

AGENDA

SCHOOL BOARD WORKSHOP

GADSDEN COUNTY SCHOOL BOARD  
MAX D. WALKER ADMINISTRATION BUILDING  
35 MARTIN LUTHER KING, JR. BLVD.  
QUINCY, FLORIDA

June 3, 2015

5:00 P.M.

THIS WORKSHOP IS OPEN TO THE PUBLIC

1. Call to order
2. Items For Discussion
  - a. Salary Schedule for 2015 -2016 **SEE PAGE #2**
  - b. 2<sup>ND</sup> Year Negotiations of the 2013 – 2015 GCCTA Contract **SEE PAGE #13**
3. Items by the Superintendent
4. School Board Requests and Concerns
5. Adjournment

**SUMMARY SHEET**

**RECOMMENDATION TO SUPERINTENDENT FOR SCHOOL BOARD AGENDA**

**AGENDA ITEM NO.** \_\_\_\_\_

**DATE OF SCHOOL BOARD MEETING:**

**TITLE OF AGENDA ITEMS:** Salary Schedule for 2015-16

**DIVISION:** Finance Department

**PURPOSE AND SUMMARY OF ITEMS:** Approve the draft salary schedule for the 2015-16 fiscal year. The salary schedule is required to be submitted to FDOE as part of the budget process.

**FUND SOURCE:** various

**AMOUNT:** various payroll costs in the 2015-16 fiscal year that will be approved separately in the tentative and final (original) budget during the dates advertised in the TRIM notice as required by Statute.

**PREPARED BY:** Kim Ferree

**POSITION:** Assistant Superintendent for Business Services

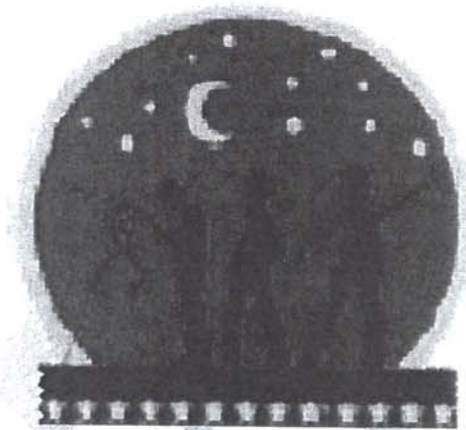
**INTERNAL INSTRUCTIONS TO BE COMPLETED BY PREPARER**

\_\_\_\_\_ Number of ORIGINAL SIGNATURES NEEDED by preparer.

**SUPERINTENDENT'S SIGNATURE:** page(s) numbered \_\_\_\_\_

**CHAIRMANS'S SIGNATURE:** page(s) numbered \_\_\_\_\_  
Be sure that the Comptroller has signed the budget page.

Board Approved - \_\_\_\_\_



# **GADSDEN COUNTY SCHOOL BOARD SALARY SCHEDULE**

## **2015 – 2016**

Reginald C. James, Superintendent  
35 Martin L. King, Jr. Boulevard . Quincy, Florida 32351  
(850) 627-9651 . Fax: (850) 627-2760  
<http://www.gcps.k12.fl.us>

**2015 – 2016 ADMINISTRATIVE/ADMINISTRATIVE SUPPORT**

	<b>PAY GRADE</b>	<b>MIN. SALARY</b>	<b>MAX. SALARY</b>
Electronics Technician, Instructional Media, Recruiter/Counselor, Single/Displaced Homemaker	1	28,947	34,235
AmeriCorps Program Coordinator, Coordinator of Custodial Services, Data Processing Coordinator, Homeless Liaison Coordinator, Human Resource Specialist, Inventory Control Specialist, Pre-K Resource Coordinator	2	35,182	48,823
AmeriCorps Program Director, Audiologist/Social Services Community Affairs/Public Relations, Coordinating Specialist, Coordinator, Occupational Therapist, Physical Therapist, Program Specialist, Psychologist, *Safety/Investigation Coordinator, Social Worker, Technology Specialist, Technology Training Specialist, Visiting Teacher	3	41,621	63,828
Assistant Principal	4	43,344	57,502
Assistant Comptroller	5	53,374	71,611
School Principal Elementary Middle High school	5	59,200 62,200 66,200	72,200 75,200 79,200
Supervisor	6	54,082	71,014
Director	7	59,542	72,521
Assistant Superintendent	8	64,831	77,579
Deputy Superintendent	9	70,118	82,989

\*A basic salary incentive payment in the amount of \$95.00 per month shall be paid in accordance with F.S. 943.22.

This salary schedule is based on 245 days of employment per year. Salaries for employees working less than 245 days per year will be pro-rated based on the number of days contracted.

Newly hired administrators in any of the listed positions shall be placed on the salary schedule by the Superintendent based on qualifications, previous experience, and/or job performance, with the maximum of twenty percent above the minimum salary for the pay grade allowable. All Assistant Principals will work 219 days (11 months) per year.

**SPECIAL NOTE:** A 5% performance pay supplement will be added to this base salary schedule for school based administrators who demonstrate outstanding performance as indicated in the Gadsden County Performance Pay Plan.

**MISCELLANEOUS SALARY SCHEDULE  
2015-2016**

<u><b>SUBSTITUTE TEACHERS</b></u>	PER DAY	PER HOUR
Master's Degree or Equivalent	\$72.00	\$9.8362
Bachelor's Degree or Equivalent	\$ 68.00	\$ 9.25
Associate Degree or Equivalent	\$ 62.00	\$ 8.50
Less than Two Years of College	\$ 59.00	\$ 8.05

**WORKSHOPS:** - All daily rates based on 6 hours participation

Instructional: Participants will be paid their normal hourly salary rate for workshops conducted after hours and on weekends.

Conducting Workshop/Consultant \$ 59.00 per hour

\*Workshops and Special Duty Funded by Grants:

Participants may be paid up to but not to exceed their normal hourly salary rate, as called for in the specific grant.

Non-Instructional:

School Food Service Managers \$62.00 per day

All Other Non-Instructional Employees \$ 59.00 per day

Conducting Workshop/Consultant \$ 59.00 per day

**SUBSTITUTE BUS DRIVERS:** \$38.00 per day

**NON-INSTRUCTIONAL SUBSTITUTES OTHER THAN BUS DRIVERS:** Minimum Wage or paid within grant award guidelines.

**HALF TIME EMPLOYEES:** Half time employees will be expected to work one-half of the hours normally expected of a full time employee in the same work assignment. Salary will be one-half that of the full time position. Half time employees will earn retirement and social security benefits only. Half time employees are not eligible for annual leave or sick leave pursuant to School Board Policies.

**ADULT EDUCATION:** All salaries paid at hourly rate according to applicable salary schedule for the current school term.

**COMMUNITY EDUCATION/AFTER SCHOOL/EXTENDED DAY :** Salary Range: Minimum Wage up to \$12.00 per hour. Participants may be paid up to but not to exceed their normal hourly salary rate, as called for in the specific grant.

**SUMMER SCHOOL:** All salaries paid at hourly rate according to applicable salary schedule for the preceding school term. Participants may be paid up to but not to exceed their normal hourly salary rate, as called for in the specific grant.

**NON-INSTRUCTIONAL SALARY SCHEDULE – CLASSIFIED EMPLOYEES**

**2015 – 2016**

POSITION NO	NO. DAYS	YEARS						
		0	1-3	4-7	8-11	12-15	16-19	20 up
Food Service Manager (1-500 Average Daily Participation)	185	15655	16783	17906	19031	20156	21283	22408
Food Service Manager (551 Up Average Daily Participation)	185	16611	17736	18860	19985	21111	22236	23363
Secretary I Elementary School Secretary	245	22896	23621	24345	25072	25793	26518	27240
Secretary II Middle School Secretary Computer Operator I	245	23417	24143	24866	25591	26315	27039	27765
Secretary III Senor High School Secretary Certification Specialist	245	24339	25063	25787	26512	27234	27960	28682
Executive Secretary I 26933 27661 28385 29106 29833 Office Manager Computer Operator II	245	25486	26212	26933	27661	28385	29106	29833
Executive Secretary II Staff Assistant Personnel Specialist	245	26128	26852	27579	28300	29026	29749	30475
Account Clerk I Computer Operator III	245	27712	28434	29160	29884	30607	31333	32054
Account Clerk II Pre-K Program Assistant	245	28752	29479	30201	30926	31648	32373	33096
Account Clerk III Executive Secretary to Supt. & Board	245	30823	31547	32271	32994	33717	34443	35167
Administrative Assistant Computer Programmer Information Service Specialist Chief Account Clerk Warehouse Foreman	245	35499	36729	37961	39195	40430	41666	42897

Part-Time Employees: Salary Range = Minimum Wage to \$12.00 per hour.

Salaries shown are annual amounts based on the number of days indicated. Positions requiring less work days than those shown will be paid based on the daily rate for the classification times the number of days employed during the regular employment period. All salaries are based on eight (8) hours per day of employment.

The Superintendent may recommend that a new employee be credited with a maximum of ten years of previous experience, based upon the individual's job training and/or knowledge of the position for which employed.

The Superintendent may recommend that an employee be placed in a lower step than to which he/she might normally be placed, or held at the salary paid for the previous year, based upon limited experience and/or failure to perform his/her duties in a satisfactory manner.

NOTE: Classified employees are those non-instructional employees who are not included in the non-instructional bargaining unit.

## INSTRUCTIONAL SALARY SCHEDULE

2015 - 2016

STEP	BACHELORS/VOCATIONAL	MASTERS	SPECIALIST IN EDUCATION	DOCTORAL
00	30910	32178	32729	33391
01	31145	32413	32964	33625
02	31380	32648	33199	33860
03	31615	32883	33434	34095
04	31853	33121	33672	34333
05	32092	33360	33911	34572
06	32335	33602	34153	34814
07	32576	33844	34395	35056
08	32946	34212	34764	35425
09	33312	34579	35130	35791
10	33751	35018	35569	36230
11	34186	35454	36005	36666
12	34623	35891	36442	37104
13	35189	36457	37008	37669
14	35817	37084	37635	38296
15	36447	37713	38265	28926
16	37078	38346	38897	39558
17	37713	38983	39532	40194
18	38349	39616	40167	40828
19	38987	40254	40806	41467
20	39627	40894	41445	42106
21	40260	41528	42079	42740
22	40916	42183	42734	43395
23	41686	42953	43504	44165
24	42464	43732	44283	44944
25	43547	44814	45365	46027
26	46208	47475	48026	48687

All salaries above are based on 196 days of teaching service. Any contract for less than 196 days will be pro-rated at a daily rate.

\*Currently undergoing ratification for the 2015-16 fiscal year

**INSTRUCTIONAL SUPPLEMENTAL SALARY SCHEDULE  
2015-2016**

POSITION	ACTIVITY	
Athletic	Senior High	1546
	Middle	1236
Head Coach	Football – Sr. High	3091
	Football-Middle	2782
	Basketball-Sr. High	2782
	Basketball-Middle	1855
	Baseball-Sr. High	1855
	Baseball-Middle	1236
	Softball-Sr. High	1855
	Softball-Middle	1236
	Volleyball-Sr. High	1855
	Volleyball-Middle	1236
	Track & Field-Sr. High	1855
	Cross Country	1855
	Weightlifting-Sr. High	1236
	Wrestling-Sr. High	1236
	Track & Field-Middle	1236
	Golf	1236
Tennis	1236	
Soccer	1855	
Assistant Coach	Football – Sr. High	2164
	Football-Middle	1855
	Basketball-Sr. High	1855
	Volleyball-Sr. High	1236
	Baseball-Sr. High	1236
	Softball-Sr. High	1236
	Track-Sr. High	1236
Other Positions	Band Director-Sr. High	1855
	If Choral, also add	1236
	Choral Director-Sr. High	1546
	Band Director-Middle	1546
	If Choral, also add	927
	Choral Director-Middle	1236
	Band Director-Elementary	927
	Band Assistant	1236
	Majorette Sponsor-Sr. High	1236
	Varsity Cheerleader Sponsor-Sr. High	1546
	Jr. Varsity Cheerleader Sponsor-Sr.	1236
	Cheerleader Sponsor-Middle	1236
	Special Olympics Coordinator	1236
	Newspaper Sponsor-Sr. High/Middle	927
	Yearbook Sponsor-Sr. High/Middle	927
Student Council Sponsor-Sr. High	927	
Student Council Sponsor-Middle	927	



**APPENDIX A  
GUIDE TO POSITIONS FOR APPENDIX A:  
NON-INSTRUCTIONAL SALARY SCHEDULE,  
DISTRICT/SCHOOL LEVEL, 2015-2016**

PAY GRADE 1:	Educational Aide, Clerical Assistant, Media Assistant, Parent Liaison, ESE Self Help Assistant-No College
PAY GRADE 2:	Educational Paraprofessional, Clerical Assistant, Media Assistant-AA Degree or Equiv.
PAY GRADE 3:	Educational Paraprofessional, Clerical Assistant, Media Assistant – Bachelor's Degree
PAY GRADE 4:	Custodial Assistant, Bus Attendant
PAY GRADE 5:	Lead Custodian, Mechanic I, Warehouse Worker, Maintenance Assistant
PAY GRADE 6:	Bus Driver
PAY GRADE 7:	Cafeteria Worker
PAY GRADE 8:	Assistant Cafeteria Worker
PAY GRADE 9:	Receptionist-Xerox, Assistant Secretary
PAY GRADE 10:	Secretary I
PAY GRADE 11:	Secretary II
PAY GRADE 12:	Routing, Parts & Inventory Specialist, Head Custodian, Maintenance Worker
PAY GRADE 13:	Parts Manager, Mechanic II, Carpenter
PAY GRADE 14:	Audio Visual Equip. Technician, Boiler Mechanic, Electrician, Plumber, AC/Refrig.-Mechanic, Fire & Safety Inspector, Lead Mechanic
PAY GRADE 15:	Lead Plumbing/Gas Mechanic, Lead Electrician, Lead HVAC Refrigeration Mechanic, Lead Boiler Mechanic and Lead Carpenter

Salaries are annual amounts based on the number of days indicated. Positions requiring less work days than those shown will be paid based on the salary rate for the classification times the number of days employed during the regular employment period.

Salaries for food service employees are based on 7.5 hours per day. Rates for food service employees who are hired to work less than 7.5 hours per day shall be determined by dividing the applicable annual rate by 183 days and by 7.5 hours per day, then multiplying the hourly rate times the hours and days to be worked. Hours worked by school food service employees shall be at the discretion of the School Food Service Supervisor.

Cafeteria workers and assistant managers who were certified by the Florida School Food Service Association during the prior school year shall be paid \$150.00 bonus in August of the new school year, provided they are reemployed and included on the current membership roster of the Florida School Food Service Association.

\*Noninstructional contract still under negotiation for the 2015-16 fiscal year.

Board Approved - \_\_\_\_\_

One lunch is provided for school food service employees for 180 school days. One breakfast is provided for school food service employees who work in the breakfast program.

The Superintendent may recommend that a new employee be credited with a maximum of five years of previous experience, based upon the individual's job training and/or knowledge of the position for which employed. The Superintendent may recommend that an employee be placed in a lower step than to which he/she might normally be placed, or held at the salary paid for the previous year, based upon limited experience and/or failure to perform his/her duties in a satisfactory manner.

NOTE: APPENDIX A 1 HAS BEEN MERGED INTO THE APPENDIX A SALARY SCHEDULE AT VARIOUS PAY GRADES COMMENSURATE WITH THEIR FORMER SALARIES. ANY EMPLOYEES WHO ARE BEING PAID BEYOND THE MAXIMUM STEP ON THE SALARY SCHEDULE FOR THEIR PAYGRADE, WILL RECEIVE ONLY A 3% INCREASE TO THE SALARY BEING PAID IN 2006-07 AND WILL REMAIN OFF THE SALARY SCHEDULE UNTIL SUCH TIME THAT THEY RETIRE OR SEPARATE FROM SERVICE WITH THE DISTRICT.

**APPENDIX A  
NON-INSTRUCTIONAL SALARY SCHEDULE  
DISTRICT/SCHOOL-LEVEL  
2015-2016**

PAYGRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Step															
0	15,967	16,762	17,823	16,498	19,521	10,397	13,423	14,537	22,332	23,128	23,658	22,597	26,841	27,902	32,876
1	16,126	16,922	17,983	16,656	19,691	10,582	13,535	14,649	22,555	23,361	23,924	22,958	27,265	28,380	33,905
2	16,285	17,080	18,141	16,816	19,860	10,769	13,647	14,760	22,777	23,594	24,189	23,318	27,689	28,856	34,935
3	16,444	17,240	18,301	16,974	20,029	10,954	13,758	14,872	23,000	23,828	24,454	23,680	28,114	29,334	35,965
4	16,604	17,399	18,460	17,134	20,199	11,139	13,869	14,984	23,223	24,061	24,719	24,040	28,538	29,811	36,993
5	16,762	17,528	18,619	17,293	20,369	11,325	13,981	15,095	23,446	24,295	24,985	24,401	28,963	30,289	38,023
6	16,922	17,717	18,778	17,452	20,539	11,511	14,092	15,206	23,668	24,528	25,249	24,761	29,387	30,766	39,052
7	17,080	17,887	18,938	17,611	20,709	11,697	14,203	15,317	23,892	24,761	25,515	25,122	29,811	31,244	40,082
8	17,240	18,035	19,096	17,771	20,878	11,882	14,315	15,429	24,114	24,995	25,780	25,483	30,236	31,721	41,112
9	17,399	18,195	19,256	17,929	21,048	12,067	14,426	15,550	24,337	25,228	26,046	25,844	30,660	32,199	42,141
10	17,558	18,354	19,414	18,089	21,218	12,254	14,537	15,651	24,560	25,462	26,310	26,204	31,084	32,676	43,171
11	17,717	18,513	19,574	18,247	21,388	12,439	14,649	15,763	24,783	25,695	26,576	26,565	31,509	33,154	44,200
12	17,877	18,672	19,733	18,407	21,558	12,625	14,760	15,874	25,005	25,928	26,841	26,925	31,933	33,631	45,230
13	18,035	18,831	19,892	18,566	21,727	12,810	14,872	15,985	25,228	26,162	27,107	27,287	32,357	34,108	46,260
14	18,195	18,990	20,051	18,725	21,897	12,997	14,984	16,098	25,451	26,395	27,371	27,647	32,782	34,585	47,338
15	18,354	19,150	20,211	18,884	22,067	13,182	15,095	16,209	25,674	26,629	27,637	28,008	33,206	35,063	48,318
16	18,513	19,308	20,369	19,044	22,237	13,367	15,206	16,320	25,896	26,862	27,902	28,368	33,631	35,540	49,348

**BOARD PAID BENEFITS\***

**2015 - 2016**

Capital Health Plan

	<u>Total Cost</u>	<u>Employee Cost</u>	<u>Board Cost</u>
Employee	\$ 465.59	\$ 116.40	\$349.19
Employee + Spouse	\$ 931.55	\$ 582.36	\$349.19
Employee + Children	\$ 791.58	\$ 442.39	\$349.19
Employee + Family	\$1,350.35	\$ 1,001.16	\$349.19

Florida Combined Life – Dental Insurance

	<u>Employee Cost</u>		<u>Board Cost</u>
	<i>LOW Option</i>	<i>HIGH Option</i>	
Employee	FREE	\$ 7.75	\$17.69
Employee + Spouse	\$26.39	\$35.64	\$17.69
Employee + Children	\$25.86	\$35.09	\$17.69
Employee + Family	\$58.25	\$68.95	\$17.69

Florida Combined Life – Life Insurance

Board pays one times the employee salary at \$.26 per \$1,000 for term life insurance.

Florida Retirement System

Board pays 7.37% for employees in the Pension and Investment plans.

Board pays 12.28% for DROP.

Board pays 3.80% for employees that have previously retired and returned to work.

\*Benefits through September 30, 2015 and renegotiated October 1, 2015.

*R. S. Smith*

SUMMARY SHEET

RECOMMENDATION TO SUPERINTENDENT FOR SCHOOL BOARD AGENDA

AGENDA ITEM NO. \_\_\_\_\_

DATE OF SCHOOL BOARD MEETING: \_\_\_\_\_

TITLE OF AGENDA ITEM: Approval of 2<sup>nd</sup> Year Negotiations of the 2013-2015 GCCTA Contract.

DIVISION:

\_\_\_\_\_ This is a CONTINUATION of a current project, grant, etc.

PURPOSE AND SUMMARY OF ITEM:

Approval is requested of the 2<sup>nd</sup> Year Negotiations to the Collective Bargaining Contract 2013-2015 - Gadsden County Classroom Teacher Association. The Contract was ratified by GCCTA with a vote of 269 YES, 8 NO and 72 did not vote.

FUND SOURCE: N/A

AMOUNT: N/A

PREPARED BY: Rocky Pace *Rocky Pace*

POSITION: Chief Negotiator

INTERNAL INSTRUCTIONS TO BE COMPLETED BY PREPARER

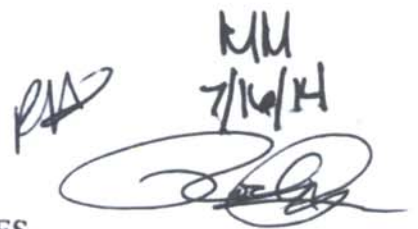
\_\_\_\_\_ Number of ORIGINAL SIGNATURES NEEDED by preparer.

SUPERINTENDENT'S SIGNATURE: page(s) numbered \_\_\_\_\_

CHAIRMAN'S SIGNATURE: page(s) numbered \_\_\_\_\_

REVIEWED BY: \_\_\_\_\_

2015 MAY - 7 AM 9: 16  
GADSDEN SCHOOL BOARD  
OFFICE OF ASSISTANT  
SUPERINTENDENT

MM  
7/16/14  


ARTICLE II  
ASSOCIATION RIGHTS AND RESPONSIBILITIES

- A. The GCCTA shall be permitted use of school property, facilities and equipment in accordance with applicable provisions of Gadsden County School Board Policy.
- B. The GCCTA shall have the right to post notices of activities and matters of GCCTA concern on one bulletin board in a designated area mutually agreed upon by the president of the GCCTA and the site administrator at each school center. Only GCCTA notices authorized by the president of the GCCTA or the GCCTA building representative may be posted. Prior to the posting of each notice a copy will be given to the building principal, which shall be a prerequisite to such posting.
- C. The GCCTA shall have the right to use teacher mailboxes for official communications. Such distribution shall be in compliance with procedures agreed upon by the site administrator and GCCTA.
- D. The GCCTA Building Representative shall have the opportunity to make brief announcements to those who voluntarily remain at the end of the School Faculty meeting.
- E. Duly authorized representatives of the GCCTA shall be permitted to transact official GCCTA business on school property after making such arrangements with the building administrator provided such transaction of business does not interrupt, interfere with or disrupt school business, activities or operations, or violate any applicable law, policy, rule or regulations.

**F. The board shall provide GCCTA without charge, during the weeks of September 1 and February 1 of each year a list of employees including the following information: name, classification, pay grade, hourly rate of pay, work site, home address, work phone number, and district hire date.**

**The Board also agrees to furnish to the union in response to reasonable requests all available information concerning names, addresses, seniority and experience credit of all bargaining unit members; compensation paid thereto; agencies, minutes, and reports of all open Board meetings; census and membership data; and such other information as will assist the Union in developing intelligent, accurate, informed and constructive programs or proposals on behalf of employees together with information which the Union may require to process any grievance or complaint.**

- G. The Board shall provide upon request by the GCCTA president and without charge a list of teachers including the following information: name, home address, classification, salary, step, grade level or subject area, degree, contract status, hire date, and work site name.
- H. Upon appropriate authorization by any teacher, the Board will directly deposit the

Language agreed to during 2013-2015 1<sup>st</sup> Year Negotiations

teacher's entire salary into any official financial institution that provides a bank routing number. In addition, the Board will directly deposit a part or all of the teacher's salary into the Envision Credit Union.

I. The Board shall deduct from the pay of each employee all current membership dues and uniform assessments of the GCCTA, provided that at the time of each such deduction there is in the possession of the Board a valid membership form for each such deduction, executed by the employee, in the form and according to the terms of the authorization. Such authorization shall continue year after year unless revoked by the employee. A membership form shall be provided by the GCCTA.

1. Any teacher may authorize dues deduction by presenting to the Board on or before September 1 of the applicable school year a signed membership form authorizing the Board to deduct from the teacher's salary an amount certified in writing by the GCCTA to the Board, on or before September 1 of the applicable school year, as being due to the GCCTA from each member thereof as membership dues for that school year, which amount shall be evenly divisible by twelve (12) dependent upon the number of checks the teacher elected to be paid per year; or, the teacher may make such authorization by presenting said membership form to the Board after September 1 and at any time during the applicable school year, in which case the total amount to be deducted shall be a fraction of the annual dues based on the number of checks still to be issued in that year, beginning with the first check issued at least fifteen (15) calendar days after the Board's receipt of the teacher's completed membership form. Sums so deducted from the teacher's remaining salary checks shall be as nearly equal in amount as practicable. Provided, however, that any teacher whose employment begins after September 1 of the applicable school year may apply for such dues deductions, if the appropriate completed authorization form is received by the Board not later than thirty (30) days after the beginning of the teacher's employment by the Board.

All such deductions and remittances by the school board shall be made in accordance with stipulations established by the Board or the Superintendent of Schools.

2. All dues deductions by the Board shall be made on a monthly basis, commencing with the September pay check or, subject to the provisions of subparagraph 1 immediately preceding this subparagraph, with the paycheck issued on the earliest practicable date. All such deductions shall be remitted to the Big Bend Service Unit.
3. By presenting to the Board a signed membership form specifying the amount to be deducted from his/her salary, an employee may authorize deduction by the Board of any uniform assessment levied on her/him by the GCCTA. Such deduction will be made by the Board from the first paycheck issued to the employee at least thirty (30) calendar days after the Superintendent's receipt of said authorization.

Language agreed to during 2013-2015 1<sup>st</sup> Year Negotiations

4. The authorization of each deduction for dues or uniform assessments for the GCCTA shall be in force during the term of this Collective Bargaining Agreement, except Authorization for dues deduction is revocable upon written request by the employee on the Employee Association Dues Revocation Form. The employee must first secure the written acknowledgement of GCCTA on the Form, signed and dated, and then submit the Form to the District Payroll Office. The revocation of the authorization for dues deduction will be effective no fewer than 30 calendar days from the date of the employee's submission of the completed Dues Revocation Form to the Payroll Office.
5. The District will provide GCCTA with up to one payroll deduction slot for the purpose of deducting premiums (after tax) for companies participating in the *NEA Member Benefits* programs sponsored by GCCTA and its state and national affiliates (*FEA & NEA*) All deductions shall be made on a twelve month basis using a mutually agreeable form to be provided by GCCTA and transmitted to the common remitter(s) selected by GCCTA or its affiliates for such purpose as a single check amount to each remitter each payroll period. GCCTA will hold the Board harmless for any claims arising out of the use of these payroll deduction slots. These deductions shall not be limited or restricted to any certain number of participants by the Board.
6. The GCCTA shall indemnify and save harmless the Board and its employees from any and all claims, demands, suits, judgments, awards and costs incurred in connection with any such claim, demand or suit resulting from any action taken or omitted by the Board or its employees for the purpose of complying with the provisions of this Article.
7. If at any time during the duration of this Agreement, the GCCTA violates the anti-strike provision of Florida Law, or if there is a refusal to perform the duties of employment by any member of the GCCTA, this Article shall immediately become void and inoperative during the terms of this Agreement.
8. Legislative Committee – A legislative committee comprised of five (5) members appointed by the GCCTA President shall be allowed three (3) days during the Legislative Session to lobby for educational concerns benefiting the Gadsden County School District.
9. Florida Education Association Delegate Assembly – The Board agrees to grant two (2) days to each elected delegate to attend the Annual Delegate Assembly of the Florida Educational Association.
10. President's Release Time – The President of the GCCTA or designee shall be granted ten (10) release days to conduct Association Business.
11. Negotiations Committee. A list of members of the GCCTA Negotiations Committee shall be provided to the District's Chief Negotiator by February 1 of each year. Up to eight (7) members of such committee shall be provided



temporary duty for negotiations that are scheduled during the school day.

- J. Paid leave for GCCTA Activities – Each year of this contract, representatives of the GCCTA may be granted up to a total of ten (10) days of paid leave to conduct GCCTA business provided the following conditions are met:
1. A teacher shall provide the site administrator with a leave request form for the paid leave a minimum of forty-eight (48) hours prior to such leave.
  2. The site administrator shall approve the request for paid leave unless he/she document in writing at least 24 hours in advance that the teacher's absence would significantly impede the operation of the work unit, under no circumstances shall leave be denied after the leave has been duly authorized and approved by the administrator.
  3. No more than two (2) teachers may be absent from any faculty on any day on such paid leave.
  4. No more than ten (10) teachers in the district may be absent on such paid leave on any day.
  5. Except for the president of the GCCTA, no teacher may be absent on paid leave for GCCTA activities for more than ten (10) days.
  6. The School Board, in conjunction with the GCCTA, shall be responsible for tracking the amount of paid leave taken for GCCTA activities.
- K. During the regular workday, the Executive Director of the Big Bend Service Unit of the Florida Education Association and/or the president of GCCTA may visit teachers at the site, provided the authorized representatives report their presence to the site administrator or his/her designee and they do not interfere with, nor disturb, normal site operations or cause the loss of instructional time. No authorized representative shall use this privilege except to conduct GCCTA business.

*Handwritten signature and date: 6/17/14*

ARTICLE IV

TEACHING CONDITIONS

**A. Work Day**

1. The parties agree that each teacher's normal work day shall cover a period of seven (7) hours and twenty (20) minutes. ~~provided that, within the above limit, for each teacher in each school,~~
2. The time for beginning and ending of that teacher's work day shall be determined by the Principal at his/her discretion; subject to change by the Superintendent, and provided further, that the duration of the teacher's work day shall be extended when the Principal requests the attendance of the teacher at a conference, group meeting, or other performance of professional responsibility.
3. ~~The teacher's work day shall not be extended beyond forty-five (45) minutes and no more than one (1) day out of a five (5) day work week.~~

**B. Faculty Meetings**

1. ~~Regularly scheduled~~ Regularly scheduled ~~faculty~~ faculty meetings shall not extend the teacher's workday by more than forty-five (45) minutes. ~~unless agreed upon by majority vote of the teachers present. The vote must be initiated by a teacher.~~ unless agreed upon by majority vote of the teachers present. The vote must be initiated by a teacher.
2. At least twenty four (24) hour notice shall be given before any faculty meeting other than those needed to deal with emergency situations.
3. ~~A teacher shall not be penalized due to non-attendance of any meeting scheduled beyond the regular workday and the forty-five (45) workday extension.~~

A teacher shall provide written notification, including reason of regret, to the school administration if he or she is not able to attend a regularly scheduled faculty meeting or emergency called meeting.

**C. Instructional Framework**

1. Each teacher's workweek ~~may include as much as, but shall~~ not include more than, fifteen hundred (1500) minutes of direct student instructional time except in those schools with extended day (Differentiated Accountability), schools with 8 periods of 45 min/elem. schools with 55 min periods, or schools with extended Reading blocks in the approved District Reading Plan. Teacher work schedules shall be determined by the site administrator. ~~Efforts shall be made to give teachers the opportunity to have input into developing their work schedules.~~ Efforts shall be made to give teachers the opportunity to have input into developing their work schedules.
2. Consideration shall be given to the number of students, class composition and planning. The school administrator reserves the right to make the final decision.
3. ~~Reasonable efforts shall be made to provide written notice of teaching assignments and schedules shall be provided to the teachers upon the faculty meeting of the first day of preplanning.~~ All teaching schedules will be provided

**during preplanning; teaching assignments are based upon certification and school leaders will notify staff in a timely manner prior to the beginning of the new school year.**

4. Assignments may be revised as needed, but not to go into effect less than one week (5 teacher workdays) after written notice.
5. Teachers hired after preplanning shall receive teaching assignments and schedules on the first day of employment.
6. **Every effort shall be made to minimize and/or reduce the number of preparations each teacher shall have. In furtherance of this responsibility, the parties agree that teachers shall not be required to teach in more than three (3) certification areas, nor teach subjects involving more than three (3) different preparations or any combination to exceed three (3) preparations in secondary schools.**
7. Within a given site, the administration shall make a reasonable effort to balance the load between teachers teaching identical courses.

#### **D. Instructional Resources**

1. Teachers will be expected to exercise reasonable control, under the direction of the site administrator, of textbooks, supplies or equipment assigned to them.
2. Teachers will be provided with supplies, textbooks, and teaching materials as deemed necessary by the site administrator to teach the courses assigned.
3. Teachers shall not be required to purchase supplies, textbooks, materials or equipment from their personal funds.
4. The Board agrees to make available in each school word processing and reproduction/duplicating capabilities to aid teachers in their preparation of instructional materials. Audio-visual equipment shall be made available in each school for classroom use.

#### **E. Planning/Preparation Time**

~~All teachers shall be provided duty-free planning time.~~ **School principals shall make every effort to ensure teachers are provided duty-free planning without risking the safety of students. Administrators and teachers at any site shall develop a plan to allow duty-free planning using site-based decision-making. However, the final decision shall remain with the site administrator. If the planning time is compromised with duty, an agreement can be reached among staff and administrator concerning the lost planning time.**

1. All **secondary** teachers shall be provided at least one period per day for the purposes of planning/preparation.
2. All elementary teachers in the district shall have at least forty (40) **consecutive** minutes of time each workday for the purpose of planning. ~~With 30 minutes being consecutive. Reasonable efforts shall be made to provide duty-free planning time.~~

~~Except when assigned to supervise students, elementary teachers may use the time during which their students are in special classes such as art, music, or physical education as preparation/conference periods.~~

F. Lunch Period

1. ~~Every effort All teachers shall be made to provided all teachers with a duty free lunch period equal to the student lunch period. including, but not limited to the teachers at any site may develop a plan to allow duty free lunch using site based decision making. However, the final decision must remain with the site administrator.~~

**Every effort shall be made to provide all teachers with a duty-free lunch period equal to the student lunch period without risking the safety of students. Administrators and teachers at any site shall develop a plan to allow duty-free lunch using site-based decision-making. However, the final decision shall remain with the site administrator.**

2. ~~Each site administrator shall be responsible for developing plan to provide teachers with a duty-free lunch.~~
3. On planning days the lunch period shall be one (1) hour.

~~The Principal of each school shall designate an area to be used for interfaculty conferences.~~

G. Safety

1. Teachers shall report potentially unsafe facility conditions in the classroom or other school facility to their principal.
2. The principal shall investigate and ~~make every effort to~~ **document every effort to** correct conditions that he/she determine to be hazardous or potentially dangerous. The principal shall reply to the concern in writing if the teacher's concern is communicated to the principal in writing.

H. Parent/Teacher Conferences

1. Private conference space in each school, in a classroom or other non-student-occupied area designated by the principal, shall be provided for necessary teacher conferences with parents and/or students.
2. **Teachers shall be notified in writing twenty four (24) hours before a Parent/Teacher conference is scheduled. The requirement that the teacher be notified at least 24 hours in advance may be waived in writing by the teacher.**
3. When a teacher needs to make a telephone call relating to school business during which confidential information will be discussed, the building administrator/designee will ensure the privacy of the call.
4. Should a teacher find it necessary to make a long distance call, prior approval must be granted by the building administrator/designee.
5. The principal of each school shall designate an area to be used for interfaculty conferences.
6. ~~The teacher shall have 48 hours to prepare for all teacher-parent conferences.~~

I. Classroom Visitations

1. ~~Observations Visits~~ of a teacher's class by persons other than school and/or district administrative/supervisory personnel, the Board or its designated committee or representative thereof, shall be allowed only after consent has been granted by the building principal or, in his absence, the person in charge at that

time, and the teacher has been notified at least 24 hours in advance. ~~The requirement that the teacher be notified at least 24 hours in advance may be waived by the teacher.~~ **The requirement that the teacher be notified at least 24 hours in advance may be waived in writing by the teacher.**

2. ~~Teachers shall have the right to delay the observation by persons other than school and/or district administrative/supervisory personnel, the Board or its designated committee or representative, in which time the teacher may prepare and confer with the site administrator concerning the nature of the observation.~~

**J. Joint Study Committee**

1. A joint study committee will be formed to review site based decision-making models to include, but not limited to, issues such as duty schedules, teacher assignments, contact time, disruptions of classrooms, and dissemination of professional interest announcements.
2. Membership on this committee shall consist of three (3) members appointed by the GCCTA and three (3) members appointed by the Superintendent. GESPA will be invited to participate.
3. The committee shall devise its own internal working procedure.
4. The committee shall be advisory in nature and shall submit its recommendations to the Superintendent.

**K. Compensatory Time**

1. Compensatory time may be granted if the following provisions are met:
  - i. Compensatory time may be earned only for duties assigned specifically by the building administrator beyond the contractual teaching day as required or essential to the stated objectives of a course or program.
  - ii. Compensatory time shall not be earned for activities associated with recognized supplement positions (coaching, cheerleading, etc.), or for faculty meetings, ~~PTO meetings, school open houses,~~ or parent-teacher conferences.
  - iii. **Compensatory time shall be earned for PTO meetings, Parent expos and school open houses.**
  - iv. Compensatory time shall only be used on planning days, including pre and post planning days, and at the end of the regular school day after student hours, or at such other times during the regular work day that would not require the payment of a substitute. Compensatory time shall not be used during scheduled in-service training activities.
  - v. Compensatory time shall be earned or taken only with the advanced approval of the building level administration as evidenced by completion of the Gadsden District Compensatory Time Approval Form.
  - vi. No monetary reimbursement shall be awarded for compensatory time.
  - vii. At the end of the teacher contract year or upon the resignation of the teacher, whichever comes first, all unused compensatory time will expire.
  - viii. The nature of teacher assignments beyond the normal work day, for which compensatory time will be granted, shall be determined by the site

administrator in cooperation with the site-based decision-making teams.  
Assignments may be revised as needed.

- H. ~~Teachers shall not be required to search students, but shall be required to report suspicious circumstances to the building administrator immediately.~~
- I. ~~Teachers will be expected to exercise reasonable control, under the direction of the site administrator, of textbooks, supplies or equipment assigned to them.~~
- J. ~~Within a given site, the administration shall make a reasonable effort to balance the load between teachers teaching identical courses.~~
- K. ~~Teachers will be provided with supplies, textbooks, and teaching materials as deemed necessary by the site administrator to teach the courses assigned. Teachers shall not be required to purchase supplies, textbooks, materials or equipment from their personal funds.~~
- L. ~~The Board agrees to make available in each school word processing and reproduction/duplicating capabilities to aid teachers in their preparation of instructional materials. Audio-visual equipment shall be made available in each school for classroom use.~~
- M. ~~The Superintendent will establish a committee comprised of five (5) teachers, appointed by GCCTA, and five (5) administrators who will work as collegial parties to resolve issues that cannot be resolved by any other means prior to the filing of a formal grievance. Either party may formally, in writing, request the Superintendent or Deputy Superintendent to convene the committee to resolve the conflict within ten (10) working days of the date of the request. The Superintendent will appoint the administrators based upon the nature of the issue and/or problem.~~
- N. ~~The Superintendent will establish a committee comprised of three (3) teachers appointed by GCCTA, the president of GCCTA, and three (3) administrators appointed by the Superintendent. The committee shall be advisory in nature and devise its own internal working procedure. The committee will address the following:~~
  - i. ~~Supplemental salary schedule to determine positions warranting supplemental pay, supplements to be paid for such positions, and duties/expectations for supplemental positions. The committee shall make a recommendation to the Superintendent.~~ **MOVE THIS LANGUAGE TO SUPPLEMENT APPENDIX**

T.A. 7/16/14  
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ARTICLE VIII

TEACHER AUTHORITY AND PROTECTION

- A. Any case of assault upon a teacher shall be reported promptly to the site administrator or a designee by that teacher or any other teacher observing or having knowledge of the assault. In cases involving assault by a student upon a teacher, where said teacher is determined by the Administration to be free from fault, and where said teacher has filed civil charges, the Board shall render reasonable assistance to the teacher in connection with handling of the incident by law enforcement and judicial authorities.

The foregoing shall not require the Board to provide legal advice or counsel for the teacher or to incur, assume or bear any financial liability.

- B. Teachers shall not be required to perform tasks that would endanger their health or safety. In an emergency, teachers shall take necessary action to provide for the safety of themselves and their students and, as soon as possible, advise the site administrator of the situation.

- C. When a principal provides written notification to notifies a teacher that a written reprimand is to be filed in the personnel file of the teacher as a result of an action by the a teacher, the teacher shall have the right to have present, upon verbal or written request, a representative of the GCCTA at a conference between the principal and the teacher prior to the filing of said written reprimand. Notice of GCCTA representation at a conference between the principal and a teacher for the purpose of filing a written reprimand must be presented to the principal prior to the conference enabling the principal to secure district representation for the conference if desired. If a GCCTA either representative is not available for the conference, the conference shall be rescheduled to a time when GCCTA representation is available. The teacher shall have the opportunity to make a written response to the written reprimand within ten days of receiving a copy. A copy of the response shall be made to the Principal or an appropriate administrator, to district Human Resources, and GCCTA. The principal shall sign the written response upon reviewing. However, such signing does not indicate agreement but rather that the principal has seen the material.

- D. Materials relating to work performance, discipline, suspension, or dismissal must be reduced to writing and signed by a person competent to know the facts or make the judgment. No such materials may be placed in a teacher's personnel file that the teacher has not had the opportunity to see. No derogatory materials relating to an employee's conduct, service, character, or personality shall be placed in the personnel file, except for materials pertaining to work performance or such other matters that result in discipline, suspension or dismissal under laws of this state. A copy of the materials to be added to a teacher's personnel file shall be provided to the teacher either by certified mail return receipt requested or by personal delivery. A teacher shall sign any reviewed material. However, such signing does not indicate agreement but rather that the teacher has seen the material. ~~In the event a teacher does not review and sign such material within two (2) working days after notification of the existence of such~~

~~material, the material shall be filed in the personnel file.~~ **In the event a teacher does not review and sign such material within two (2) working days after notification of the existence of such material, the material shall be filed in the personnel file.** Upon request, a teacher, or any person designated in writing by the teacher, shall be permitted to examine the personnel file of such teacher. The teacher shall be permitted conveniently to reproduce any materials in the file, at a cost no greater than the fees prescribed in F.S. 119.07(1).

~~Administrators/supervisors shall not reprimand or criticize an employee in the presence of the employee's colleagues, students, or in the presence of parents of such students.~~ **When verbal reprimand is deemed necessary, it shall be made in a private conference, with discretion and out of public view and hearing of employee's colleagues, students, and others.**

**Teachers shall have the right to place written materials, such as commendations or summaries of achievements of noteworthy nature, in their personnel files.**

- E. The district is committed to a policy of "zero tolerance" on matters of student misbehavior, acts of violence or threatened acts of violence, and assault and battery on school personnel. **These students will be referred to the School Board for expulsion. Students who have committed such acts will be disciplined as prescribed in the Code of Student Conduct.** It is recognized that it is the teacher's responsibility to pursue the prosecution of perpetrators of such acts as defined by Board policy.
- F. ~~The principal must immediately report to the appropriate teachers any criminal act involving any student occurring on school premises or at any school-related function, such as athletic events, field trips in and out of the district, and dances.~~ **The criminal acts which shall be reported include, but are not limited to:**

**Homicide**

**Sexual Battery**

**Sexual Assault**

**Sex Offenses**

**Arson**

**Kidnapping**

**Possession, Use, Sale, and/or Concealment of Weapons**

**Armed Robbery**

**Theft**

**Aggravated Assault**

**Aggravated Battery**

**Assault**

**Battery**

**Threat of violence to any school personnel**

**Property Damage**

**Possession of Explosives**



Bomb Threat

Trespassing on School Property


Possession, Use, Sale, Distribution, and/or Concealment of Mood Modifiers

Breaking and Entering

Inciting Individuals to Disrupt Any School Function or Class

Pursuant to Florida law pertaining to a lawful arrest, if a student commits a delinquent act or violation of law which would be a felony if committed by an adult or involves a crime of violence, after the arresting authority notifies the district school superintendent, or the superintendent's designee, the information must be released within 48 hours after receipt to appropriate school personnel, including the principal of the child's school, or as otherwise provided by law. The principal must immediately notify all the child's assigned classroom teachers.

- G. Any student charged with an assault or battery on any employee of the School Board shall be removed from the classroom immediately and placed in an alternative school setting pending disposition. After an investigation, if the student is found guilty of this offense and in violation of F.S. 784.081, he/she shall be expelled or placed in an alternative school setting (F.S. 1006.13(4)).
- H. Every effort shall be made to ensure that teachers shall not be subjected to harassment, abusive language, upbraiding, insults, or interference by a parent, student, or other person in the performance of the employee's duties.
- I. Teachers shall have the right to promulgate and have enforced reasonable rules of classroom conduct which apply to students while in that teacher's class. Such rules shall not conflict with the district-wide Code of Student Conduct.
- K. The district-wide Code of Student Conduct shall be developed and reviewed as necessary by a committee that is made up of includes at least two (2) GCCTA representatives. The GCCTA representatives shall be selected by GCCTA Executive Board.

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ARTICLE IX

GENERAL EMPLOYMENT PRACTICES

- A. In an effort to assure the safety of all students and employees, the Gadsden County School Board has developed and implemented a Drug-Free Workplace and Drug and Alcohol Testing Program. The Policies and Procedures governing the Drug Free Work place and Drug and Alcohol Testing Program will be strictly adhered to.
- B. For consideration for appointment to a teaching position in summer school, a teacher must file with the Superintendent on or before May 1 immediately preceding the summer session, a written application on a form to be furnished by the Superintendent. In making assignments of applicants to summer school instructional positions, the Board will take into consideration relevant factors including but not limited to the applicant's certification and/or competency in a given subject, or subjects, and current employment by the Board.
- C. In-service activities are designed to improve the professional growth of all teachers. In-service attendance shall be voluntary unless it is:
- mandated by the District School Board, or State/Federal Laws
  - required by the site administrator
  - mandated as a condition of employment.
- D. Instructional employees shall not solicit support of any political candidate, partisan or non-partisan, during regular work hours.

An instructional employee who offers himself/herself as a candidate for public office shall notify the Superintendent immediately upon qualifying for election. He/she shall conduct his/her campaign so as not to interfere with his/her responsibilities. Personal leave without pay may be taken during the campaign period. Such candidate shall adhere strictly to Florida Statutes governing political activity on the part of public officials and public employees.

A successful candidate for an office requiring a part-time responsibility shall report immediately to the Superintendent after the election and thereafter, when deemed necessary by the Superintendent or School Board, to evaluate the compatibility of the dual responsibility and the need for personal leave without pay.

All teachers shall be entirely free from political domination or coercion, or the pretended necessity of making political contributions of money or other things of value, or engaging in any political work or activity against their wishes under the assumption that failure to do so will in any way affect their status as employees of the school system.

- E. Each instructional employee who resides in the District and is employed at least half-time, or who resides outside the District and is employed full-time shall have the

opportunity to enroll his/her child(ren) in the school of choice, subject Gadsden County School Board Policy 5.20 entitled Student Assignment.

F. Teachers Voluntary Sick Leave Bank

~~1. Membership Any full-time teacher, having been employed by the School Board for at least one (1) year and having at least five (5) days accrued sick leave at the end of the preceding year, may enroll in the Sick Leave Bank by voluntarily contributing one (1) sick leave day to the bank between August 15 and September 15 of any fiscal year. An eligible teacher is defined as a person employed in a teaching position designated by the School Board as full-time.~~

~~A participating teacher shall contribute one (1) sick leave day at the time of enrollment and one (1) additional day each employment year thereafter. Should the Bank need replenishment, an additional day may be assessed of persons desiring to continue participation, with two (2) days maximum contribution per year. An exception to the two (2) day maximum shall be considered in the case where a participating teacher is suffering a medical hardship. In this case, members may contribute additional days over the maximum amount.~~

~~A day is defined as the number of hours of work per day shown in the GCCTA Agreement.~~

~~2. Establishment and Duration The Sick Leave Bank will not come into existence until at least 150 sick leave days have been contributed and will remain in existence until termination by the Board or it is discontinued because of depletion of sick leave days.~~

~~3. Sick Leave Bank Committee The Sick Leave Bank Committee shall be composed of two (2) teachers, two (2) members appointed by the Superintendent and the following ex-officio members: GCCTA President and one (1) School Board member. The Committee shall determine how many days, if any, a member may receive from the Sick Leave Bank. The Committee will develop routine procedures for considering applications for use of the Sick Leave Bank including, but not limited to:~~

- ~~a. provision of standard forms for participating in or withdrawal from the Bank by a teacher;~~
- ~~b. provision for medical documentation of need;~~
- ~~c. provision for monitoring eligibility of a teacher;~~
- ~~d. provision for monitoring of days in the Bank and determination of when a replenishing of the Bank may be needed;~~
- ~~e. provision for investigation of possible abuse of the Bank; and~~
- ~~f. provision for furnishing the parties with status reports on the condition of the Bank on an annual basis.~~

- ~~4. Changes in Procedures — Changes in procedures for administration of the Sick Leave Bank will be subject to approval of the Association and the Board's representative.~~
  - ~~5. Participation — Participation in the Sick Leave Bank is voluntary.~~
  - ~~6. Utilization of Days — Use of days from the Bank will be subject to the following conditions:
    - ~~a. The claim must be based on a personal and catastrophic illness, injury, or accident.~~
    - ~~b. Prior to eligibility, a teacher must exhaust all accumulated sick leave and other types of leave granted by the Board related to the accident, illness, or injury.~~
    - ~~c. A teacher may not utilize more than sixty (60) days from the Bank without reapplication to the Committee for a further draw on the Bank. Such reapplication will be subject to all conditions that would apply to an original application.~~
    - ~~d. The salary of a teacher participating in the Sick Leave Bank will be reduced by any benefits drawn from Worker's Compensation.~~
    - ~~e. A teacher otherwise eligible for full disability retirement will not continue to utilize the Sick Leave Bank.~~~~
  - ~~7. Abuse — Allegations of abuse of the Sick Leave Bank will be investigated by the Committee, which will submit a report of its investigation to the Board and the Association including a recommendation for appropriate action, if any. The School Board will consider the report and recommendation prior to taking such action on the matter as it deems proper.~~
- A. The Association and the employer will work collaboratively to comply with any Federal or State law that has adverse impact on any bargaining unit member. A committee consisting of three members appointed by the bargaining unit and three members appointed by the Superintendent shall be established to work collaboratively to develop a district wide plan to develop implementation and guideline procedures relating to any federal or state law. This committee shall convene and shall report its findings to the School Board at a Board meeting. The committee shall be advisory in nature and devise its own internal working procedure. Shall the committee not convene and make its recommendations as required, the Board shall proceed as it deems appropriate in contractual matters that are mandatory subjects of bargaining in accordance with Florida Statute 447.

APPENDIX A

Years of Service	Current Salary Schedule 2014-15	Bachelors Degreee Salary with \$1900 Added
0	\$30,910.00	\$32,810.00
1	\$31,145.00	\$33,045.00
2	\$31,380.00	\$33,280.00
3	\$31,615.00	\$33,515.00
4	\$31,853.00	\$33,753.00
5	\$32,092.00	\$33,992.00
6	\$32,335.00	\$34,235.00
7	\$32,576.00	\$34,476.00
8	\$32,946.00	\$34,846.00
9	\$33,312.00	\$35,212.00
10	\$33,751.00	\$35,651.00
11	\$34,186.00	\$36,086.00
12	\$34,623.00	\$36,523.00
13	\$35,189.00	\$37,089.00
14	\$35,817.00	\$37,717.00
15	\$36,447.00	\$38,347.00
16	\$37,078.00	\$38,978.00
17	\$37,713.00	\$39,613.00
18	\$38,349.00	\$40,249.00
19	\$38,987.00	\$40,887.00
20	\$39,627.00	\$41,527.00
21	\$40,260.00	\$42,160.00
22	\$40,916.00	\$42,816.00
23	\$41,686.00	\$43,586.00
24	\$42,464.00	\$44,364.00
25	\$43,547.00	\$45,447.00
26	\$46,208.00	\$48,108.00

NOTE: Column "Current Salary Schedule 2014-15" represents salary for all employees not eligible for the salary adjustment of \$1900.

NOTE: Column "Bachelors Degree Salary with \$1900 Added" represents employees who were eligible for the salary adjustment.

NOTE: Advanced Degree supplement have been placed on the Supplemental Schedule Appendix B.

position	Activity	% of B-0	2014-15	
Athletic Director	Senior High	5%	\$1,641	
	Middle	4%	\$1,312	
Head Coach	Football-Sr. High	10%	\$3,281	
	Football-Middle	9%	\$2,953	
	Basketball-Sr. High	9%	\$2,953	
	Basketball-Middle	6%	\$1,969	
	Baseball-Sr. High	6%	\$1,969	
	Baseball-Middle School	4%	\$1,312	
	Softball-Sr. High	6%	\$1,969	
	Softball-Middle	4%	\$1,312	
	Volleyball-Sr. High	6%	\$1,969	
	Volleyball-Middle	4%	\$1,312	
	Track & Field-Sr. High	6%	\$1,969	
	Cross Country	6%	\$1,969	
	Weightlifting-Sr. High	4%	\$1,312	
	Wrestling-Sr. High	4%	\$1,312	
	Track & Field-Middle	4%	\$1,312	
	Golf	4%	\$1,312	
	Tennis	4%	\$1,312	
	Soccer	6%	\$1,969	
	Assistant Coaches	Football-Sr. High	7%	\$2,297
		Football-Middle	6%	\$1,969
Basketball-Sr. High		6%	\$1,969	
Volleyball-Sr. High		4%	\$1,312	
Baseball-Sr. High		4%	\$1,312	
Softball-Sr. High		4%	\$1,312	
Track-Sr. High		4%	\$1,312	
Other Positions	Band Director-Sr. High	6%	\$1,969	
	If Choral also, add	4%	\$1,312	
	Choral Director-Sr. High	5%	\$1,641	
	Band Director-Middle	5%	\$1,641	
	If Choral also, add	3%	\$984	
	Choral Director-Middle	4%	\$1,312	
	Band Director-Elementary	3%	\$984	
	Band Assistant	4%	\$1,312	
	Majorette Sponsor, Sr. High	4%	\$1,312	
	Varsity Cheerleader Sponsor-Sr. High	5%	\$1,641	
	Jr. Varsity Cheerleader Sponsor-Sr.	4%	\$1,312	
	Cheerleader Sponsor-Middle	4%	\$1,312	
	Special Olympics Coordinator	4%	\$1,312	
	Newspaper Sponsor-Sr. High/Middle	3%	\$984	
Yearbook Sponsor-Sr. High/Middle	3%	\$984		
Student Council Sponsor-Sr. High	3%	\$984		
Student Council Sponsor-Middle	3%	\$984		
Advanced Degrees	Master's Degree		\$1,268	
	Specialist Degree		\$1,819	
	Doctorate Degree		\$2,481	

The Superintendent will establish a committee comprised of three (3) teachers appointed by GCCTA, the president of GCCTA, and three (3) administrators appointed by the Superintendent. The committee shall be advisory in nature and devise its own internal working procedure. The committee will address the following: Supplemental salary schedule to determine positions warranting supplemental pay, supplements to be paid for such positions, and duties/expectations for supplemental positions. The committee shall make a recommendation to the Superintendent.

**MEMORANDUM OF AGREEMENT  
The Gadsden County Classroom Teachers Association and  
The Gadsden County School District**

The Gadsden County Classroom Teachers Association (GCCTA) and the Gadsden County School District (GCSD) hereby tentatively agree to the provisions set out below and will support the ratification of such provisions by the members of the GCCTA bargaining unit and the Gadsden County School Board. The following language articles will be incorporated into the 2013-2015 Contract:

Salaries

The base salary of instructional personnel covered by this Agreement shall be as set forth in Appendices A and B. The Instructional Salary Schedule shall be reformatted to reflect compliance with applicable Florida Law. Adjustments to the Appendix B shall not be retroactive for the 2014-15 school year.

A. Notwithstanding any further changes, the parties agree to develop a performance salary schedule which will be in effect for the SY 2015-16.

Advanced Degree Supplement for Instructional Personnel hired on or after July 1, 2011: Pursuant to F.S. 1012.22, credit for an advanced degree supplement will be given to all teachers with a degree in an education related field and that same field is included on their active FL DOE educator's certificate as a coverage area.

A. Advanced Degree Supplements:

1. Master's Degree – Add \$1268.00 to computed Bachelor Degree.
2. Specialist Degree – Add \$1819.00 to computed Bachelor Degree.
3. Doctorate Degree – Add \$2481.00 to computed Bachelor Degree

Contract Language

The following Articles will be incorporated into the 2013-2015 Contract:

Article II	Article IV
Article VIII	Article IX
Term of Agreement	

This Memorandum of Agreement shall expire June 30, 2015.

**Gadsden County School District**

**Gadsden County Classroom Teachers Association**

\_\_\_\_\_  
Audrey Lewis, Chairwoman                      Date

  
\_\_\_\_\_  
Ronte Harris, President                      Date 3/13/15

\_\_\_\_\_  
Reginald James, Superintendent                      Date

  
\_\_\_\_\_  
Michael Monroe, Director BBSU                      Date 3/13/15

  
\_\_\_\_\_  
Rocky Pace, Chief Negotiator                      3/13/15  
Date