

**ARTICLE VII - WORKING CONDITIONS**

**SECTION F - Involuntary Transfers**

1. Staff Reduction

a) SAME.

b) In case of staff reduction in a school, volunteers will be transferred first to positions for which they are qualified in the judgment of the Superintendent and are willing to accept. Involuntary transfers will then be assigned to positions for which they are qualified in the judgment of the Superintendent. Teachers who are being involuntarily transferred by the district for reasons of staff reduction in a school shall be placed on a list, which will be provided to the union, and have priority on assignment to open positions over all voluntary transfers and outside applicants.

c) Involuntary transfers as described in paragraph "a" shall be based on seniority in Pasco County. The teacher with the least amount of seniority among those assigned to the school in which the reduction occurs, within the area of assignment affected, shall be first transferred. In grades Pre-K (K)-5 "area of assignment" shall mean: Pre-K and K, or elementary grades 1-5. The District and Union agree to meet at the beginning of each school year to review, if necessary, the areas of assignment used when the involuntary transfer process is initiated.

d) Teachers transferred under this provision shall not be again subject to involuntary transfers for ~~a period of one (1) year~~ during the same school year in which the transfer occurs.

e) Should a position become available at the same school from which a teacher was involuntarily transferred due to a staff reduction, the teacher shall have the opportunity to return to such school, subject to all of the following conditions:

- 1) The same or similar position needs to be filled no later than the end of the school year following the school year of the transfer.
- 2) The position is in the same area of assignment from which the teacher was transferred.
- 3) The teacher is certified for the position.
- 4) The teacher is qualified for the position in the judgment of the Superintendent.

5) In cases in which more than one teacher has been involuntarily transferred from the same area of assignment, at the same school, and meet the above conditions, the teacher with the most seniority shall first be given the option to return.

e) becomes f) – SAME

f) becomes g) – SAME

2-5. - SAME

**SECTION G – Reduction in Force**

1. Should it become necessary to reduce the number of teachers in the district, the Board shall notify the union that such a reduction in force is required. ~~a~~ Annual contract teachers shall be reduced first as determined by the Superintendent unless special certification for a specific assignment is needed.

2. SAME

3. The Board shall maintain a list of teachers affected by a reduction in force for a two (2) year period and will exhaust this list within the limits of certification before hiring new teachers for a two (2) year period. The Board will provide the Union with a copy of this list and regular updates. It shall be the duty of a teacher to ensure that the Board has current information regarding place of residence and telephone number. The Board shall rehire from the PSC and CC list based upon certification and seniority. Seniority being from the longest years of continuous service in the district to that of the least years of continuous service in the district.

4. Teachers shall be notified via telephone when a position has become available for which the teacher is qualified in the judgment of the Superintendent. The District shall attempt to contact the teacher at least three (3) times per day over a three (3) day period. A busy signal shall not count as an attempt to reach the teacher. In the event a teacher cannot be reached after these attempts, he/she shall be placed at the bottom of the list and notified of this action by certified mail. In the event a teacher cannot be reached after following this procedure a second time, the Board shall be released from any future rehire obligations.

5. Once a teacher is offered a position, he/she shall have forty-eight (48) hours to accept the position. Should a teacher fail to respond within this timeframe or decline the position offered, the Board shall be released from any further rehire obligations.

6. Upon return to employment, the teacher shall be placed on the salary schedule and appropriate contract as if he/she were on an unpaid leave of absence.

7. Any teacher whose position is lost as a result of a reduction in force may apply for unemployment compensation benefits. The district shall not contest a teacher's application for such benefits. However, once a teacher has been offered a teaching position with the district, the district will notify the appropriate agency that the teacher has been offered employment.

**SECTION H – Evaluation**

1. through 6. – Same

7. The Teacher Assistance Team will consist of a teacher mutually selected by the President of USEP and the Director or Supervisor of Employee Relations, a representative of USEP, the principal, a representative of the Employee Relations Department, and other persons and/or resources needed to assist the teacher in need of professional performance improvement. Teachers providing assistance through this program should have a mentoring background, appropriate content area expertise, participated in related training, and be willing to participate in any additional training required for serving on a team. Service and/or participation on a Teacher Assistance Team is entirely voluntary and teachers providing assistance through the Teacher Assistance Team will receive a supplement up to the amount specified in Addendum B. A representative of USEP and a representative of the Employee Relations Department shall determine the exact amount and timing of the supplement to be paid based on the length and complexity of the assignment.

*Renumber subsequent items*

**SECTION U – Student Discipline**

1 – 3 SAME

4. If, in the opinion of the teacher, and within the guidelines of the school's plan and the Code of Student Conduct, a student is disrupting regular classroom activities, the teacher may report the action to the principal. The teacher may also submit a recommended course of action consistent with the Code of Student Conduct for the principal's consideration. The teacher's recommendation shall be in writing and be within the guidelines of the school's plan and the Code of Student Conduct. The principal shall employ the teacher's recommended consequence or a more serious disciplinary action; or the principal may determine that a lesser disciplinary action is appropriate. If the principal determines that a lesser disciplinary action is appropriate, it is encouraged that the principal ~~should~~ consult with the teacher prior to taking disciplinary action, unless extenuating circumstances exist.

5 - 12 SAME

13. The Union president or his/her designee will serve as a member of the District Student Code of Conduct Committee and will be responsible for recommending to the Chairperson the instructional bargaining unit members to serve on the committee. The Chairperson of this committee will provide members of this committee with an agenda prior to the meeting date.

14. SAME

**SECTION V – Miscellaneous**

1 -2. SAME

3. The Board agrees that every attempt will be made to employ qualified substitutes when regular and special teachers (including art, music, and physical education) are absent. Substitutes need not be employed when guidance counselors are absent. Further, the Board and Superintendent reserve the right to arrange for substitutes. The Union president or his/her designee will serve as a member of the Substitute Task Force, which shall explore ways to recruit and retain qualified substitutes.

4-7. SAME

**ARTICLE X - SALARY AND TEACHER WELFARE**

**SECTION B - Fringe Benefits**

1. Health Insurance

- a) The Board agrees to contribute \$5,799.29 ~~\$5,132.07~~ per eligible employee toward the cost of the benefits package for the ~~2010-2009~~ insurance plan year. An alternative Health Opt-Out Program shall be provided to bargaining unit members who do not choose one of the Board-approved health plans.
- b) through f) SAME

2. SAME

**ARTICLE XIII – DURATION**

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2012~~ ~~June 30, 2011~~, except as provided in paragraphs 3 and 4 below and shall automatically be renewed from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after the giving of such notice.

2.-3. SAME

4. This Agreement shall be reopened for the ~~2009-2010~~ and 2010-2011 ~~and 2011-2012~~ school years upon request of either party on Article X and Addenda A and B. Other items may be reopened if affected by legislation or by mutual consent of both parties. In addition, the Union and Board may each select three (3) additional items for reopeners.

5. SAME

**ADDENDUM A--SALARY SCHEDULE**

**Rules Governing the Salary Schedule**

1 -5. SAME

**6. Pay Dates**

All instructional employees shall be paid in twenty-six (26) equal installments. Teachers on a 196 day contract shall receive their first paycheck on ~~September 4, 2009~~ ~~August 29, 2008~~ and all subsequent paychecks will be issued at two (2) week intervals thereafter and six (6) paychecks at the end of the school year except those teachers who have unpaid leave reported to the leave department after ~~May 28, 2010~~ ~~May 28, 2009~~. Teachers who have unpaid leave reported to the leave department after ~~May 28, 2010~~ ~~May 28, 2009~~, will receive five (5) paychecks at the end of the school year and the sixth (6th) check will be issued on ~~June 25, 2010~~ ~~June 19, 2009~~. Adult education teachers on extended contracts (230 days) will receive their first paycheck on ~~July 23, 2009~~ ~~July 17, 2008~~, and all subsequent paychecks at two (2) week intervals thereafter. School psychologists shall receive their first paycheck on ~~August 21, 2009~~ ~~August 29, 2008~~, and all subsequent paychecks at two (2) week intervals thereafter.

In the event that any regular pay date falls on a weekend or during any holiday period, paychecks shall be issued on the last working day preceding said weekend or holiday period. Further, after the end of the school year, teachers shall receive all paychecks owed them at the last regular pay date in June.

7- 12. SAME

**ADDENDUM B SUPPLEMENT SCHEDULE—1-7 SAME**

~~Academic: K-12 Literacy Coach – \$1,568; Student Achievement Coach – \$1,019; Elementary Reading Specialist; High School Literacy Specialist; Middle School Reading Resource Specialist; Teacher of Profoundly Mentally Handicapped.~~

~~Athletic SAME~~

**ADDENDUM C—Instructional Bargaining Unit – Description \* Identifies Supplemented Positions**

Accelerated Literacy Learning Teacher	Migrant Advocate	Teacher of Career and Technical Education
Audiologist/Itin. Teacher of the Deaf/Hard of Hearing	Parent Involvement Educator	Teacher of Deaf/Hard of Hearing
*Behavior Specialist	*Pasco FDLRS Resource Teacher	<del>Teacher – Emotionally Behaviorally Disabled</del>
Career Specialist	*Pasco FDLRS Child Find Resource Teacher	<del>Teacher of Emotionally Handicapped</del>
Developmental Teacher - Alt. School	Pre-School Resource Teacher - ESE	Teacher of ESOL - Resource
<del>*Elementary Reading Specialist</del>	Pre-School Resource Teacher - Prekindergarten	Teacher of Gifted
ESE Staffing and Compliance Teacher	*Prevention/Intervention Counselor	<del>Teacher Headstart Off Campus</del>
ESOL Teacher Resource Specialist	<del>Reading Coach</del>	Teacher – Intellectual Disabilities
Florida First Start Resource Teacher	Resource Teacher	Teacher of Mentally Handicapped
<del>Graduation Enhancement Resource Teacher</del>	<del>School Media Specialist</del>	Teacher of Online Courses
Grant Resource Teacher (Grant Funded)	School Nurse	Teacher of Physically Impaired
Grant Resource Teacher for Inclusion	*School Psychologist	Teacher of Prekindergarten (Certified)
Grant Resource Teacher for Transition	*School Social Worker	<del>Teacher of Profoundly Mentally Handicapped</del>
*Guidance Counselor	School to Career/Tech Prep Articulation Coordinator	Teacher of Science/Environmental Education
<del>*High School Literacy Specialist</del>	Secondary Fine Arts Resource Teacher	<del>Teacher of Severely Emotionally Handicapped</del>
Homebound Teacher	Special Populations Coordinator	<del>Teacher of Specific Learning Disabilities</del>
<del>Instructional Media Specialist</del>	*Speech Language Pathologist	Teacher of Varying Exceptionality
Instructional Technology Specialist	Student Achievement Coach	<u>Teacher of Virtual School</u>
*Instructional Trainer/Coach	Teacher of Adaptive Physical Education	Teacher of Visually Impaired
Job Placement/Transition Specialist	<del>Teacher of Autism Spectrum Disorders</del>	Teacher, Therapeutic Preschool
<u>K-12 Literacy Coach</u>	Teacher of Basic Education - Academic Program	*Therapeutic Preschool Family Specialist
Learning Specialist	Teacher of Basic Education - Summer Academic Program	Work Evaluator
Mainstream Consultation Teacher		
<del>*Middle School Reading Resource Specialist</del>		

**Economic Proposal 2009-2010**

Due to the second year of severe financial crisis in the State of Florida, education funding for all school districts continues to suffer. In addition, most school districts, including Pasco County, face fewer student enrollments than projected, thus further exacerbating funding shortfalls. Federal stimulus dollars, which are non recurring funds, were included in the State education funding formulas. Such stimulus funds are not guaranteed beyond the 2010-2011 school year, and the amount of these funds for the 2010-2011 school year are not known.

Therefore, in light of these unprecedented financial circumstances, the District and Union, after months of discussions and negotiations, have agreed to the following economic components in an effort to preserve jobs and benefits.

**1. Salaries**

a) Salary Schedule 55

- 1) Teachers will continue to be paid at their 2008-2009 base salary level for 2009-2010 plus any supplemental salary earned during 2009-2010. Salary schedules will be adjusted to reflect that eligible teachers receive a year of experience credit; however, salary schedule steps will reflect annual compensation at 2008-2009 levels.

- 2) All compensation under the Pasco Service Incentive (PSI) will remain at the 2008-2009 levels. Therefore, the \$1,000 PSI will not be implemented, and teachers on PSI will receive the same salary as 2008-2009. For teachers who would otherwise be eligible for PSI for the first time during the 2008-2009 or 2009-2010 school years, the \$1,000 PSI will not apply, and such teachers will receive the same salary as 2008-2009.
- b) Supplement Schedule amounts will remain the same as 2008-2009, with the following changes:
- 1) Additions: K-12 Literacy Coach – \$1,568; Student Achievement Coach – \$1,019
  - 2) Deletions: Elementary Reading Specialist; High School Literacy Specialist; Middle School Reading Resource Specialist; Teacher of Profoundly Mentally Handicapped.
- c) The intent of this proposal is to maintain teacher salaries at 2008-2009 salary levels. Should there be any deviations from this premise during implementation, the Board and the Union are authorized to correct these deviations. In addition, should the District's budgetary status improve during the 2009-2010 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- d) Stabilization Supplement

The District will provide a "stabilization" supplement to all teachers for the 2009-2010 year. To be eligible to receive the stabilization supplement the teacher must be employed by the District School Board of Pasco County (DSBPC) during the 2009-2010 school year in an instructional position.

The stabilization supplement will be provided to all eligible teachers according to the following criteria:

- 1) Teachers with less than 1 year of service with the DSBPC: ..... \$550
- 2) Teachers on steps 1 – 10 of the 2009-2010 salary schedule: ..... \$550
- 3) Teachers on steps 11 – 22 of the 2009-2010 salary schedule: ..... \$725
- 4) Teachers on steps 23 – 26 of the 2009-2010 salary schedule: ..... \$800
- 5) Teachers on Pasco Service Incentive (PSI) of the 2009-2010 salary schedule: ..... \$850

For teachers employed in a paid status on November 2, 2009, the stabilization supplement will be paid on December 18, 2009.

Teachers hired on or after November 3, 2009, will not receive the stabilization supplement.

Teachers on extended unpaid leave on November 2, 2009, will receive the stabilization supplement provided such teachers return to work and are in a paid status for at least ninety-nine (99) days. The stabilization supplement for these teachers will be paid on June 11, 2010.

Teachers under a temporary contract qualify for the stabilization supplement based on the contract in place on November 2, 2009, and the ninety-nine (99) day requirement must be met during the term of that original contract.

Teachers who have entered a job-share position will receive one-half (1/2) of the stabilization supplement.

## **2. Other Economic Issues:**

- a) The Board will continue to pay fingerprint retention fees for teachers, estimated to be \$56,100 for the 2009-2010 school year.
- b) The Board will maintain the after-hour staff development activities hourly rate of \$14.75.
- c) The Board will continue to provide a mileage rate of \$.38 per mile.

**3. Budgetary Committee:** The Superintendent and Union President will mutually determine whether to continue the Budgetary Committee for the 2009-2010 school year. In the event, the Budgetary Committee is continued, the Superintendent and Union President will mutually agree to how the committee will function and membership selection.

**4. Early Retirement Incentives:** The Board and Union agree to continue meeting during the 2009-2010 year to explore early retirement incentives. The parties are authorized to implement early retirement incentives for which there are mutual agreement.

**5. Fringe Benefits:** The Board agrees to contribute \$5,799.29 (an increase of \$667.22) per eligible employee toward the cost of the health insurance benefit package for the 2010 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 incurred and associated with the self-insured benefits contained in the health insurance benefit package, and to fund an insurance reserve account for the self-insured benefits contained in the health insurance benefit package. Should there be any surplus once the District has set aside funds to pay all fully insured premiums, self-insured incurred claims, and funded the insurance reserve account to the level specified by the District's actuary, then such surplus will be applied to the insurance costs for the 2011 plan year. 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.

## **MEMORANDUMS OF UNDERSTANDING**

### **DIFFERENTIATED ACCOUNTABILITY PROGRAM**

In an attempt to bring uniformity and consistency to Florida's accountability process, the state Legislature codified the Federal "Differentiated Accountability Program" during the 2009 legislative session. This program intends that all schools, regardless of Title I status, receive adequate monitoring and support.

The implications and potential changes associated with this program may be significant; therefore, the Board and Union agree to meet early in the 2009-2010 school year to review and discuss the implementation of the various components of this program.

### **ELECTRONIC AVAILABILITY AND PRINTING OF AGREEMENT**

The Board and Union agree for the ~~2008-2009~~ 2009- 2010 school year, following ratification, that all Agreements and addenda will be available on the Board's and Union's respective websites. The Board and Union will also agree to mutually determine ~~arrange for the printing of 2,000 number of copies of the Agreement to be printed.~~ Each party will pay one-half (1/2) the cost of printing the agreements, and the district will receive 500 copies of the printed Agreement with the union receiving the remaining 1,500 in order to provide a copy to SRP hired during the 2008-2009 school year. The parties shall also agree to the distribution, size, format, and cost of the copies.

This memorandum supersedes provisions relative to the printing and distribution of the Agreement found in Article III, Section A, paragraph 11 of the SRP Master Contract.

### **ELECTRONIC PERSONNEL DIRECTORY**

The Board and Union agree that for the ~~2008-2009~~ 2009-2010 school year an electronic directory of all instructional personnel will be available on the district's internal network by October 1, 2008. This directory will list all instructional personnel alphabetically by school or department. The availability of this directory will replace the distribution of a paper copy of a directory distributed in prior years.

A minimum of five (5) printed directories will be provided to each school to be available for employee use. ~~USEP will be provided with twenty-five (25) directories for its use.~~

Copies of this electronic directory or paper directory will not be distributed to any outside parties for commercial or solicitation purposes, except as required by law.

This memorandum supersedes provisions relative to the distribution of a directory found in Article III, Section A, paragraph 8 of the Instructional Master Contract.

### **ESE TASK FORCE (CHANGED DATE FROM MARCH 1 TO MAY 1ST)**

### **FLORIDA'S K-12 COMPREHENSIVE RESEARCH-BASED READING PLAN AND PROFESSIONAL DEVELOPMENT PROTOCOL STANDARDS (SAME EXCEPT AS BELOW)**

In order to recognize the time commitment required of teachers within their regular work schedule to participate in weekly meetings and conduct follow-up requirements of the K-12 Reading Plan and Florida's Professional Development Protocol Standards, the Board and Union agree to eliminate the requirement to attend the two scheduled staff development days. ~~Teachers will work a 196 day contract with no corresponding diminishment in pay, and teachers at the alternative schools will work a 204 day contract with no corresponding diminishment in pay. with~~ negotiated salary increases for the 2005-2006 school year will build being built upon the salaries reflected in the 2004-2005 teacher salary schedules.

For the ~~2008-2009~~ 2009-2010 school year, stipends may be provided to teachers who voluntarily attend staff development on the two scheduled staff development days if funds are available. Some previously scheduled staff development may still be offered on a voluntary basis with no stipend attached. The Board remains committed to providing teachers with opportunities to participate in relevant high-quality staff development, will

continue to offer staff development throughout the calendar year, and will explore the feasibility of scheduling at least two non-work days for teachers within the student calendar for teachers to attend voluntary staff development. The Board and Union will meet as necessary to review the district's professional development programs, and identify potential impacts of various State and Federal protocols/regulations and required programs.

#### **INDOOR AIR/ENVIRONMENTAL QUALITY ISSUES - SAME**

#### **INSTRUCTIONAL EXTENDED SCHOOL YEAR PROGRAM – SUMMER OF 2009 (updated for New Year)**

#### **INSTRUCTIONAL OVERPAYMENTS AND UNDERPAYMENTS (Updated for current year)**

#### **INSTRUCTIONAL RETIREE HEALTH OPT-OUT - SAME OTHER THAN BELOW**

**A retiree who fails to reenroll in the district-paid group health insurance plan in accordance with the timelines set forth in the above paragraph will remain in the Retiree Health Opt-Out Program until Medicare eligible or may elect to reenroll in the Board's retiree healthcare plan during the next regularly scheduled open enrollment for benefits to be effective January 1 of the following calendar year. January 1 following the next regularly scheduled district open enrollment period, whichever comes first.**

#### **LEGISLATION BY THE STATE AND FEDERAL LEGISLATURE – SAME**

#### **NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS APPLICATION FEE REIMBURSEMENT (Updated year)**

#### **NEW EMPLOYEE SALARY CORRECTIONS**

As a result of negotiations for the 2008/2009 school year, the Board and the Union agreed to award all eligible employees with a year of service credit while continuing to pay teachers and SRP at 2007/2008 salary levels. All 2008/2009 salary schedules were adjusted to achieve this objective. In addition, the Board and the Union agreed to meet and discuss any unanticipated consequences that may have resulted from these salary schedule adjustments.

After ratification and implementation of the 2008/2009 salary schedules, it was discovered that the majority of teachers and SRP who were hired between January of 2008 and June of 2009, and who were awarded outside experience credit, had not had their salary schedule placement adjusted in accordance with the agreed upon salary schedules for the 2008/2009 school year and were overpaid for the 2008/2009 school year.

The Board and the Union met to discuss this discrepancy and have agreed to place all affected employees at the appropriate step on their respective salary schedules beginning July 1, 2009. The Board and the Union have also agreed not to seek overpayment collections from any employees affected by this particular overpayment. The Board will send notification to all affected employees by July 31, 2009, notifying them of the correction to their salary for the 2009/2010 school year and beyond. The Board will also provide the Union with a listing of affected employees prior to notification being sent to those employees.

#### **NO CHILD LEFT BEHIND IMPACT ON INSTRUCTIONAL STAFF (Updated year)**

#### **NO CHILD LEFT BEHIND – SCHOOL RESTRUCTURING (Updated year)**

#### **PAPERWORK REDUCTION FOR TEACHERS**

The Board and Union agree to continue the work of the Paperwork Reduction for Teachers committee for the purpose of exploring ways to reduce teachers' paperwork and to better utilize technology as a means of reducing paperwork, processes, and tasks. The committee may also review electronic grade book/parent communication technology implemented to determine its effectiveness in reducing paperwork, processes, and tasks and make recommendations for improvement to include establishing a list of standardized grading comments to be available for use by teachers when preparing report cards and progress reports. The President of USEP and the Superintendent will each appoint five (5) members to this committee. The committee shall study and recommend ways to reduce, revise, and consolidate paperwork requirements with the overall intent of streamlining or eliminating as much paperwork as possible.

This committee will meet as soon as possible into the school year with initial recommendations being developed and made to the Superintendent no later than ~~December 1<sup>st</sup>~~ **February 1<sup>st</sup>**.

The disposition of all recommendations made to the Superintendent will be communicated to the committee prior to ~~March 1<sup>st</sup>~~ **April 2<sup>nd</sup>**.

The above deadlines may be waived by mutual agreement of the Board and Union.

#### **REFINGERPRINTING, RETENTION OF FINGERPRINTS, AND FIVE (5) YEAR NATIONAL CHECK**

Florida Statutes require retention of fingerprints for teachers in a Florida Department of Law Enforcement (FDLE) automated fingerprint identification system and a national check of the fingerprints every five (5) years. ~~All teacher fingerprints submitted on or after July 1, 2004 have been entered into this system. Teacher fingerprints submitted prior to July 1, 2004 cannot be entered into the system. Therefore, all current teachers fingerprinted prior to July 1, 2004 must be refingerprinted. The refingerprinting must be completed prior to July 1, 2009. The statute states that the cost of the refingerprinting may be borne by the employee or employer.~~

The refingerprinting fee is currently \$47.00 per teacher. The fee includes a \$24.00 fee for a national records check and a \$6.00 fee for the first year of retention of the fingerprints by the FDLE. Thereafter, the retention fee, currently \$6.00 per employee, must be paid each year and the fee for the national records check, currently \$24.00 per employee, must be paid every five (5) years.

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

1. Beginning in the 2005-2006 school year, the Board will begin a four (4) year process of refingerprinting affected SRP with the intent of refingerprinting approximately twenty five percent (25%) of the group in each of the four (4) years.

2. The Board will perform the refingerprinting at each school/worksite. Advance notice of the date(s) the refingerprinting will occur at each school/worksite will be provided and teachers will sign up for a time to be refingerprinted.

3. Teachers who are not available to be refingerprinted when the refingerprinting is performed at their school/worksite must make arrangements to be refingerprinted at another school/worksite or the district office during that school year. Teachers who fail to be refingerprinted during the year in which they are designated to do so will pay the refingerprinting fee when they are refingerprinted.

4. No release time will be given for refingerprinting for those employees who failed to be fingerprinted at their scheduled location.

5. The Board will pay the refingerprinting fee.

6. 1. The Board will pay the retention fee.

7. 2. The Board will pay the fee for the five (5) year national check.

The estimated cost for this school year is \$56,100, \$34,780. The fee structure as described is subject to change

#### **RESERVISTS CALLED TO ACTIVE MILITARY DUTY FOLLOWING THE SEPTEMBER 11, 2001 TERRORIST ATTACK - (Continues through this school year)**

#### **SCHOOL CHOICE PREFERENCE EMPLOYEE REQUEST - SAME**

#### **SUBSTITUTE TASK FORCE - SAME**

#### **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.

To comply with the new virtual instruction program requirements, the District has contracted with Florida Virtual School and K12 Florida to provide full-time virtual instruction for kindergarten (K) through grade twelve (12). In addition, the District has established its own Florida Virtual School franchise in order to provide part-time virtual instruction for students in grades six (6) through twelve (12), with the potential to expand to grades (K) through five (5) in future years. As part of its franchise with Florida Virtual School the District will utilize the curriculum provided by Florida Virtual School for virtual instruction courses, but will hire its own teachers to monitor, evaluate, and support student progress in those virtual instruction courses. For the 2009/2010 school year, part-time franchise positions will be offered on an adjunct basis and in addition to a teacher's regular workday. In implementing the District's Florida Virtual School franchise for the 2009/2010 school year, the Board and the Union have agreed to the following:

1. Teachers will be paid an initial supplement of \$2000 for up to 45 student semester enrollments. In addition, teachers will receive \$50 per successful student completion per semester. A successful student completion occurs when a student completes a course with a grade of "A", "B", "C" or "D."
2. After being selected as a franchise teacher, but prior to being assigned his/her first virtual instruction course, each teacher must complete an online training program and attend a one-day face-to-face training on providing virtual instruction through the Florida Virtual School franchise. 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 one-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 and so long as a teacher's regular work responsibilities are not disrupted.
4. 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 Florida Virtual School franchise contract. 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.
5. In general, teachers will be expected to return student and parent communication and acknowledge receipt of student work within twenty-four (24) hours of the contact being initiated.
6. Student enrollment will be capped at forty-five (45) for each semester course, with the goal of obtaining thirty (30) successful completions per teacher per semester. Additional student enrollments beyond the forty-five (45) student cap may be permitted upon mutual agreement by the District and Union.
7. Teachers will not be assigned more than two (2) virtual instruction courses per semester.
8. Teachers will be expected to comply with the rules and procedures established in the Florida Virtual School franchise contract.
9. Initial enrollment and registration of students will not be the teacher's responsibility.
10. The Board and the Union will meet periodically to discuss the implementation of the Florida Virtual School franchise program.

**VOLUNTARY PRE – K (VPK) PROGRAM - SUMMER 2009** (updated for the new year)

**2009-2010 INSTRUCTIONAL SALARY SCHEDULES**

2009-2010 SALARY SCHEDULE #55								
INSTRUCTIONAL ANNUAL, PROFESSIONAL SERVICES, & CONTINUING CONTRACT								
Stabilization Supplement	YRS OF EXP	STEP	BACHELOR	BACHELOR +18	MASTERS	MASTERS + 18	ED. SPEC	DOCTOR
\$550.	0-1	1	\$36,420.	\$37,220.	\$39,120.	\$39,820.	\$40,820.	\$41,820.
\$550.	2	2	\$36,420.	\$37,220.	\$39,120.	\$39,820.	\$40,820.	\$41,820.
\$550.	3	3	\$36,770.	\$37,570.	\$39,470.	\$40,170.	\$41,170.	\$42,170.
\$550.	4	4	\$37,120.	\$37,920.	\$39,820.	\$40,520.	\$41,520.	\$42,520.
\$550.	5	5	\$37,470.	\$38,270.	\$40,170.	\$40,870.	\$41,870.	\$42,870.
\$550.	6	6	\$37,870.	\$38,670.	\$40,570.	\$41,270.	\$42,270.	\$43,270.
\$550.	7	7	\$38,320.	\$39,120.	\$41,020.	\$41,720.	\$42,720.	\$43,720.
\$550.	8	8	\$38,820.	\$39,620.	\$41,520.	\$42,220.	\$43,220.	\$44,220.
\$550.	9	9	\$39,370.	\$40,170.	\$42,070.	\$42,770.	\$43,770.	\$44,770.
\$550.	10	10	\$39,970.	\$40,770.	\$42,670.	\$43,370.	\$44,370.	\$45,370.
\$725.	11	11	\$40,620.	\$41,420.	\$43,320.	\$44,020.	\$45,020.	\$46,020.
\$725.	12	12	\$41,320.	\$42,120.	\$44,020.	\$44,720.	\$45,720.	\$46,720.
\$725.	13	13	\$42,070.	\$42,870.	\$44,770.	\$45,470.	\$46,470.	\$47,470.
\$725.	14	14	\$42,870.	\$43,670.	\$45,570.	\$46,270.	\$47,270.	\$48,270.
\$725.	15	15	\$43,670.	\$44,470.	\$46,370.	\$47,070.	\$48,070.	\$49,070.
\$725.	16	16	\$44,470.	\$45,270.	\$47,170.	\$47,870.	\$48,870.	\$49,870.
\$725.	17	17	\$45,270.	\$46,070.	\$47,970.	\$48,670.	\$49,670.	\$50,670.
\$725.	18	18	\$46,070.	\$46,870.	\$48,770.	\$49,470.	\$50,470.	\$51,470.
\$725.	19	19	\$46,870.	\$47,670.	\$49,570.	\$50,270.	\$51,270.	\$52,270.
\$725.	20	20	\$47,670.	\$48,470.	\$50,370.	\$51,070.	\$52,070.	\$53,070.
\$725.	21	21	\$48,470.	\$49,270.	\$51,170.	\$51,870.	\$52,870.	\$53,870.
\$725.	22	22	\$49,270.	\$50,070.	\$51,970.	\$52,670.	\$53,670.	\$54,670.
\$800.	23	23	\$50,070.	\$50,870.	\$52,770.	\$53,470.	\$54,470.	\$55,470.
\$800.	24	24	\$50,920.	\$51,720.	\$53,620.	\$54,320.	\$55,320.	\$56,320.
\$800.	25	25	\$51,770.	\$52,570.	\$54,470.	\$55,170.	\$56,170.	\$57,170.
\$800.	26	26	\$52,620.	\$53,420.	\$55,320.	\$56,020.	\$57,020.	\$58,020.

Pasco Service Incentive (PSI): Effective with the 2003-2004 school year, those teachers who earned at least one year's service credit in Pasco on step 26 received an annual increase of \$1,000. Except for 2008-2009, each subsequent year of service credit earned in Pasco on step 26 earned an additional \$1,000 annually. Teachers on PSI received \$1,000 plus any improvement applied to the top step in their salary lane. For 2009-2010, all compensation under PSI will remain at the 2008-2009 levels. Therefore the additional \$1,000 will not be implemented, and teachers on PSI will receive the same salary as 2008-2009. For teachers who would otherwise be eligible for PSI for the first time during the 2008-2009 and 2009-2010 school years, the \$1,000 PSI will not apply, and such teachers will receive the same salary as 2008-2009. For the 2009-2010 year, eligible teachers on PSI will receive a stabilization supplement of \$850.