

2020-2021 Ratification Package

Instructional Bargaining Unit

INSTRUCTIONAL ECONOMIC PROPOSAL 2020-2021

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. Teacher Salary Increase Categorical

1. During the 2020 Legislative Session, the Florida Legislature created the Teacher Salary Increase Allocation through House Bill (HB) 641 and funded this new allocation with \$500 million in line item 92 of the General Appropriations Act (HB 5001). 80% of these 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, as well as those classroom and pre-kindergarten teachers who received less than a 2% increase from the 80% allocation.
2. In total, Pasco county received \$13,311,929 through the Teacher Salary Increase categorical on the FEFP. Of this total amount, \$1,212,301 has been allocated to the District's charter schools based on the Florida Department of Education's calculation methodology for funding the District, leaving \$12,099,628 for the District's use. \$1,923,322 then needed to be reserved to cover the required employer benefit withholdings, leaving a total of \$10,176,306 to be appropriated directly into the paychecks of eligible employees. The 80% allocation of salary dollars is therefore \$8,141,045, with the 20% allocation amounting to \$2,035,261.
3. In accordance with the 80% requirement of this appropriation, approximately \$8,336,648 will be provided to increase the minimum full-time classroom teacher's salary to \$44,820. Of this total amount approximately \$8,129,762 will come directly from the categorical and \$206,886 will come from grants and other funding sources that are currently being used to pay for the salaries of classroom teachers. The minimum full-time classroom 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.
4. In accordance with the 20% requirement of this appropriation, approximately \$2,143,288 will be provided to increase the salaries of all instructional personnel who earned a year of service credit for the 2019-2020 school year but did not receive an increase of at least 1.525% as a result of 80% appropriation above to a total of 1.525%. Of this total amount approximately \$2,028,364 will come directly from the categorical and \$114,924 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.
5. Approximately \$1,980,708 will be provided to cover the 18.9% 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 \$1,919,886 will come directly from the categorical and \$60,822 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.
6. 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.

B. Additional Salary Increases and Other Salary Expenditures

1. Approximately \$670,824 will be provided to increase the minimum full-time salary all instructional personnel not covered by the Teacher Salary Allocation to \$44,820. Of this total amount approximately \$502,631 will come from the general fund and \$168,211 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel. The minimum full-time instructional employee 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.
2. In addition to the amount provided through the Teacher Salary Increase Categorical, the District will provide an additional amount of approximately \$2,025,407 to increase the salaries of all instructional personnel who earned a year of service credit for the 2019-2020 school year but did not receive an increase of at least 3.000% as a result of Teacher Salary Increase Categorical appropriation to a total of 3.00%. Of this total amount approximately \$2,012,920 will come from the

general fund and \$12,487 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.

3. Approximately \$509,588 will be provided to cover the 18.9% 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 \$475,439 will come from general revenue and \$34,149 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.
 4. To more accurately reflect the annual salary of teachers currently receiving position-specific supplements, and prior to the application of any of the increases contained in this proposal, the following supplements will be added into the base salary of teachers occupying the corresponding instructional position. In addition, any requirement to work an additional half-hour per day that is directly attached to any of the supplements listed below will be eliminated upon ratification of this agreement.
 - a. Assessment Coordinator - \$1568
 - b. Behavior Specialist - \$1568
 - c. Certified School Counselor - \$1568
 - d. Instructional Trainer Coach - \$1568
 - e. FDLRS Resource and Child Find Resource Teacher - \$1568
 - f. School Nurse - \$1568
 - g. School Social Worker - \$1568
 - h. Speech Language Pathologist (BA – Non-Certified) - \$1568
 - i. Speech Language Pathologist (Masters Certified) – Reduced by \$1568 to \$1498
 - j. Speech Language Pathologist (Masters Certified/CCC) – Reduced by \$1568 to \$3432
 - k. Learning Design Coach - \$1568
 - l. Intervention Specialist - \$1568
 5. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2020-2021 school year, the increased contribution amount is approximately \$3,996,012 based on existing, pre-raise payroll.
 6. The District will also continue to provide \$250,000 for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District. For the 2020-2021 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.
 7. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2020, onto the instructional salary range.
 8. 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 2020-2021 school year.
 9. Instructional employees hired after July 1, 2018, will be paid year-round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
- C. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2019-2020 school year.
- D. The payment and increases shown above will be provided retroactively to July 1, 2020, 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.
- E. Should the District's budgetary status improve during the 2020-2021 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- F. The Board and Union agree to meet and work to identify strategies to address instructional salary compression concerns and other perceived salary equity issues created by the state mandated Teacher Salary Increase Categorical.

2. Additional Compensation for Teachers Providing Additional Instruction

For the 2020-2021 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

The Board will continue to pay fingerprint retention fees for teachers, estimated to be \$36,065 for the 2020-2021 school year.

4. Fringe Benefits

The Board agrees to contribute \$7,174.89 (an increase of \$153.36 from 2020) per eligible employee, toward the cost of the health insurance benefits package for the 2021 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 2020-2021 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 ~~2020~~ 2021 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~~ 2020 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 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, 2021. 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, ~~2019~~ 2020.
- b.-j. Same

2. Differentiated Pay

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

Differentiated pay is provided as listed below:

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

Compensation for additional teaching assignment beyond the regular teaching assignment as listed in Addendum A. (These additional teaching assignments include Part-Time Adult Education, Part-Time Homebound Instruction, After-Hour ESE Activities, After-

Hour Instructional Programs, and After-Hour Project Work) Extended School Year Assignments; Additional compensation for teachers working at a school covered by Memorandum of Understanding specific to it in individual circumstance, i.e. ~~The Differentiated Accountability School(s).~~

- 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 ~~2019-2020~~ 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 21, 2020 ~~23, 2019~~, and subsequent paychecks will be issued at two (2) week intervals thereafter and five (5) paychecks on May 28, 2021 ~~29, 2020~~. All teachers and school psychologists on a 196-day contract will receive a sixth (6th) paycheck on June 11, 2021 ~~12, 2020~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on August 21, 2020 ~~23, 2019~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive five (5) paychecks, including the final, on June 25, 2021 ~~26, 2020~~. Instructional employees who work 216 days will receive their first paycheck on August 7, 2020 ~~9, 2019~~, and all subsequent paychecks at two (2) week intervals thereafter, and three (3) paychecks on June 25, 2021 ~~26, 2020~~.

- 7. **Termination Pay Dates – Same**
 - 8. **Daily Rate Calculation - Same**
 - 9. **Hourly Rate Calculation - Same**
 - 10. **Marchman 1.2 Salary Rate – Same**
 - 11. **James Irvin Education Center, Harry Schwettman Education Center, and Achieve Centers of Pasco - Same**
 - 12. **Teachers Providing an Additional Period of Instruction - Same**
- 2020-2021 Instructional Salary Range (Base Pay): \$44,820 - \$66,215.00**

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 Teacher 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	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
1	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
2	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
3	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
4	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
5	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
6	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
7	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
8	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00

9	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
10	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
11	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
12	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
13	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
14	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
15	\$44,820.00	\$47,808.00	\$49,393.47	\$52,594.90	\$56,025.00
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 Degrees¹					
Degree	196 Days 7.5 Hrs	196 Days 8.0 Hrs	216 Days 7.5 Hrs	230 Days 7.5 Hrs	245 Days 7.5 Hrs
Bachelors + 18:	\$800.00	\$853.33	\$881.63	\$938.78	\$1,000.00
Masters:	\$2,700.00	\$2,880.00	\$2,975.51	\$3,168.37	\$3,375.00
Masters + 18:	\$3,400.00	\$3,626.67	\$3,746.94	\$3,989.80	\$4,250.00
Ed Specialist:	\$4,400.00	\$4,693.33	\$4,848.98	\$5,163.27	\$5,500.00
Doctorate:	\$5,400.00	\$5,760.00	\$5,951.02	\$6,336.73	\$6,750.00
Supplement for Teaching Additional Period²					
\$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 B
SUPPLEMENT SCHEDULE**

ACADEMIC SUPPLEMENTS	DOLLAR AMOUNT
CTE Lead Teacher	1175
FBLA District Advisor	1000
Band Director:	
Middle School	2549
High School	3476
* Behavior Specialist	1568
Board Certified Behavior Analyst	1000
Choral Director	1101
Orchestra Director	1101
Department/Grade Level Chairperson/Team Coordinator/PLC Facilitator	1019
Flag Corps Sponsor	1101
* Certified School Counselor	1568
High School Class Sponsor	1101
High School Newspaper Sponsor	1101
* Intervention Specialist	1568
Drama Play Director	1101
Dance Director	1101
* Instructional Trainer/Coach	1568
Learning Design Coach	1568
Assessment Coordinator	1568
* Paseo FDLRS Resource Teacher	1568
* Paseo FDLRS Child Find Resource Teacher	1568
* School Nurse	1568
* School Social Worker	1568
Senior Project Coordinator	1019
Special Olympics	
Fall	500
Winter	500
Spring	500
* Speech/Language Pathologist (BA NON CERT)	1568
* Speech/Language Pathologist (MA-CERT)	30661498
* Speech/Language Pathologist (MA-CERT/CCC)	50003432
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 Sponsorship (Requires District/State Competition)	975
Participation in state competition	290
Participation in national competition	290
Yearbook Sponsor:	
Middle School	875
High School	1101

*—Identifies Supplements for required 8 hour day

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

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

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

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

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, 2020 ~~2019~~.
- 3.-8. Same

SECTION B - Fringe Benefits

1. Health Insurance
 - a. The Board agrees to contribute \$7,174.89 ~~\$7,021.53~~ per eligible employee toward the cost of the benefits package for the 2021 ~~2020~~ 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, 2023 ~~June 30, 2022~~, 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 2021-2022 and 2022-2023 ~~2020-2021 and 2021-2022~~ school years and each subsequent school year on Article XI, Addendum A, salaries, items affected by legislation, mutual consent of both parties, and all currently established Memorandums of Understanding. The Union and the Board may each select a total of three (3) additional items to reopen for negotiations.

5. The agreements contained herein constitute the full and complete Agreement between the Union and the Board and shall not be changed, altered, modified, or amended by either party except as provided in paragraphs 2 and 3 above.

**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

**MEMORANDUM OF UNDERSTANDING
DUAL ENROLLMENT**

Dual enrollment allows eligible students to have the opportunity to earn college or technical credit at local colleges. A dual enrollment student is simultaneously enrolled in both high school and college or specific technical credit courses taught by 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 during the 2020- 2021 school year, teachers will be paid a supplement of \$925 per section each semester. Supplements shall be in addition to any regular wage, supplement, or bonus the teacher receives.

Funding for this supplement comes from an additional FTE calculation that is based on grades generated during survey five and paid to schools during October of the following year. Payment of such The As a result, payment of this supplement shall be added to the teacher's base pay and prorated and paid in the same manner as any other supplement over for the period of time in which the teacher serves as the teacher of record for the class, and will be issued in December of the following school year. The teacher does not need to be employed by the District at the time the payment is made.

Effective with the 2021-2022 school year, teachers who teach on a Pasco County high school campus will receive a supplement of \$25 per student per semester where a student completes a dual enrollment course with a grade of "C" or higher. This change is being made to better align Dual Enrollment supplements with the bonuses paid to teachers of other advanced/acerated coursework (i.e. Advanced Placement and IB) and to include a level of differentiation based on each Dual Enrollment teacher's class size. All supplements paid under this MOU shall be in addition to any regular wage, supplement or bonus the teacher receives, and shall be prorated and paid in the same manner as any other supplements for the period of time in which the teacher serves as the teacher of record for the Dual Enrollment class. Supplements will be scheduled for payment in December of the following school year, and a teacher does not need to be employed by the District at the time the payment is made.

Wendell Krinn Technical High School MOU December 9, 2020

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 ~~2019-2020~~ 2020-2021 school year. During the workday, 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 ~~an additional~~ the extra period of instruction.

Marchman Technical College MOU December 9, 2020

Work Day 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 work day will be in accordance with *Article VII Section L - School Day (2) and (3)*.

Additional Compensation

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

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:

8. 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.

9. 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.
10. 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.
11. In general, teachers will be expected to return student and parent communication within twenty-four (24) hours of the contact being initiated.
12. Teachers will be expected to comply with the rules and procedures established in the staff handbook.
13. Initial enrollment and registration of students will not be the teacher's responsibility.
14. 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 Guidance~~ Counselors assigned to Pasco eSchool will be paid a base salary as established by the Instructional Salary range. ~~School 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 ~~2020-2021~~ ~~2019-2020~~ 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 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 ~~counseling guidance~~ responsibilities, ~~School Guidance~~ Counselors may be expected to teach one virtual instruction course during the ~~2020-2021~~ 2019-2020 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

<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)	60-45		
K-5 Non-Core	300-250		
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

~~21.~~ 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. ~~Employment~~ Initial assignment in these positions shall be voluntary and ~~Teachers hired in these for year-round positions, in addition to will complying with #'s 1-20 above. shall earn vacation time as outlined in Article VIII, Section 4 of this agreement.~~ In addition, the following terms and conditions shall be applicable for these positions.

1. The salaries of the 245-day contract employee shall be determined by adding the additional days paid at the employee's daily rate to the employee's current yearly salary.
2. Teachers hired in these positions shall earn additional sick days in the same manner as all other 245 District employees.
3. ~~Teachers~~ Upon initial placement in a ~~twelve (12) month position~~ this position, the employee shall earn Vacation Leave at the following rate:

Proportion of Days of Leave Earned

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

- a. Continuous service shall be construed as employment with one (1) or more Florida state agencies without a break in service.
- b. Authorized leaves of absence shall be considered continuous service.
- c. A teacher shall not earn vacation time while on an approved leave without pay nor shall the time on such leave be credited toward years of experience.
- d. A Florida state agency employee who terminates employment at any time other than the end of his/her work year will be considered as having a break in service unless employed by another Florida state agency within ten (10) days.
 - i. Consecutive employment in less than twelve (12) month positions will constitute continuous service.
 - ii. A teacher who terminates employment will receive a final payment of accrued Vacation Leave based on hourly rate on the date of termination.
 - iii. A teacher who transfers from a vacation-earning position to a non-vacation-earning position must use accrued vacation time within the work year if the transfer is effective at the beginning of a work year or by the end of the next work year if the transfer is effective during a work year. If vacation time is not taken within these time limits, it will be forfeited.
 - iv. Teachers shall be permitted to carry forward beyond July 31st of each year, sixty (60) days of accrued Vacation Leave.
 - v. As per Florida Statute 1012.65, terminal pay for accrued vacation leave may not exceed a maximum of sixty (60) days.
 - i. Employees who retire under the Florida Retirement System (FRS) with full or reduced benefits as provided by law and who receive a lump-sum payment of accrued vacation leave earned in accordance with Article VIII, Section B-4 and who meet the participation requirements provided in Article X, Section G,1, of this Agreement, shall have said lump-sum payment of accrued vacation leave paid into a Board-approved 401(a) Qualified Retirement Plan subject to annual contribution limits and subject to the same fund withdrawal penalty reimbursement as provided in Article X, Section G,1, of the Agreement.
 - ii. A teacher will not be approved to take more than one week of consecutive days of vacation while assigned to students, and no more than two weeks in a semester (fall/spring/summer).
4. Job-sharing shall not be available for these positions.

5. Employees in these positions may elect to use vacation days before taking unpaid Sick Leave and may transfer Sick Leave to family members under the same conditions as all other 245 District employees.

6. Judicial leave shall not be deducted from accrued vacation leave.

Additional Duty Days – Summer Program

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

1. Teachers, including ~~School 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 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 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.

**Computer Science Certification Grant MOU
November 4, 2020**

For the 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 ~~has a~~ maintains its goal to of increase 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 Florida Department of Education sponsored K-12 Computer Science Teacher Certification Preparation Camp or the Code High School training. Funding for registration, ~~travel, lodging, and~~ test examination fee for up to two attempts will come from the grant.

The first fifty (50) teachers who have attended Qualifying teachers who complete one of two required trainings, receive a passing score on the subject area exam, ~~no later than June 30, 2020,~~ and add Computer Science K-12 to their educator certification no later than June 16, 2021, 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.

MEMORANDUM OF UNDERSTANDING

School Improvement Grant – Fox Hollow Elementary School

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 ~~2020~~ 2021 summer. These days will be used to develop our vision and expectations for the 2020-2021 and 2021-2022 school years, as well as participate in professional development related to our student engagement practices.

Additional Work Time

~~Faculty and staff currently working 7.5 hours per day at FHES will work an additional thirty (30) minutes per day. This additional thirty minutes will be student contact time with a focus on reading instruction. Teachers will work an eight hour day (8:05-4:05) for the duration of the second third year of the grant.~~

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.

~~The additional thirty (30) minutes per day worked in accordance with this Memorandum of Understanding will be paid at each individual teacher's hourly rate of pay. Because this time is in addition to the teacher's regular work calendar and work schedule, teachers utilizing leave will not be compensated for this additional thirty (30) minutes and all leave will be deducted at the standard 7.5 hours from the employees' available leave balance.~~

Performance Incentive

~~The terms of the grant provide for a bonus system based on student performance in the later phases of the grant. The 2019-2020 school year will be a baseline year and will not be included in the calculation of any such future bonuses. The Board and Union will meet during the 2019-2020 school year to negotiate the terms of this bonus system that are proper subjects of collective bargaining.~~

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-day retreat on ~~June 24-26, 2019~~ July 14-16, 2020, to define the way of work and participate in one day of Kagan Cooperative Learning Strategies and one day of Core Connections training. Grade level PLCs will also participate in one day of

~~planning to complete PLC work (to refine norms, roles, commitments) and essential standards.~~ to deepen their knowledge around Conscious Discipline (days 2 and 3), and 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 professional development opportunities including Kagan Cooperative Structures, ~~Core Connections training and modeling,~~ 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 ~~Differentiated Accountability legislation~~ 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 ~~Differentiated Accountability-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.

Title I Supplements MOU November 18, 2020

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 ~~2019-2020~~ 2020-2021 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 ~~2019-2020~~ 2020-2021 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 ~~2020-2021~~ 2021-2022 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, ~~2020~~ 2021 expiration of this memorandum of understanding.

MEMORANDUM OF UNDERSTANDING
Extended School Year Program - Summer ~~2019~~2020

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
	20-Day Middle School Course Recovery Program (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
	High School Credit Recovery Program (20 half-days) 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, July 6, 7, 8, 9, 13, 14, 15 and 16
	10-Day ESE Program June 8, 9, 10, 11, 15, 16, 17, 18, 22, and 23
	10-Day AVID Excel Camp June 8, 9, 10, 11, 15, 16, 17, 18, 22, and 23
	16-Day Elementary Title III Summer Camp June 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, 29, 30, July 1, and 2
	16-Day Immigrant Elementary Title III Summer Camp June 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, 29, 30, July 1 and 2
	16-Day Secondary Title III Summer Camp June 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, 29, 30, July 1 and 2
	24-Day Part C Migrant Camp (Elementary) June 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, July 6, 7, 8, 9, 13, 14, 15, 16, 20, 21, 22, 23
	20-Day PASS Migrant Summer Program for Secondary Jun 8, 9, 10, 11, 15, 16, 17, 18, 22, 23, 24, 25, July 6, 7, 8, 9, 13, 14, 15, and 16

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.
- 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.
- 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 2019 2020 will be placed at the bottom of the selection list for ESY for the summer of 2020 2021 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 5, 2020
 - 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**

20-Day Middle School Course Recovery Program

- 1 day of preplanning at 7.5 hours – June 5, 2020
 - 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**

20-Day High School Credit Recovery

- 1 day of preplanning at 7.5 hours – June 5, 2020
 - 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**

10-Day ESE Program

- 1 day of preplanning at 7.5 hours – June 5, 2020 (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**

10-Day AVID Excel Camp

- 1 day of preplanning at 7.5 hours – June 5, 2020
 - 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**

16-Day Elementary Title III Summer Camp

- 1 day of preplanning at 7.5 hours – June 5, 2020
 - 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 Immigrant Elementary Title III Summer Camp

- 1 day of preplanning at 7.5 hours – June 5, 2020
 - 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 Secondary Title III Summer Camp

- 1 day of preplanning at 7.5 hours – June 5, 2020

- 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

24-Day Part C Migrant Camp (Elementary)

- 1 day of preplanning at 7.5 hours – June 5, 2020
- 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

20-Day PASS Migrant Summer Program for Secondary

- 1 day of preplanning at 7.5 hours – June 5, 2020
- 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

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) 97 (24 Day Program)

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.

Pay Rate:

All employees will be paid at their regular hourly rate based upon the ~~2018-2019~~ 2019-2020 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 M.S./H.S. Course Recovery 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 Summer Reading Camp for Grade 3</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>10-Day ESE Program</u>	<u>6/26/2020 (4 days + 1 Planning)</u>	<u>June 1-11</u>
	<u>7/10/2020 (6 days)</u>	<u>June 13-25</u>
<u>10-Day AVID Excel Camp</u>	<u>6/26/2020 (4 days + 1 Planning)</u>	<u>June 1-11</u>
	<u>7/10/2020 (6 days)</u>	<u>June 13-25</u>
<u>16-Day Elementary Title III Summer Camp</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>16-Day Immigrant Elementary Title III Summer Camp</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>16-Day Secondary Title III Summer Camp</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>24-Day Part C Migrant Camp</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 (8 days)</u>	<u>July 11-23</u>
<u>24-Day PASS Migrant Summer for Secondary</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>

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.
- 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 2020**

Pasco County Schools 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 2020. This program will continue to require considerable flexibility in order to be successful. Therefore, the parties agree to the following:

- a. Assignment to this program is voluntary.
- b. Each employee having an interest in working in the program will submit his/her application to the district’s Early Childhood Programs department by June 17, 2020.
- c. In accordance with Florida Statute 1002.61(4) and DOE directive, the District shall give priority to teachers who have-coursework in early childhood education.
 - Prior experience in the following is also desired:
 1. School District’s Head Start/VPK program
 2. PreK VE Teacher
 3. Previous School District Summer VPK experience
 4. Kindergarten/Primary Teacher
 5. Previous Child Care Experience
 6. Elementary Teaching Experience
- d. Teachers must hold a valid Florida educator certificate under s.1012.56, F. S. Certification in the following fields will be given priority:
 1. PreK/Primary (PreK- 3rd)
 2. Preschool Education (0-4)
 3. Primary Education (K-3rd) or Early Childhood
 4. Elementary
 5. Family and Consumer Science Education
 6. Any other certified staff
- e. When it is judged that professional qualifications and ability are substantially equal among applicants for the program to be offered, district seniority shall prevail.
- f. 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:

a. Full or Part-time Teachers:

Teacher Calendar: June 22 through July 29, 2020 (23 work days)

Planning /Training Days: June 22, 2020 – 9.5 hrs./day and June 23, 2020 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 – 5:15pm (10.25 hrs/day)

Days: 23 Total Hours: Full Day: 232.25

b. 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 24 through July 29, 2020 (June 26, July 3, 10, 17, 24 off)

Student Day: June 24 and June 25, 7:15 am -5:00 pm; June 29 -July 29, 7:30 am – 5:00 pm

Job Expectations:

- a. Each teacher is assigned a maximum of 12 children.
- b. Every teacher is expected to participate during meal time 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 one (1) day of sick leave for working the full 23 day schedule. The time earned will equal the length of the teacher's scheduled work day, 10.25 hrs., 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 2020 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:

Work Period	Pay
6/13/2020-6/30/2020	7/10/2020
7/01/2020-7/10/2020	7/24/2020
7/11/2020-7/24/2020	8/7/2020
7/25/2020-8/7/2020	8/21/2020

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 continue a Voluntary Coverage process for the ~~2019-2020~~ 2020-2021 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 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 will be utilized in accordance with paragraph 2-8 above.

The Board and Union agree to monitor the utilization of this process for the ~~2019-2020~~ 2020-2021 school year, and will meet to review the process and propose recommended changes, if any are needed.

MEMORANDUM OF UNDERSTANDING

Reopening Guidelines

WHEREAS, on July 6, 2020 the Florida Department of Education (FLDOE), using its executive authority, issued an Emergency Order 2020-EO-06 ("Emergency Order") stating that "all school boards and charter school governing boards must open brick and mortar schools at least five days per week for all students, subject to advice and orders of the Florida Department of Health, local departments of health, Executive Order 20-149 and subsequent executive orders"; and

WHEREAS, the emergency order requires that districts submit reopening plans for approval by FLDOE and authorizes the districts to develop innovative delivery models through remote learning provided that the innovative remote learning model provides the same panoply of services as live in- person instruction in the traditional setting; and

WHEREAS, the District has developed its reopening plan to include a remote learning platform called MySchoolOnLine (MSOL) consisting of virtual instruction following a daily schedule aligned to the approved student calendar and bell times using the same or similar curriculum as in- person instruction; and

WHEREAS, the Florida Department of Education (FLDOE) approved the District's reopening plan, FLDOE will authorize full FTE credit for MSOL which would otherwise not be available under Florida's Education Finance Program; and

WHEREAS, The Emergency Order guarantees flexibility for the localities affected, based on said locality's COVID-19 case numbers, hospitalizations, and fatalities at the time of opening, as further guaranteed by the Florida Constitution (ARTICLE IX-Section 4 (1-3)); 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, Section 447.209 of the Florida Statutes provides that it is the right of the public employer to determine unilaterally the purpose of each of its constituent agencies, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations; 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 the District’s reopening plan or not noticed in this memorandum, the parties agree to meet to discuss and address these issues.

NOW, THEREFORE, the parties recognize that the presence of COVID-19 requires additional safety precautions and provisions. The parties agree that this document applies **only** and **specifically** to the 2020-2021 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:

General Health and Safety Precautions:

The parties agree to implement and adhere to all safety precautions contained in the District’s reopening plan which by reference here shall be considered part of this document

The District will limit campus and facility visits by non-essential visitors, community organizations, businesses, municipal partners, and speakers. Visitors and family members may not eat lunch with students. The parties agree to meet prior to winter break to revisit the continuation of this restriction.

All employees were provided cloth masks at the beginning of the school year and replacements may be provided as reasonably requested.

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 visits.

General Cleaning and Sanitizing Efforts:

Each classroom in the District will be supplied with the cleaning supplies identified in the District’s Re-Opening plan. 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:

The 2020-2021 Pasco County Evaluation Guidelines and the evaluation contract language contained in Article VII, Section H for Instructional Employees has been provided to all employees. The District will continue to follow the established practices pertaining to classroom observations and the “teacher evaluation process” and will take into account those challenges presented as a result of split classrooms and synchronous instruction.

Administrators shall not record instruction without the teacher’s knowledge.

Breakfast in the Classroom:

Teachers will supervise students in the classroom during breakfast as addressed in the Food and Nutrition section of the District’s reopening plan. Those teachers who wish to provide some space between unmasked students and themselves may supervise students from outside the doorway unless the physical structure of the school or the nature of the student population prevents this, in which case, administration will work with the teacher to determine an alternative. Nothing in this MOU prevents an employee from seeking accommodations through the ADA.

COVID-19 Exposures:

Employee safety is always of paramount concern. The District will continue to provide up-to-date Covid-19 information and guidance on the Staff Health and Wellness section of the District’s Reopening Plan.

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) Staff have access to leave under the Families First Coronavirus Response Act (FFCRA) which allows up to ten (10) days of Emergency Paid Sick Leave (EPSL). If an employee is provided a virtual assignment, they will not have to utilize leave while working.
- b) The District intends to provide administrative leave, up to an additional twenty (20) days when an employee (1) is subject to more than one period of quarantine/isolation as directed by the District's COVID Response Team and/or the Pasco County Department of Health; or (2) requires more than ten (10) days of isolation, as documented by a licensed health care professional, due to testing positive for COVID through exposure at work. To be eligible the following criteria must be met:
 1. The employee has abided by the health and safety protocols contained in the District's Re-Opening Plan;
 2. The employee is available to work, but due to the nature of his/her position cannot work remotely;
 3. The quarantine/isolation is a result of being traced to COVID exposure while working for the District or is due to the onset of COVID symptoms without known exposure;
 4. The employee agrees to any offered COVID testing through the District's COVID testing centers and test with all reasonable haste.
 5. The employee first utilized his/her ten (10) days of Emergency Paid Sick Leave.

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 reopening 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.

**Gulf Middle School MYP MOU
May 14, 2020**

School Years: 2020-2021, 2021-2022, 2022-2023

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

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

Teachers currently assigned to GMS will be offered the opportunity to enter the involuntary transfer process in the summer of 2020, for placement at another school for the 2020-2021 school year.

Teachers from other schools who are being involuntarily transferred because of staff reductions shall have priority in transfer and may be placed prior to teachers requesting a transfer out of GMS. This process will not be offered for future years of this MOU.

**Instructional Pay Raises in Advance of Ratification
January 14, 2021**

It is the District's and Union's goal for employee pay increases to be paid as soon as possible; therefore, the District and Union agree to process pay increases upon execution of the Tentative Agreement in anticipation of ratification. Should either party not fully ratify the 2020-2021 contract, the District and Union agree that the District will collect any pay increases paid in accordance with this MOU in the following pay period, unless an alternative agreement between the District and Union is made.