 2018-2019**

Prior to the end of the 2017-2018 school year, instructional positions at the new technical high school will be advertised for the 2018-2019 school year and beyond. Teachers may apply to the new technical high school for any position for which they are qualified.

To ensure the success of the new technical high school, and in recognition of the requirement of an extended work day and required additional period of instruction, WKTHS will be exempt from the provisions of Article VII, Sections F & G, to the extent that they require WKTHS to accept the transfer of a teacher into the school without the principal's and teacher's consent. Should this school be the only option, and the teacher elects not to accept the position, the teacher must secure a position on his or her own prior to the beginning of the upcoming school year in order to remain employed with the District.

**Work Day and Work Hours**

Instructional staff at the new technical high school will work an eight-hour day, which is projected to be from 7:05 am to 3:05 pm for the 2018-2019 school year. During the workday, classroom teachers will teach six fifty-minute periods and receive one fifty-minute planning period.

The District anticipates that instructional staff serving at the new technical high school will be asked to attend required professional development and/or a new school retreat over the summer of 2018 to prepare for the 2018-2019 school year. Participants will be paid their regular hourly rate for all required summer hours. Participation in required summer training and/or new school retreat will be limited to no more than three (3) days. Dates of such required summer hours will be announced prior to the end of the 2017-2018 school year.

**Additional Compensation**

Instructional staff at the new technical high school will receive an additional thirty minutes of pay at their regular hourly rate of pay. In addition, classroom teachers will receive an additional .2 (\$5000/year) for providing an additional period of instruction.

**Monitoring**

In order to support the success of the district's first technical high school, the Board and the Union agree to meet during the 2018-2019 school year to resolve any concerns arising from the implementation of this agreement.