

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

DUVAL TEACHERS UNITED

AND

DUVAL COUNTY SCHOOL BOARD

2017-2020

TEACHERS

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ARTICLE I - PURPOSE & RECOGNITION

A. Purpose

1. It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relations between the Duval County School Board, hereinafter referred to as the Employer, including its duly designated representative, and the Duval Teachers United, hereinafter referred to as DTU, to provide an orderly and peaceful means of resolving any misunderstanding or differences which may arise as a result of implementing this Agreement, and to set forth herein basic and full agreement between the parties concerning wages, hours, terms and conditions of employment. There shall be no individual arrangements or agreements made covering this Agreement or any part of this Agreement contrary to the terms provided herein.

2. It is understood that the Public Employer is engaged in furnishing essential public educational services which vitally affect the educational needs, health, safety, comfort, and general well-being of the children of this county and the public at large; and that the DTU represents employees who recognize the need for continued and reliable service to these children and the public.

B. Recognition

Pursuant to and in accordance with all applicable provisions of Part 2, Chapter 447, Florida Statutes, and the Rules and Regulations of the Public Employees Relations Commission, the Duval County School Board, hereinafter referred to as the Employer, including its duly designated representatives, recognizes the Duval Teachers United, hereinafter referred to as DTU, as the exclusive bargaining representative for those employees in the defined bargaining unit for the purpose of collective bargaining with respect to the determination of the wages, hours, and terms and conditions of employment of the public employees, hereinafter referred to as employee(s) unless otherwise indicated, within the bargaining unit. The bargaining unit shall include:

Classroom Teachers: Nursery (A.P. Randolph), Pre-Kindergarten, Kindergarten, Elementary (1 - 5), Middle School (6 - 8), Senior High (9 - 12), Driver Education, Exceptional (Special Education), Remedial, Resource (Art, Music, etc.), Instructional Dean, Vocational Technical, Office Education, Industrial Arts, Manpower and Diversified (DCT), Guidance Counselors; Psychologists; Occupational Specialists; Media Specialists; Social Workers; Specialists (instructional and administrative) - Other Instructional; TV Instructors; Other Instructional (except Administrative Assistants).

The bargaining unit shall exclude:

Chiefs, Executive Directors, Directors, Supervisors, Coordinators, Community School "Coordinators," Principals, Vice Principals, and Assistant Principals, Administrative

Assistants, Curriculum Assistants, and Administrative Deans are excluded unless otherwise designated by the Public Employees Relations Commission.

C. Spokesperson

It is understood and agreed that the DTU President is the official spokesperson for the DTU in any matter between the DTU and the Employer. The President may designate, in writing, an alternate or alternates.

D. Titles

Titles of the Articles herein shall not, in and of themselves, affect the meaning, construction, or affect any of the sections or provisions of this contract.

E. Collective Bargaining Research Data and Related Materials

The Employer shall make available upon request, to the DTU, existing employee lists and any other available documents that are subject to the "Public Records Law". The data will be provided as promptly as is reasonably possible.

F. Definitions

1. Appropriate Administrator/Supervisor - The individual (administrator) having immediate administrative authority over the unit employee(s) and/or who serves as the ranking administrator at the work location.
2. Bargaining Representative--The bargaining representative shall mean the employee organization certified as the exclusive bargaining agent pursuant to and in accordance with all applicable provisions of Part 2, Chapter 447, Florida Statutes.
3. Bargaining Unit--That group of non-exempt employees determined by the DTU and approved by the Florida Public Employees Relations Commission, hereinafter called PERC, to be appropriate for the purpose of collective bargaining.
4. Collective Bargaining--The performance of the mutual obligations of the public employer and the bargaining agent of the employee organization to meet at reasonable times, to negotiate in good faith, and to execute a written Contract with respect to agreements reached concerning the wages, hours, terms and conditions of employment, except that neither party shall be compelled to agree to a proposal or be required to make a concession unless otherwise provided in this part.
5. Collective Bargaining Agreement/Contract--That document which delineates the items and terms which were mutually agreed to as the result of collective bargaining.
6. Days--As referred to in the time limits herein, days shall mean working days.
7. Directives--Those administrative directives, memoranda, guidelines, and any other communication issued by the Board and/or Administration those impacts upon the members of the bargaining unit.
8. DTU--The Duval Teachers United, the exclusive bargaining agent, representing members of the bargaining unit.

9. Duty Time--Those specified hours when employees are expected to be present and performing assigned duties.
10. Duty-Free Time--Anytime during the workday the employee is not assigned roles or responsibilities related to her/his position (i.e. . . .Specified lunch, break time, and planning time).
11. Employee--Any personnel in the unit represented exclusively by the DTU.
12. Employer--The Duval County School Board
13. Grievance--A dispute between the Employer and Employee involving the interpretation, application or violation of this collective bargaining agreement.
14. Paraprofessionals--All teacher assistants in the DTU/Paraprofessional bargaining unit who work in schools or at other sites.
15. Parties--Duval Teachers United (DTU), as the exclusive bargaining agent, and the Duval County School Board, as Employer.
16. Principal--The chief administrator of a School/Work Location. A principal is an employee qualified in accordance with Florida Statutes, who is assigned responsibility for administrative direction and instructional supervision at an individual school.
17. School/Work Location--The location where the members of the unit performs her/his duties on an itinerant or regular basis.
18. School Board--The Duval County School Board, the duly-elected Board established under the Florida Constitution, Article IX, Section 4, and Florida Statutes, which has the responsibility for the organization and control of the public schools of Duval County.
19. School Board Rules--That body of rules adopted by the Duval County School Board.
20. State Board Rules--That body of rules adopted by the Department of Education of the State of Florida and directives issued by the Commissioner of the Department of Education to clarify and implement state statutes which relate to education in the State of Florida.
21. Superintendent--The Duval County Superintendent of Schools or designee(s).
22. Supervisor--The individual (administrator) having immediate authority over the unit employee(s).
23. Teacher--All employees in the DTU (teacher) (i.e. Guidance, Psychologists, Occupational Specialists, Media Specialists, Student Support Professionals) bargaining unit who work in schools or at other sites.
24. UOPD--All employees in the DTU/UOPD bargaining unit who work in schools/work locations or at other sites.
25. Working Day--The total number of hours an employee is expected to be present and performing assigned duties.

These definitions are to be used to assist in clarifying and understanding the intent and language of this Contract and do not constitute more than working definitions within the context of this Contract.

G. Severability

It is the express intent of the parties that if any article, section, sub-section, sentence, clause or provision of this Contract is found to be unconstitutional or invalid for any reason, the same shall not affect the remaining provisions of the Contract, except in the circumstances of Article I, Section I, Paragraph 2. Such affected remaining provision(s) shall be renegotiated and replaced by the Employer and DTU, and made a part hereof as an appropriate amendment to this Contract.

H. Reference to Constitutional Rights and State Statues

Federal and State Constitutions, Florida State Statutes, State Department of Education and State Board of Education Rules, Public Employees Relations Commission Rules, rulings, and decisions with respect to employee rights are incorporated and made a part of this contract. Both DTU and DCSB acknowledge their responsibilities to adhere to Florida Statute and other laws regarding matters that apply to this Agreement. In order to facilitate staff awareness of such laws, pertinent sections of law will be displayed on the HR pages of the District website.

I. Conflict with Law or Rules

If any changed provision of this collective bargaining contract, which results from any reopener or renegotiations or impasse resolution procedures, is in conflict with any law, rule, or regulation over which the Board has amendatory power, the Board shall amend the law, rule, or regulation to conform to the new provisions of this Contract.

If any provision of the collective bargaining Contract is in conflict with any law, ordinance, rule, or regulation over which the chief executive officer has no amendatory power, the chief executive officer shall submit to the appropriate governmental body having amendatory power a proposed amendment to such law, ordinance, rule or regulation. Unless and until such amendment is enacted or adopted and becomes effective, the conflicting provision of the collective bargaining Contract shall become effective (Reference, Chapter 447.309(3)). For the purpose of this Contract, all references made to Chapter 447 shall utilize the language and definitions of Chapter 447.

J. Maintenance of Contractual Standards

Where the Board determines it necessary or desirable to provide current or new employees the opportunity to participate in contracted or shared programs with other governmental agencies, community or charitable organizations or private corporations, the Board agrees that the salary, terms and conditions of this Contract shall apply to those employees. It is understood by the parties that all employees provided by the DCSB to any other private or public agency or organization are DCSB employees, subject to the rules of the Board and applicable labor Contracts. DCSB employees are not subject to the rules and policies of any private or public agency or organization. This understanding shall be communicated to all private or public agencies or organizations and be made a part of any agreement entered into between DCSB and any private or public agency or organization.

K. Contract Supremacy

All provisions of this Contract shall be subject to Florida Statutes, Chapter 447. The Board further agrees that this Contract shall supersede all Board Rules and/or Civil Service Rules in conflict with the provisions of this Contract.

L. Post-Ratification Amendment

The Board agrees to accept and incorporate in this Contract, as an addendum, any other statutory rights granted the exclusive bargaining agent and/or employees by rule, order, or decision of the PERC and/or the Florida Legislature of the State of Florida during the course of these negotiations and terms of this Contract.

M. Common Language

The parties agree to work collaboratively during the term of this Agreement in a committee format to review provisions that could be standardized with other bargaining units to create common language for purposes of efficiency and cost savings in business operations.

ARTICLE II - MANAGEMENT RIGHTS

Management Rights

It is the right of the Employer to determine unilaterally the purpose of each of its constituent agencies, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the right of the Employer to direct its employees, take disciplinary action for proper cause, and relieve its employees from duty because of lack of work or for other legitimate reasons. However, the exercises of such rights shall not preclude employees or their representatives from raising grievances, should decisions on the above matters have the practical consequence of violating the terms and conditions of this collective bargaining agreement.

ARTICLE III - ORGANIZATIONAL RIGHTS

A. General Provisions

1. The DTU may use the grievance procedure when a dispute arises involving the interpretation or application of this Agreement, as it pertains to DTU organizational rights. Grievances under this provision shall start at Step 2 of the Grievance Procedure.
2. The Employer shall make available, upon request, to the DTU, existing employee lists and any other available documents that are subject to the "Public Records Law".

B. Meetings and Visitation

1. Consistent with the provision of Florida Statute 447.509, DTU members may hold meetings before or after the normal school day for students, or workday if non- school-based, provided such meetings do not conflict with other school activities or assigned duties of employees. A suitable location that is agreeable to both the principal or appropriate administrator and the DTU representative will be made available for such meetings.
2. Representatives of the DTU may visit and confer with members of the bargaining unit before and after the normal school day for students provided such meetings do not conflict with other school activities or assigned duties of employees.
3. Representatives of the DTU may visit and confer with individual members of the bargaining unit during their duty-free break or duty-free lunch period wherever employees normally congregate or where they eat their lunches.
4. DTU representatives may make announcements after the adjournment of faculty meetings.
5. Representatives of the DTU may visit and confer with employees at other times subject to the approval of the principal or the Chief for Human Resource Services or appropriate administrator.
6. In any event, DTU representatives shall report their presence to the main (school) office at the time of entry on school premises.

C. School Mail Boxes and Bulletin Boards

1. The DTU shall be provided partial use of suitable bulletin boards, including at least one reserved at each school location and district offices (one on each floor) as designated by the Employer. The DTU agrees that it shall use space on bulletin boards provided by the Employer for the exclusive use of the Union for purposes of posting material dealing with Union business.

2. The DTU shall be entitled to use the school-based employees' pick-up boxes for distribution of materials dealing with Union business. Similar distribution shall be allowed for district offices through a central source as mutually agreed upon by the parties.

D. Administrative Directives

The employer shall provide the DTU with copies of administrative bulletins or memoranda, which are sent to school/work locations and are related to the implementation of this Agreement.

E. Leaves - Duval Teachers United

Upon request, a maximum of seven (7) officers, members, staff of the DTU or its affiliates, AFT, AFL-CIO, and FEA/United, shall be granted a personal leave of absence without pay for a period of up to one (1) school year. Such leave shall be renewable annually upon request during the term of this Agreement.

F. Professional Leave Pool

1. The Employer shall establish a pool of professional leave time of forty (40) days with pay to be taken in increments of not less than one-half day for employees to participate in professional growth and educational opportunities including those made available by the D.T.U. and its affiliates. A maximum of twenty-five (25) days may be utilized by one bargaining unit.
2. Application for this professional leave shall be made by the DTU with a minimum of one-week notice, except in an emergency, with approval by the Employer. Such approval shall not be denied.

G. Time for Negotiations

Whenever members of the bargaining unit are mutually scheduled by the parties to participate during working hours in negotiations respective to the Contract, they shall suffer no loss in pay.

H. Dues Deduction

1. The DTU will indemnify, defend, and hold the employer harmless against any claim made and against any suit instituted against the Employer on account of any check-off of union dues.
2. Upon receipt of a written authorization from an employee covered by this agreement, the Employer will deduct from the employee's pay the amount owed to the DTU by such employee for dues and its assessments.
3. It is understood that this provision will provide for 22 or 26 deductions per year for all covered employees as outlined in Appendix D. The Employer will remit to the DTU such sums as deductions are made to be implemented when the ACH system is functioning. There will be a one month trial transfer period. An electronic copy of the deduction will be provided to the DTU within five

working days. Changes in the DTU membership dues rate will be certified to the Employer in writing over the signature of the authorized officer or officers of the DTU and shall be done at least 30 days in advance of the effective date of such change. The Employer's remittance will be deemed correct if the DTU does not give written notice to the Employer within thirty (30) calendar days after a remittance is received of its belief, with reason(s) stated therefore, that the remittance is incorrect.

4. No deduction of dues shall be made from the pay of any employee for any payroll period in which the employee's net earnings for that payroll period, after deductions, are less than the amount of dues to be checked off.
5. An employee may at any time revoke, in writing her/his authorization for dues deductions. Written requests received by the 20th day of the month will be effective no earlier than the first payday and no later than the second payday of the following month.
6. Any employee who has payroll deductions to DTU for membership dues at the time of any unpaid leave shall have such dues deductions reinstated when she/he returns from leave, unless canceled by the employee in writing.

I. Membership Benefits Deductions

The Employer agrees to provide payroll deductions for DTU Membership Benefits. The charge for this service will be \$.05 per participant per deduction to be deducted from each remittance.

J. Organizational Exclusivity

All employee organization rights included in this Agreement shall be granted exclusively to the DTU, unless and until recognition is changed or withdrawn, pursuant to Florida Statute 447, and in compliance with Florida Statutes and the Rules and Regulations of the Public Employee Relations Commission.

K. Early Dismissal

DTU representatives and/or elective officers shall be permitted to leave the work location at 4:15 p.m., if assigned to administrative buildings, and at the time students are dismissed, if assigned to a school center, in order to attend DTU meetings. Those leaving to attend such meetings must advise the administrator in charge reasonably in advance of such meetings.

L. Joint Union-Management Training Sessions

In order to expedite the implementation of this Contract at the work location level, the Superintendent and the DTU President, by mutual agreement, will schedule joint meetings of principals, appropriate administrators, Union Representatives and officers for the purpose of conducting joint Union-management training and/or informational sessions.

M. Public Address System Access

DTU shall be allowed to have announcements made on the public address system for the purpose of communicating with members of the bargaining unit so long as such utilization does not interfere with the direct instruction of students and to the same extent that other general announcements are made.

N. DTU Contracts

The Bargaining Agreement will be made available on the District Website. Layout and design shall be mutually agreed upon by the Parties. In addition, DTU has the right to utilize DCSB printing services as a top priority through Human Resources (and at the same cost to Human Resources) in order to print contracts. DTU will pay for the cost of printing contracts.

O. Employee Email

DTU shall have the use of the District electronic mail system for the purpose of informing members of scheduled meetings, implementing the collective bargaining agreement, and for information distribution including, but not limited to: surveys, newsletters, ratification materials, grievance processing activities, professional issues, professional developments activities and benefits of membership. DTU shall only use the electronic mail system to communicate with non-members for announcement of professional development opportunities that are open to members and non-members and for ratification materials. Should any employee, whether a member or non-member, request that DTU cease sending them email communications, DTU will immediately remove that employee's name from the distribution list and shall not send the employee any further electronic communications. DTU shall comply with all applicable federal, state, and local laws, and DCSB policies regarding the use of such systems.

The electronic mail system shall not be used for the distribution of information which is political (unless authorized by the Superintendent), slanderous, defamatory, libelous, or in any way critical of the School Board, the Superintendent, or any administrator or other employee of the School Board. It shall not be used for solicitation of non-members or for materials related to internal elections of DTU officers. Should DTU or its representative, acting on behalf of DTU, violate the terms of this article, the Superintendent shall have authority to suspend the right to use the electronic mail system for up to 90 calendar days.

P. Reports

The employer will provide to DTU a monthly Personnel Cross Index Report.

ARTICLE IV - GOVERNANCE AND OVERSIGHT

A. Shared Governance

1. The Employer and the DTU agree that the improvement of students' learning is of primary importance. In order to maximize the potential for effective curriculum, instruction, and other learning-related functions, and in order to maximize effectiveness of employees, the Employer and DTU jointly support the process of Shared Governance and the employee's right to participate in this process. We agree that it is the best system yet devised to insure justice and fairness, stability, direction, cooperation, collaboration, and commitment in our schools/work locations. This Shared Governance process is strongly encouraged at all work locations, including Administrative sites. In addition, district wide resource employees may have district Shared Governance Committees.
2. Each school shall develop a Shared Governance plan. Such plan shall be submitted to the DTU and the district designee. Each school plan will provide for a democratically elected, functioning Shared Governance Committee. One of the Committee's functions is to oversee all other school committee/team proposals requiring staff consensus in order to ensure the shared governance process. The Shared Governance Committee shall not oversee any decisions that are purely managerial in nature. Shared governance guidelines, incorporated by reference into this document, shall serve as a reference when developing this plan. The plan shall include a process for reaching consensus as well as a mechanism for meaningful input in setting the school's budget priorities in both the spring and fall adjustments. Proposed, individual schools' budgets, including projected budgetary funds for the school, in hard copy form, shall be presented to the employees, at least two (2) weeks prior to the time budgets are due in the spring, and at least two (2) days prior to the time budgets are due in the fall. Copies of the final budgets shall be made available to school members of the bargaining unit.
3. A checklist document developed by the parties and signed by the Building Representative and the Principal at each school indicating that the plan has been developed shall be submitted to the district designee and DTU by November 1st of each year.

Additionally, all schools must submit a written document to Human Resources that reflects the school's agreed upon plan for distributing Florida School Recognition Program bonuses, in the event the school becomes eligible for such funds the following year. The plan will be developed through the shared governance process. The approval of the plan will be a collaborative effort between the school's staff and School Advisory Council (SAC) as required by state law. The school staff shall provide input on the plan from its inception to the agreement on the final plan. Schools are encouraged to submit plans to Human Resources by May 1st of each school year in the event that the school may qualify for an award distribution in the next school year.

4. The process for selecting representatives of the Shared Governance Committee shall be agreed upon by faculty, staff, and administration. Involvement of classified and resource staff, community, parents, students, business, and others is encouraged. Any committee formed at the school in conjunction with the Shared Governance Process approved by the School Board shall include representation from all bargaining unit(s).
5. A Shared Governance Committee composed of members representing the Regional Superintendents, the principals, and DTU will oversee the implementation of the Shared Governance Guidelines at the work site.
6. **Waiver**
The parties encourage the use of this waiver procedure for implementing school improvement plans, and developing creative teaching methods. Examples of the types of proposals which may be made through this process are, flexible scheduling of students and employees, provisions for early release of students, establishing of time for conducting in-service, conferences, and professional planning.

Waiver Process

- a. Any school applying for a waiver of specific contract language must have faculty consensus through their Shared Decision Making process.
- b. The consensus reaching process must be identified in the school's Shared Decision Making plan.
- c. The DTU must have on file an updated Shared Decision Making plan by November of each school year.
- d. Any requests for waivers must include the minutes of the meeting addressing the waiver along with sufficient documentation of consensus.
- e. All waivers must be submitted to the Region Chief and to the Contract Waiver and Oversight Committee (See Contract Waiver and Oversight Committee).
- f. Contract waivers shall be reviewed and approved by the DTU Executive Board or before the waiver is granted. Responses to such requests for waiver should be made within thirty (30) days from the date of receipt by the Committee. Approved waivers may be granted for a period of time no longer than the remainder of the school year. Should the DTU Executive Board deny the waiver request, the Executive Board shall provide reasons for the denial in writing and shall allow the school submitting the request to modify its request and resubmit it to the Board. School representatives who are members of the bargaining unit shall be allowed to address the next Executive Board regarding its modified submission and the Executive Board shall act on the modified request.

7. Paperwork
 - a. Site-Based Paperwork
 - (1) Any site-based paperwork (hard copy or electronically sent) including items such as forms, reports, lists, etc., generated for completion by teachers, is to be developed through the shared governance process so that input may be provided.
 - (2) Any existing site-generated paperwork is to be reviewed annually through the shared governance process to determine whether or not it is to be maintained.
 - b. District-Based Paperwork
 - (1) District-based paperwork will be reviewed twice a year by the District Reports and Forms Management Committee for relevance.
 - (2) The District Reports and Forms Management Committee will also review paperwork being required at the school level for purposes of reducing teacher paperwork.

8. Shared Decision-Making Facilitation
 DTU and the DCSB will jointly provide representatives to schools needing assistance in reaching consensus (through shared decision-making) on additional school-wide action to be taken to improve declining student achievement. Facilitation will occur based on mutually agreed upon concerns involving contract language where improvement of student academic progress may be impacted as follows:

- Every avenue has been exhausted to work within the parameters of the contract (i.e. Issues have been addressed through professional activities during administrative directed time such as early release days, in-service day, faculty meetings, afternoon of quarterly planning days, etc.) and
- Consensus can't be reached through all the available options offered through the Shared Decision-Making process (consensus building, waivers) and
- Further steps may need to be taken in schools that need to improve student progress. Schools will be addressed on a case by case basis.

B. Contract Waiver and Oversight Committee

A committee comprised of the President of DTU and three designees, the Chief Human Resource Officer, and three designees of the Superintendent, shall function as the Contract Waiver and Oversight Committee. The Contract Waiver and Oversight Committee will be authorized to provide oversight for contract compliance and to review contract waiver requests necessitated by new innovative programs and/or school improvement efforts. Waiver requests should be made in writing with sufficient documentation to assist the Committee in reaching a decision

Contract waivers must be reviewed and recommended by the Region Chief and submitted to the Contract Waiver and Oversight Committee. Any contract waivers recommended by the Committee shall be reviewed and approved by the DTU Executive Board and the Superintendent or his or her designee before the waiver is granted. Responses to such requests for waiver should be made within thirty (30) days from the date of receipt by the Committee. Approved waivers may be granted for a period of time no longer than the remainder of the school year. Should the DTU Executive Board deny the waiver request, the Executive Board shall provide reasons for the denial in writing and shall allow the school submitting the request to modify its request and resubmit it to the Board. School representatives who are members of the bargaining unit shall be allowed to address the next Executive Board regarding its modified submission and the Executive Board shall act on the modified request.

Any waivers or approvals granted by this committee will be reported to the bargaining teams during re-opener negotiations. The continuation of any such waivers or approvals will be considered by the collective bargaining teams.

C. Committee Appointments and District Committees

1. The parties' practice of establishing joint task forces and committees with equal representation has constituted a major step in the establishment of shared decision-making allowing the parties to develop new and positive working relationships. The parties agree that the current model for expanded joint decision-making must be continued in order to accommodate the every-increasing range of educational topics requiring joint deliberations and the development of joint recommendations. It is understood that significant and ongoing training of both parties' representatives will be required

Therefore, the following committees and task forces, described in this contract (the Health Insurance Committee, the Sick Leave Pool Committee, the District Reports and Forms Control Committee, the District Shared Governance Committee, the Duval Professional Development Advisory Council, the Safe Schools Task Force, the New and Innovative Programs Committee, and the CAST Monitoring Committee) shall meet no less than twice during each school year: the first meeting to be held by the first planning day in the first semester and the second meeting to be held by the first planning day in the second semester.

Nothing in this provision shall preclude any of these committees from having additional meetings or setting alternative dates as long as they meet at least once a semester. Employees shall be given released time to serve on a district curriculum or other committees.

A chair for each committee shall be designated during collective bargaining each year. The chair shall be responsible for calling the meetings.

2. Description of District Committees

a. Sick Leave Pool Committee

A Sick Leave Pool Committee shall be established to administer the District Sick Leave Pool. The membership shall be comprised of 50 percent appointed by DTU., and 50 percent by the Employer. For Sick Leave Pool requirements, see Article XIII, Section D.

b. Insurance Committee

DTU shall appoint an equal number of representatives of this unit to the Insurance Committee as other units and the Employer have on the Committee. For Health Insurance descriptions, see Article XIII Section A.

c. District Reports and Forms Management Committee

Classroom teachers shall be appointed to a District Reports and Forms Control Committee dealing with school-level paperwork and data collection affecting classroom teachers. The majority of the members of such committee shall be classroom teachers. D.T.U. shall appoint such teacher membership. The committee shall carry out its responsibility in accordance with Florida Statute 229.555. One copy of district-initiated forms developed for use or reporting by members of the bargaining unit shall be provided whenever practicable to the Committee Chairman prior to its distribution to members of the bargaining unit.

d. Duval Professional Development Advisory Council

Six classroom-teacher positions on the Duval Professional Development Advisory Council shall be filled by appointment of the Duval Teachers United.

The Duval County School Board shall make every effort to maintain a Teacher Resource Center during the term of this contract period. This center will include, but not be limited to, the professional library, media materials, AV production and editing, media materials, TEC, FLDRS and other teacher support services.

e. Safe Schools Task Force

The parties agree to establish an ongoing Safe Schools Task Force for the duration of this contract, in an effort to resolve/establish the following charges, including, but not limited to:

- (1) Schools must be safe havens where children can study and learn; and
- (2) The Code of Student Conduct for students; and
- (3) Anti-violence curricula and non-traditional teaching strategies to counter violence in the schools and the community; and
- (4) Violence-prevention training for school staff and victim support

systems to work with school personnel and others who are victims of violence, as well as the traumatized school community; and

- (5) Provision will be made for emergency two-way communication between the work site's administrative offices and outlying buildings or isolated classrooms; and
- (6) Parking lots for employees shall be enclosed by a security fence around the parking area; and
- (7) Leaves/transfers for employees in the event of a legitimate threat of an assault upon their life or the actual physical assault to the life of an employee.

The composition of the Task Force shall be 14 in number, with equal representation of the parties. It shall be provided sufficient resources, consultants, and staff as may be necessary to complete its assigned charge. Immediately upon ratification of this contract, the Task Force shall be implemented. At least once a year, thereafter, joint recommendation(s) shall be submitted to the President of DTU and the Superintendent for approval and implementation.

f. New and Innovative Programs Committee

When new or innovative programs impacting employment conditions are piloted at various schools or work sites, the DTU President shall be notified by the Employer and by waiver application of the innovating school's Shared Decision Making Committee.

A committee comprised of 12 members, six appointed by DTU and six appointed by the Employer, shall report the progress of these pilots to the DTU and the Employer on a quarterly basis.

Waivers or pilots established under section B (Contract Waiver and Oversight Committee) shall not be reviewed or monitored by the New and Innovative Programs Committee.

g. Shared Governance Committee

A Shared Governance Committee composed of members representing the Regional Superintendents, the principals and DTU will oversee the implementation of the Shared Governance Guidelines at the work site.

h. CAST Monitoring Committee

A committee comprised of equal number of DTU staff and DTU selected teachers and DCPS school and district administration that makes recommendations to the Collective Bargaining Teams for changes/adjustments in the CAST evaluation system.

D. Turnaround Schools

The parties agree that the District designated Turnaround Schools will continue to struggle as low performing schools without a systematic approach for supporting and providing resources to these schools. During the term of this Agreement, the parties agree to form a working group that, in conjunction with the Turnaround School Planning Group, will identify common barriers to reform that may be addressed in this Agreement. After mutual agreement through the bargaining process, decisions will be reached on how to best address the identified contract language. Possible solutions may entail a Memorandum of Understanding, removal or modification of identified contractual provisions, maintenance of provisions, or approving waivers, as needed, to better facilitate the work in these schools.

ARTICLE V – TEACHER’S RIGHTS

A. Non-Discrimination

1. The Employer will not discriminate against any applicant or employee in job assignment and employee/employer relations on the basis of age, sex, marital status, race, creed, color, national origin, handicap, or membership or participation in the normal activities of the DTU.
2. There will be no reprisal against any employee for processing a grievance or participating in the grievance process.

B. Discipline and Discharge

In the event an employee is reduced in rank or compensation, has a written reprimand included in the assessment file, is disciplined, discharged, terminated, or otherwise separated, such employee shall be given the reasons therefore in writing. It is agreed that for the purpose of this paragraph a verbal warning shall not be considered a discipline.

Employees may be suspended with pay. Employees may be suspended without pay only for just cause and only by action of the School Board pursuant to Florida Statute 1012.335. A committee comprised of representatives of the DTU and Superintendent recommended procedures to implement this subparagraph and recommended measures to reduce the number of employees assigned to the disciplinary center. These criteria and guidelines may be found in Appendix E.

When it is necessary for administrative staff or the Duval County School Board Police Force to take immediate disciplinary action against an employee during the workday, every effort shall be made to ensure that the employee is removed by administrative staff or the Duval County School Board Police in a discrete manner so as not to expose the employee, students, and colleagues to unnecessary duress.

When an incident involving the discipline of a teacher comes before the Professional Standards Committee, the teacher may choose to have a representative make a presentation of no more than five minutes to the Committee on his/her behalf. The five-minute limit may be extended upon the agreement of the Committee. The teacher representative will not be present during the Committee’s deliberation of the matter. It is understood that the teacher will not be present during the presentation or the deliberation of the disciplinary matter.

C. Progressive Discipline Policy

1. No appropriate administrators/supervisors shall reprimand or criticize an employee in the presence of the employee’s co-workers, students, or in the presence of parents of such students or others not directly concerned. When reprimand or criticism is deemed necessary, it shall be made in a private conference, with discretion and out of public view and hearing.
2. It shall be the objective of those taking disciplinary action, and of the

employees, that they handle their roles by conducting themselves through proper and professional decorum to avoid embarrassment.

3. An employee summoned to the office of a principal or appropriate administrator/supervisor, or any district-level administrator for an investigatory conference (initiation of questioning) or meeting which may lead to disciplinary action or discipline shall be advised that they have the right to Union representation or a witness of their choice. The administrator shall refrain from advising employees regarding union participation and necessity of representation for other groups, including but not limited to DCF and Law Enforcement. For matters not related to a safety issue which must be immediately addressed to mitigate further harm, if a Union representative is not available for the initially scheduled conference/meeting, the conference/meeting shall be rescheduled within a reasonable time period to a time when Union representation is available. The rescheduling shall in no circumstance result in an unreasonable delay. Employees are entitled to a fair and thorough investigation by the district or their administrator prior to receiving progressive discipline.
4. The employee shall be provided an opportunity to provide mitigation to the employer before a final recommendation is made to the Board for suspension or termination. Both mitigating and aggravating information will be considered for all disciplinary actions and may result in a lessor or more severe discipline recommendation. The employer shall comply with administrative procedures regarding the timeline and protocols for notification of discipline recommendations to the employee or his/her representative or shall result in deferral of the recommended discipline.
5. An employee who intentionally provides false information regarding another employee in the implementation of these procedures shall be subject to discipline.
6. If applicable, a civil service probationary employee may be demoted when, in the opinion of the appropriate administrator/supervisor, and subject to the terms of this agreement, the employee is no longer capable of performing in the current classification.
7. Civil Service employees with permanent status shall not be demoted, suspended without pay, dismissed, or have their compensation reduced as a disciplinary action, except for cause in accordance with Civil Service Rules. An appeal of such action shall be to the Civil Service Board.
8. There must be “just cause” to support disciplinary action at every level.
9. The following progressive steps must be followed in administering discipline, it being understood, however, that some more severe acts of misconduct may

warrant circumventing the established procedure. Factors which will be considered in determining what constitutes more severe acts include (but are not limited to) the following:

- Potential harm to the physical or mental wellbeing of a student, or students
- Aggressive behavior and/or use of physical force or use of aggressive force that exceeds what it reasonable to protect self or others from harm
- Failure to manage student behavior in class or while on campus
- Behavior that impairs the employee’s effectiveness in performing her/his duties, professionalism, and confidence in the eyes of the students and parents/guardians.

10. Upon recommendation of progressive discipline, the investigating administrator or district designee shall inform the employee that the recommended discipline constitutes progressive discipline subject to this agreement and subject to reporting requirements by law (including, if applicable, placement in personnel files and reporting to the Florida Department of Education).

- (1) Step I – Verbal Reprimand
 - The verbal reprimand is documented as employee discipline, however, no written memorandum is placed in personnel file
- (2) Step II – Written Reprimand
- (3) Step III – Suspension without Pay
- (4) Step IV – Termination

- For the purpose of this process, a verbal warning is not considered part of the disciplinary procedure.

The appropriate administrator/supervisor shall promptly provide any written reprimands to the employee. The employee shall have the opportunity to make a written response to the reprimand. A copy of the response shall be provided to the principal or appropriate administrators/supervisor and to the Chief Human Resource Officer.

11. For disciplinary actions related to employee job performance, an administrator must be able to document the pattern of employee behavior that warrants the disciplinary action/recommendation as well as the support provided to mitigate consistent with the district’s policies related to employee evaluations. Employees must be provided a reasonable amount of time for retraining (when possible) and assistance through the Growth Plan Process.

D. Harassment

1. Employees shall be free from unnecessary, spiteful, non-constructive criticism, complaints, or harassment by administrators and/or other persons. Counseling sessions dealing with complaints, feedback, and correction shall be handled by both management and employees in a professional manner, in a private conference out of public view and hearing. Anonymous complaints

will not be processed.

2. The Employer shall make every effort to ensure that employees shall not be subjected to harassment, abusive language, upbraiding, insults, or interference by a parent or other person in the performance of the employee's duties.

E. Personnel Files

1. Personnel files of members of the bargaining unit shall be maintained in accordance with Florida Statutes. Employees shall have the right to place written materials, such as commendations or summaries of achievements of noteworthy nature, in their personnel files.
2. When a request is made for access to an employee's personnel file under the Florida Public Records Law by any individual other than those authorized by Florida Statutes, the employee shall be notified at the employee's work location.
3. Except for materials pertaining to work performance or such other matters that result in discipline, suspension or dismissal under laws of this state, no derogatory materials relating to an employee's conduct, service, character, or personality shall be placed in the personnel file of such employee.
4. The term "personnel file" as used in this section shall mean all records, information, data, or materials maintained by a public school system, in any form or retrieval system whatsoever, with respect to any of its employees, which is uniquely applicable to that employee, whether maintained in one or more locations.

F. Processing of Complaints

When a complaint about an employee is received, the following procedure shall be followed:

1. Complaints, other than those investigated by the Superintendent, shall be investigated by the appropriate administrator who shall acknowledge, accept the complaint, and inform the complainant that the matter will be looked into.
2. The appropriate administrator shall confer with the employee, inform the employee of the complaint, receive the employee's explanation, and, if necessary, request the complainant to come in for a conference with the employee at a time mutually agreed upon by all parties.
3. The use of tape recorders or other mechanical/electronic/video devices is expressly forbidden unless all parties present agree to such use.
4. Twenty-four (24) hours' notice of any meeting to discuss a complaint from a non-supervisory person shall be given employees, and a statement of the reason for the meeting.

5. No administrative action, other than an investigation, shall be warranted or taken on the basis of an anonymous complaint.
6. Employees shall be informed of their right of Union representation. When Union representation is requested, and the employee is to be represented by the Union, the conference must be scheduled at a time when union representation can be present.

G. Student Discipline

1. Teachers and administrators should work together in a mutually supportive manner to maintain proper student conduct. Each teacher 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 Employer or school rules.
2. Any teacher shall have the right to send a student to the office, with a written explanation or referral, whenever the student is involved in an incident contrary to the established rules of conduct. The teacher will notify the office immediately when this action is taken.
3. To assist in the investigation of a serious incident, the teacher shall submit to the office a written account of the matter not later than the end of the school day on the day of the disturbance, unless impracticable.
4. The principal or his designee shall confer with the teacher regarding possible corrective action prior to the student's return to the classroom.
5. The teacher will receive from the principal or his designee an explanation of the steps taken along with any suggestions for working with the problem. Such explanation and suggestions shall be in writing if requested.
6. The teacher shall have the right to again send the student to the office whenever the student is again involved in a classroom disturbance.
7. In addition to the district-wide Code of Student Conduct, school rules shall be developed and reviewed as necessary by a committee made up of the school principal and teachers.
8. A continuous statistical record of student discipline cases will be maintained in a place and manner available to all staff to use as a basis for recommendations for administering discipline and the periodic revision of the school rules for conduct.
9. If a teacher is concerned with the manner in which behavioral problems are being adjusted, the matter shall be discussed in private with the appropriate administrator.

H. Disruptive Students

Teachers shall be protected from disruptive students in accordance with law and with procedures outlined in Appendix G of this Agreement.

I. Reporting

1. General Reports

- a. Employees shall be given reasonable time to prepare and submit required reports.
- b. Nine-Week Grades
Employees shall not be required to submit nine-week grades until 12:00 noon on the planning day for that grading period, excluding the fourth nine (9) week period. In order to assist employees with completing grades, every effort shall be made not to schedule meetings before 1:00p.m. on these planning days on which grades are due.
- c. Teachers in special scheduling configuration schools will be given at least 48 hours notification for submission of grade gathering documents when due before scheduled planning days. Every effort will be made not to schedule meetings or training during the week when grades are due in these schools to afford these teachers the time to complete grades.

2. Grades

All teachers, including ESE teachers, have primary responsibility and authority for giving marks indicating a student's progress in class, subject to the review of the principal of the school. This applies whether the marks being given are letter grades or S/N/U symbols. The principal also may request a review of the information recorded by a teacher which justifies the marks of a student. However, the marks given a student by a teacher are subject to modification only by the Superintendent of Schools. In the event such change is made, the Superintendent's directive will be reduced to writing and a copy provided to the teacher.

So that parents and students shall have access to grades in a timely manner in order to track academic progress, teachers shall place grades into the electronic gradebook system in a timely manner, but in no way more than ten school days, of the assignment due date or the administration of the exam.

Any task force or committee organized to review and recommend changes to the procedure for giving grades to students shall include representation from Duval Teachers United.

J. Personal Rights

The Employer shall be concerned with the non-school activities of an employee only when they interfere with the discharge of the employee's duties. The Employer

places the question of out-of-school/work location center activities on the part of employees purely on a professional and ethical basis. The question is placed entirely in the keeping of the conscience of the individual employee.

Teacher desks or file cabinets may not be searched arbitrarily or capriciously.

K. Employee Rehabilitation

Referral to or voluntary enrollment in an employee assistance program, or other rehabilitation programs, including but not limited to alcohol and drug abuse, shall not be made a part of or otherwise noted in the employee's personnel file. Such program participation shall not be used as proof or justification for any charges otherwise made against any employee.

L. Children of Employees

Employees shall have the option of having their children attend school at their work sites or the nearest appropriate school. Consideration may be given to space and racial balance.

Employees with children enrolled at schools with more than one (1) calendar shall have the option of which calendar their child shall be placed. Consideration may be given to space and racial balance.

M. Planning Books

The parties agree lesson plans ensure that all objectives are taught and occur in the natural developmental sequence of the curriculum. Teachers' planning books shall be available at their teaching stations. Occasional temporary collection of the planning books by the principal for review may occur.

N. Personal Errands and Tasks

No employee shall be required to perform personal errands or tasks for any supervisor, administrator, or other employee in any bargaining unit during work hours when such benefits are of a personal nature and are not job related.

O. Teaching Out of Field

Per Board Policy, teachers may be required to teach out of their certification area of instruction (out-of-field) according to the following procedures, if asked to teach out of field, teachers must agree to consent by signing the district's Out-of-Field Statement of Understanding and Agreement form. This document includes: a teacher consent statement to teach out-of-field; the methods by which the out-of-field requirement must be satisfied; and acknowledgment that they teacher must assume responsibility for all costs associated with meeting the out-of-field requirement. The form must also contain timeline information for meeting requirements as well as the employment consequences if the requirement is not met. This form is to be explained by the principal and signed by the teacher prior to out-of-field placement and instruction. Copies of the signed

document will be provided to Human Resources and the teacher.

P. Computer Monitoring

The Employer must advise the employee in writing or electronically, that they have the ability to monitor (real-time audio/visual feed) the employee while using their district-supplied computers and other electronic devices during use of district technology, software, and networks.

Q. Drug and Alcohol Abuse Policy and Procedures

The general intent of this provision is to assist the employer in determining if the employee is using alcohol or drugs or are under the influence of alcohol or drugs during the workday. The district shall not discriminate, discipline or discharge an employee solely upon the employee voluntarily seeking treatment, while under the employ of the employer, for a drug-related problem if the employee has not previously tested positive for drug use, entered an employee assistance program for drug-related problems, or entered a drug rehabilitation program. This shall not prohibit the employee from taking appropriate disciplinary action, as set forth below, for work-related allegations of impairment.

1. Definitions

- a. "Alcohol Abuse" means the use of alcohol or alcoholic beverages, on or off duty, which impairs or adversely affects the employee's ability to perform his/her job duties. The use or being under the influence of alcohol or alcoholic beverages on the job by School Board employees is strictly prohibited.
- b. "Drug Abuse" means the use of any controlled substance as defined in Section 893.03, Florida Statutes, as amended from time to time, not pursuant to a lawful prescription. The term drug abuse also includes the commission of any act prohibited by Chapter 893, Florida Statutes, as amended from time to time.
- c. "Illegal Drugs" means any controlled substance as defined in Section 893.03, Florida Statutes, as amended from time to time, not possessed or taken in accordance with a lawful prescription.
- d. Department of Health and Human Services (HHS) Mandatory Guidelines for Federal Workplace Drug Testing Programs" means those guidelines as printed in the April 11, 1988 Federal Register (53 FR11970), as they may be amended from time to time.
- e. "Reasonable Suspicion" means drug testing based on a belief that an employee is using or has used drugs in violation of the employer's policy drawn from specific objective and articulable facts and reasonable inferences drawn from those facts in light of experience. Among other things, such facts and inferences may be based upon:
 - (1) Observable phenomena while at work, such as direct observation of drug use or of the physical symptoms or manifestations of being under the influence of a drug.

- (2) Abnormal conduct or erratic behavior while at work or a significant deterioration in work performance.
 - (3) A report of drug use, provided by a reliable and credible source.
 - (4) Evidence that an individual has tampered with a drug test during his or her employment with the current employer.
 - (5) Information that an employee has caused, contributed to, or been involved in an accident while at work.
 - (6) Evidence that an employee has used, possessed, sold, solicited, or transferred drugs while operating the employer's vehicle, machinery, or equipment.
2. The employer may require an employee to submit to drug and/or alcohol testing under any of the following circumstances:
 - a. Whenever at least two (2) administrators have reasonable suspicion that an employee is using, under the influence of, or in possession of illegal drugs or alcohol while on duty; or that the employee is abusing alcohol or illegal drugs and the abuse either adversely affects his/her job performance or represents a threat to the safety of the employee, his/her coworkers, or the public.
 - b. Whenever an employee is involved in a serious accident or repetitive accidents involving personal injury or property damage, which could result in liability of or loss to the employer, including Workers' Compensation liability.
 - c. At any time within one year after an employee has been counseled or otherwise disciplined because of a problem with alcohol or illegal drugs, or has completed initial rehabilitation for a problem with alcohol or illegal drugs, whichever is later.
 - d. The employer shall promptly detail in writing the circumstances, which formed the basis of the determination that reasonable suspicion existed to warrant the testing and shall provide it to appropriate district staff. This writing shall be a part of any investigation involving the employer and shall be releasable upon completion of the investigation where allowable by law.
3. Testing Procedures and Results
No later than five (5) working days after receipt of a positive confirmed test, the employer shall provide such result to the employee.
4. Disciplinary Action
The following steps will be implemented for employees who test positive for alcohol/drug impairment at work or who refuse a directive to be tested upon reasonable suspicion:
 - 1st Offense – 10 Day Suspension and mandatory referral to EAP for treatment. Employee cannot return to work until they have completed an approved treatment plan and submitted evidence of treatment. Employee may use available sick leave, or other

allowable leave or his/her attendance shall be recorded as Approved LWOP.

- 2nd Offense – Termination

The employee shall be provided an opportunity to provide mitigation to the employer before a final recommendation is made to the Board for suspension or termination. Where appropriate, mitigation may include the proximity of time between incidents. Both mitigating and aggravating information will be considered and may result in a lessor or more severe discipline recommendation. The employer shall comply with administrative procedures regarding the timeline and protocols for notification of discipline recommendations to the employee or his/her representative.

Discipline actions shall be taken if false information is intentionally provided regarding an employee in the implementation of these procedures.

5. Cost

The employer will pay the cost of any laboratory tests, physical examinations or tests required by this article as well as transportation to and from any facility.

6. Investigations conducted pursuant to this section shall be done so in accordance with the protections and rights set forth in this agreement and shall include confidentiality and exemption from public records laws pending the conclusion of the preliminary investigation.

ARTICLE VI - EMPLOYMENT CONDITIONS

A. School Calendars

School calendars negotiated will be subject to renegotiation if and when either party to this agreement determines the calendars to be in error. Should either party make such a determination, the moving party must advise the other party in writing, defining the error(s) and requesting that renegotiation of the calendar(s) be initiated. Negotiations must begin within ten (10) workdays following receipt of the written notification.

Both parties agree that should the school district initiate a pilot calendar that differs from the traditional school calendar (four quarters, nine weeks each), a separate and appropriate school calendar will be negotiated beginning ten (10) days following notification by the School Board.

By mutual agreement, any or all of these calendars may be renegotiated.

DTU input will be sought prior to the implementation of any modified school year program. Any item in such a program which is a change that impacts school calendars, wages, hours, terms and conditions of employment of any employee(s) shall be negotiated prior to implementation.

Employees shall participate in establishing school calendars and shall be provided with information specifically identifying the work year for each employee.

B. Holidays

A calendar shall be negotiated by the parties.

C. Work Year

1. The employee work year, except for psychologists and 11 and 12 month employees, shall be one hundred ninety-six (196) days, commencing on the first day of preplanning, and ending on the last day of post-planning, six of which shall be paid holidays. They are as follows:

Labor Day
Thanksgiving
Winter Holidays (two days)
New Year's Day
Veteran's Day

The employee work year shall include ten (10) nonstudent days, four (4) of which shall occur immediately prior to the student school year and two (2) immediately after completion of the student school year.

2. DTU input will be sought prior to the implementation of any modified school year program. Any item in such a program which is a change that impacts

school calendars, wages, hours, and terms and conditions of employment of any members of the bargaining unit shall be negotiated prior to implementation.

3. The work year for any member of the bargaining unit may be extended additional days using an extended contract where a need to do so is recognized by the principal, where funds are available in the school budget to pay the employee, and where the employee agrees to work these additional days.

D. Continuous Service/Resignation

Any employee who has submitted a resignation effective prior to termination of a contract period may rescind such resignation up to two weeks (10 days) prior to the effective date.

After this time, the Employer may elect to rescind the resignation if no less than satisfactory marks were received on the last formal evaluation and the position has not been filled;

If the position has been filled, the employee will be given the next vacancy for which he is qualified.

E. Employee Workday

1. For the 180 student-contact days, the employee workday shall be seven and one-third hours, including lunch time on campus. If reports or other assignments are given to teachers, the scope shall be that they can reasonably be completed during the workday. All other workdays shall consist of seven hours on campus. Whenever the Employer determines the need to alter the starting and ending times of the school day to accommodate transportation requirements or other contingencies, the reporting times for employees shall be adjusted accordingly. Under normal circumstances, high school teachers will not be required to report more than ten (10) minutes before or remain more than twenty-five (25) minutes after the school day, nor shall the workday as defined in the Agreement be lengthened as a result of such alteration. Under normal circumstances, middle school teachers will report twenty-five (25) minutes before the school day, and remain ten (10) minutes after the school day.
2. A daily lunch period free from assignment shall be provided for all regular full-time employees. Every effort will be made to provide a thirty (30)-minute employee lunch period; however, the length of the lunch period free from assignment shall be no less than that provided to students in the employee's assigned school. The lunch period free from assignment shall be guaranteed to each employee except in the case of a clear and definite emergency. In any school not provided a thirty (30)-minute employee lunch period, the faculty may submit to the principal a thirty (30)-minute lunch-period plan for his/her consideration. Teachers may leave the campus during the thirty (30) minute

lunch period, with prior approval of the principal or designee. Teachers may take one hour for lunch on planning days.

3. Employees may be required to attend up to twelve (12) faculty or in-service meetings each contract year; the total time for all such meetings shall not exceed eighteen (18) hours of employee time per contract year.

This time may be used in increments of thirty (30) minutes, up to a maximum of ninety (90) minutes during any workday. These meetings (up to twelve (12)) may be held before or after the student day. Meetings held before school shall begin no more than sixty (60) minutes before the student day and may not exceed sixty (60) minutes in duration. Meetings held after the student day shall begin immediately thereafter. No faculty meeting shall exceed ninety (90) minutes.

In-service meetings may not exceed ninety (90) minutes unless the approved school-based in-service training plan requires additional time, up to a maximum of three (3) hours per day. Such an in-service training plan must be approved pursuant to the individual school shared-governance plan. Such an in-service plan must also support the school improvement plan and standards-based instruction. District guidelines for the development of the in-service training plans will be agreed to mutually between the parties and disseminated to the individual schools during preplanning. Personal leave may be taken on in-service meeting days only for religious holidays, weddings, or bereavement (see Article IX D.).

At least a one-day notice shall be given, except in case of emergency, before any meeting. If an emergency is first determined to exist by the Superintendent, the number of faculty meetings may be increased. Only one (1) meeting may be conducted on any workday, except for an emergency.

Official minutes for faculty, in-service, and official committee meetings shall be kept and made available to the faculty. Should the principal not have clerical staff available for keeping such minutes, a member of the bargaining unit selected by staff shall do so.

4. Employee attendance at all assignments or meetings, other than during the regular campus workday and/or faculty meetings, shall be a professional responsibility, but at the option of the individual employee; except that employees may be required to attend an open house for parents and two (2) other assignment or meetings during the school year.
5. Nothing in this Agreement shall be construed as a limitation on the parties' rights and obligation under Article VIII.

F. Summer-School Workday

The summer-school teacher's workday shall be six (6) hours on campus including lunch and, in addition, whatever off-campus time the teacher deems necessary to adequately prepare for the educational program such as preparing lesson plans, grading papers, and securing library materials. The workday for members of the bargaining unit employed in "summer writing" positions shall be six (6) hours including lunch. The workday for ROTC instructors participating in a summer camp who supervise students full time at the camp will be 7 ½ hours.

G. Four-Day Week/Flexible Work Schedules

1. The parties shall discuss the need for establishing a four-day workweek prior to implementation of a four-day workweek. In the event the Employer determines that a change in the length of the normal workday for a certain classification of employee is necessary, it will negotiate the impact of the change. Employees affected shall be given no less than three weeks' notice of the changed schedule.
2. Employees shall be entitled to three days off at the completion of the four-day workweek.
3. Flexible work schedules are encouraged and may be developed for both school- based and district employees upon mutual agreement of the Parties.

H. Teaching Load

Every effort shall be made at the beginning of the school year or semester to provide for an equitable distribution of regular education students on any grade level or specialized area in the elementary schools and by subject and level in the secondary schools with respect to class size, discipline history, and ability levels. While reasonable efforts should be made to maintain distribution levels as much as possible throughout the year, it is understood that mobility factors and the timely accessibility of student information will impact distribution equity. The school principal, with input from classroom teachers, shall have the authority and the responsibility to provide for the foregoing provisions.

I. Teaching Preparations

The parties agree that the Employer has the responsibility, from time to time, of preparing and promulgating teaching schedules for its teachers.

In secondary schools, within a department, every effort shall be made to schedule so that all members of that department will teach at least one (1) class of their choice and every effort shall be made to minimize and/or reduce the number of preparations each member of the department 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 four (4) different preparations or any combination to exceed four (4) preparations

in secondary schools, unless:

1. The teacher consents to teach more than specified above, or;
2. The above limitations to any particular teacher(s) would create an unusual difficulty in scheduling within a school or create unusual hardships on students.

"Preparations" as used herein shall be construed to mean any different grade level, course title, subtitle, or specified level. It shall not be construed to mean different student ability levels with a grade level, course title, subtitle, or specified level.

Employees at each school shall not be required to teach six (6) periods without Employer action. Should such action be taken by the Employer, the Employer agrees to negotiate salary and working conditions for the additional period prior to implementation.

J. Class Interruptions

To enhance the learning process, classes shall not be unnecessarily interrupted.

K. Summer-School

Assignment to summer-school positions shall be based upon the following criteria, in order of priority:

1. All teachers placed in a summer academic program must meet all certification requirements and be highly qualified or licensed as applicable.
2. All teachers placed in a summer academic program must have at least an overall Effective evaluation for the current year. If final summative evaluations are not available, eligible teachers must have a Principal Evaluation score of 50 or greater and not have an Unsatisfactory rating in Domain 3, Instruction or multiple "Unsatisfactory" ratings in any other area..
3. Teachers placed in a summer academic position must have experience in producing learning gains for students identified as Level I or Level II. Percentage of students moving out of the lowest tiers in Achieve 3000 (grades 4-10) and iReady (Reading – grades K-3, Math – grades 4-10) shall be used to determine learning gains when state data is unavailable.
4. Teachers at the host schools will be given priority for placement over all other teachers if they meet the credentials established herein.
5. For secondary school applicants, the teacher must have taught in the subject area in the year immediately preceding the summer term.
6. Teachers currently teaching in a primary position at the elementary level will have priority assignment to teach a primary summer academic position provide they meet the credentials established herein.
7. Teachers currently teaching in an intermediate position at the elementary level will have priority assignment to teach an intermediate summer

academic position provided they meet the credentials established herein.

L. Appearance

1. The code of appearance is intended to provide guidelines for acceptable apparel and appearance for employees. It is each employee's professional obligation and responsibility to dress in a manner that reflects the Code of Appearance.
2. Using the school site identified process for shared decision making, any school may choose to adopt a School Code of Appearance exceeding the minimum standards of appearance included in the District Code. Documentation of the staff consensus will be included in the minutes of the meeting(s).
3. District Code of Appearance
It is each employee's professional obligation and responsibility to dress in a manner that:
 - a. Reflects their position as a positive and respectable role model for children by meeting the general code of appearance for students (1- 9), except that expectations for teacher appearance shall be negotiated when the general code of appearance for students is changed.
 - b. Is practical for performing work duties and responsibilities; and
 - c. Includes clothes selected with safety in mind relative to the employee's work assignment and duties.
4. Guidelines added as the result of shared decision-making at a school shall become a part of the code of appearance for that school. It is the responsibility of the principal or respective responsibility center administrator to confer individually with any employee when questions arise relative to the appropriateness of an individual's attire.

M. Clean and Safe Conditions

1. The Employer shall provide clean classrooms, restrooms, work areas, cafeterias, and other facilities used by employees subject to reasonable limitations. The employee shall make all reasonable efforts to maintain her/his work area in safe condition, including reporting observed needs to the principal or her/his designee/ appropriate administrator. Each employee shall be furnished a safe place of employment as defined in the laws of Florida and the United States, specifically Florida Statutes 235.06, and the Florida Worker's Compensation Act, Florida Statute 440.56, which states:

"Every employer, as defined in F.S. 440.02, shall furnish employment which shall be safe for employees therein, furnish and use safety devices and safeguards, adopt and use methods and processes reasonably adequate to render such an employment and place of employment safe, and do every other thing reasonably necessary to protect the life, health, and safety of such employees. As used in this section, the terms 'safe' and 'safety' as applied to any employment or place of employment shall mean such freedom from danger as is reasonably necessary for the protection of the life, health, and safety of

employees or the public, including conditions and methods of sanitation and hygiene. . . "

2. Employees are responsible for the security and safety of students, but should it become necessary for a school to be placed under the control and management of an outside agency, employees shall not be required to serve as security personnel.
3. In the event of a bomb threat, employees shall not be required to re-enter an evacuated building to search for a bomb.
4. Employees shall not be required to serve as security personnel for the purpose of the search and/or seizure of unauthorized goods brought into a school by students.
5. Tobacco Free Schools
In order to safeguard the health and safety of employees and students, the use of tobacco products at any school site is prohibited. "School site" shall be defined as any building used for pupil attendance, or part thereof, and the grounds upon which such building is located. "Tobacco products" shall be defined as all lighted tobacco products, including but not limited to cigarettes, cigars, pipe tobacco, and all smokeless tobacco products, including but not limited to snuff and chewing tobacco. As a part of the Employee Assistance and Wellness Programs, any employee desiring to participate shall be provided a smoking cessation program at no cost to the employee.
6. A committee, with joint membership from DTU and DCPS, will review the existing District Crisis Management Plan to determine if it addresses the current safety concerns of employees.

N. Field Trips

Field trips approved by the school principal shall be considered an assigned duty when the activity occurs within the limits of the normal school day. Work performed on field trips that extend beyond the normal school day shall be voluntary.

It shall be the school-principal's responsibility to provide for coverage of classes of employees who are on approved field trips; provided, however, that if employees are utilized to cover the classes of those participating in an approved field trip, such assignment shall be rotated among classroom teachers.

Teachers on approved field trips will not be considered on leave and will not be required to file leave forms.

Teachers in ESE classes may request that the paraprofessionals assigned to their classes participate in ESE field trips. Such request shall not be unreasonably denied.

O. Salespersons

1. In no event are salespersons to disturb employees while at a work location, or while involved in work-related activities, except as part of the employee's assigned duties.
2. Attendance at any presentation given by a salesperson shall be voluntary. If such presentation is in conjunction with any other meeting, it shall be scheduled at the end of the meeting.

P. Student Transportation

No employee shall be required to transport a student in his personal automobile. In the event a principal requests any employee to transport students in his personal automobile and such employee so agrees, authorization shall be in writing. In that event, the Employer will hold such employee harmless for claims or damages to persons or property arising out of, or directly related to, the use of such automobile for the transportation of such students within the limits of liability set forth in subparagraph (5) of Section 768.28, Florida Statutes.

Q. Medical Examination

Medical examination or X-rays shall not be required of any member of the bargaining unit except:

1. Those prerequisites for employment.
2. The Employer may, at its own expense, with good cause, require a member to submit to a physical or psychiatric examination. At all times, the choice from among state-licensed physicians and psychiatrists shall be made by the member from a list consisting of not less than three (3) physicians or psychiatrists approved by the Board. The results of such examination shall be placed in member's assessment file with a copy provided to the employee.
3. The employee shall have the right to seek an additional opinion or judgment from a state-licensed physician or psychiatrist of the member's choosing at his own expense. The additional opinion or judgment shall also be placed in the employee's assessment file.

R. Elementary Relief Break

Elementary teachers who need a restroom break shall follow a procedure included in the faculty handbook, including: First, notify a nearby faculty member and ask them to monitor the class; and secondly, if necessary, notify the principal or a designee who will arrange for a classroom monitor.

S. Teaching Supplies

Members of the bargaining unit shall not be required to furnish supplies at their own expense. In addition, the employee shall not be required to furnish materials for the implementation of District or school instructional mandates.

When equipment is purchased in quantity for classroom use by the District, i.e., audiovisual equipment, computers, etc., members of the bargaining unit will be included in evaluating and/or writing specifications, in order to insure that such

equipment meets the needs of the classroom. When purchasing a specific item of equipment for a specific classroom, the member of the bargaining unit whose responsibility it is to use the equipment shall provide input into the selection of the equipment prior to its purchase.

T. Interns

Any employee with three (3) or more year's satisfactory experience shall have the right to request the assignment as supervising employee for an intern, or any other preservice student and the right to recommend the non-assignment of interns.

At least ten (10) days prior to the date an intern is scheduled to report to the school center, the employee shall be notified when the intern is expected to report. Employees who have interns shall be given available background information, objectives, program requirements, other expectations, and the projected schedule for the intern.

U. Substitute Teachers

Employees shall notify the Employer of their absence as soon as possible by calling the automated substitute system, which shall fulfill the responsibility of the Employee. In the event of a planned absence, the Employee may register within the automated system up to 30 days in advance of that absence.

Nothing in this article shall mean that a teacher may willingly leave a classroom unsupervised. Members of the bargaining unit shall not be required to act as substitutes for other members of the bargaining unit except as a last resort in an emergency situation.

V. Check-In Procedure

As professionals, teachers are expected to devote to their assignments the necessary time to fulfill their responsibilities. They, however, shall not be required to use time clocks but will be required to sign in and out during the normal workday. However, the purpose of check-in is to determine an employee's presence in the building. Signing in shall be defined as initialing the check-in form.

W. Faculty Funds

All profits received from vending machines located in the faculty lounge shall be placed in a designated school fund.

The faculty may elect a committee to assist the school administration in administering the school fund. The fund shall not be used for any purpose that would be in conflict with Florida State Law. The fund shall be subject to audit by the Employer.

X. Building Supervision

No member of the bargaining unit shall be involuntarily appointed by the principal to be in charge of the school center in the principal's absence

Y. Resource Teachers

1. Resource teachers in the areas of art, music, and physical education shall be regarded as regular classroom teachers and shall have the same responsibilities as any other teachers in the area of discipline.
2. Every effort shall be made to place all resource teachers (art, music, physical education, media, etc.) in schools before any other person is employed for those positions.
3. Elementary resource teachers in the areas of Art, Music, Physical Education, and Media shall:
 - a. be a part of the School Resource Scheduling Committee involved in the creation of school resource schedules for their respective subjects.
 - b. be provided transition time of at least 5-10 minutes between classes on the resource schedule.

Z. Exceptional-Education Teachers

Teachers of exceptional education classes who perform required travel are eligible for mileage reimbursement as provided elsewhere in this contract.

Teachers of exceptional education classes may request articulation of students assigned to their classes. Such requests shall be according to the Duval County District Procedures for Exceptional Student Education document approved by the Florida State Department of Education.

Teachers of exceptional education classes shall not be required to dispense medicine to students.

If a teacher of exceptional students is required by the principal to accompany the class to lunch, and remain with the class during the students' lunch period, the teacher shall be given a thirty-minute duty-free lunch.

Where possible, and if appropriate, exceptional education classrooms should have running water and a restroom.

Principals should provide some release time for exceptional education teachers to prepare for IEP writing/conferences based upon the complexity of the needs of the exceptional students being served.

AA. Resource Periods and Planning Time

The Employer and the DTU agree that adequate planning time is important to the improvement of the quality of education and should be encouraged and focused on professional activities. Professional activities, for the purpose of this article, include teacher initiated activities such as individual and common planning, collaborative planning, beginning teacher activities, observing model classrooms, school improvement and other committee work, tutoring, research, academic counseling of

students and parents, communicating student academic progress to parents, supervision of students, developing individual education plans (IEP.) for students experiencing academic or behavioral problems, peer teacher programs, coordinating follow up academic assignments for student absentees due to illness or assignment to hospital home-bound or other special programs, i.e. ISSP.

1. School principals should form a teacher resource scheduling committee that includes resource teachers or some other method of receiving and discussing input from classroom, resource, and ESE teachers when developing the resource teacher schedule. Because of the implementation of the extended day kindergarten, kindergarten classes should be given the same time allotment consideration as other primary classes when developing classroom resource schedules at individual schools. The schedule must include planning time for each teacher in accordance with the following requirements.
2. Elementary Schools
 - a. Elementary teachers shall not be required, except as part of a professional development plan, to accompany their students during periods when the students are being taught by a certified resource teacher (art, music, physical education, library, etc.). Such periods shall be used for professional activities as defined in this article.
 - b. The school day shall be scheduled so as to normally provide all classroom teachers, including Pre-K teachers, forty (40) minutes for professional activities before the student day begins, within the current workday. The employer agrees to meet with DTU by December, 2017 to look into the possibility of providing additional planning time for Pre-K teachers.
 - c. Resource teachers, media specialists, and guidance counselors shall have forty (40) minutes of scheduled planning time daily, during the work day (or its equivalent in larger blocks of time throughout the week), in addition to lunch.
3. Elementary Common Planning
 - a. Effective 2015-2016 each elementary teacher, (including Art, Music, Media, Physical Education, Coaches and Guidance Counselors) shall be provided a minimum of two resource/planning periods per week of not less than 45 minutes.
 - b. One of the planning periods each week shall be used for administratively directed professional activities and one shall be used for teacher initiated professional activities. Such resource/planning periods shall be in addition to the non-student planning time before the student day.
 - c. Additional resource periods, if any, shall be used for teacher initiated professional activities, unless otherwise approved by the waiver process.
 - d. By May 15 of each year, the principal shall engage the school's Shared Decision Making Team (through the Shared Decision-Making process),

to include representation from the school's resource teachers, regarding the use of the administratively directed time and shall submit a plan to the district's Human Resources department indicating how the time will be used.

- e. The district shall provide each school with funds to hire supervisory personnel to cover teacher duty during planning time before school and stand cafeteria duty. When the school's supervision schedule requires teachers to rotate after school to cover student dismissals, such schedules shall be made in an equitable manner, on a rotating basis, and shall include all instructional personnel.
- f. If the district's budget allocation for a given academic year falls below the minimum of two resources per week and PT funding for personnel to cover morning and cafeteria duty, this provision shall not be in effect.
- g. If teachers are assigned morning duty, this provision shall not be in effect.

4. Secondary Schools

In secondary schools that have an A/B schedule with 90 minute periods, each teacher, media specialist and guidance counselor shall be provided four 90 minute planning periods each week for teacher initiated professional activities. Professional activities, for the purpose of this article include, but are not limited to, teacher initiated activities such as individual and common planning, collaborative planning, professional learning community activities, beginning teacher activities, observing model classrooms, school improvement and other committee work, tutoring, research, academic counseling of students and parent, communicating student academic progress to parents, supervision of student, developing individual education plans (I.E.P.s) for student experiencing academic or behaviors problems, peer teacher programs, coordinating follow up academic assignment for student absentees or ISSP.

Additionally, one 90 minute planning period each week shall be used for administratively directed professional activities.

- 5. Where supervisory services must be provided in a school, duties shall be assigned in a fair and reasonable manner, which may necessitate rotating duties to assure equitability of assignments.
- 6. Because the parties acknowledge the importance of allowing teachers to have sufficient instructional time with students, and sufficient planning time, any teacher volunteering to prepare special/decorative materials for the school shall only be required to use class time or planning time for such activities where a class is specifically organized and students are given credit for that purpose.
- 7. The parties acknowledge that some organizational meetings during pre-and post-planning are necessary. However, to the greatest extent possible, pre and post-planning time shall be reserved for teacher- initiated individual and

group planning.

BB. Dual Enrollment

Employees teaching in programs for students with dual enrollment between the School Board and an outside agency shall only be required to report to and be evaluated by the DCSB.

CC. Posting

The following shall be posted in a timely manner bi-monthly on the bulletin boards (except as noted) in each school/work location and on each floor of each administrative building:

1. Test Date Announcements
2. Course/Training Opportunities
3. PERC notices (as required by PERC)

DD. Child Care Programs

Childcare programs for children of employees are encouraged at school/work locations where feasible.

EE. Traveling Teachers

Traveling teachers are those who are not assigned a dedicated classroom of their own due to limited space. If traveling is necessary within a subject area, traveling status should be rotated. In order to facilitate optimum conditions for instruction, traveling teachers should, to the greatest extent practicable, be provided the following:

1. A quiet, secure space that contains a desk and filing space;
2. Storage space within the classrooms used for instruction;
3. A designated bulletin board and/or chalk or white board in the classrooms used for instruction;
4. An appropriate cart to transfer materials;
5. Supplies needed for instruction to the same extent as other teachers and those unique to traveling teachers.

FF. Self-Reporting

Employees shall self-report within forty-eight (48) hours to their principal or to Human Resources any arrests, charges, conviction, finding of guilt, withholding of adjudication, commitment to a pretrial diversion program, or entering of a plea of guilty or Nolo Contendere for any criminal offense other than a minor traffic violation that occurs outside the State of Florida or any active investigation by the Department of Children and Families or a like agency for abuse against a minor.

ARTICLE VII - ASSESSMENT / PROFESSIONAL DEVELOPMENT

A. Employee Evaluation

1. The Employer standards, procedures, and forms for evaluation of a teacher are cited in the Collaborative Assessment System for Teachers (CAST), which is the agreed upon evaluation tool for teachers. The CAST Manual shall not be modified without appropriate collective bargaining. Each principal or evaluation supervisor will be provided with copies of the forms and Employer standards and procedures to be used in employee evaluation.
2. The standards, procedures, and forms shall be made readily available to all members of the bargaining unit and shall be explained by the evaluator upon request.
3. All members of the bargaining unit shall receive in-service on standards, procedures, and forms relating to the formal assessment instrument by which they will be evaluated.
4. The formal evaluation form will be signed by the evaluator who shall be an administrator, supervisor, or managerial employee.
5. Prior to any final unsatisfactory rating, the Principal/Supervisor shall follow the procedures set forth in the CAST Manual.
6. The official evaluation form shall provide the option for comments by the member and an opportunity for the member to describe the learning environment of the classroom including but not limited to class size, number of preparations, learning level or grouping of students, and a record of contributions the member makes to the school program beyond the regular teaching assignments. The employee may attach other comments to the form or send the comments directly to the Division of Human Resource Services.
7. A copy of the official evaluation, as intended to be placed in the assessment file, shall be provided to each employee at the time the signature of the member is affixed.
8. “Held Harmless”
In order to ensure teachers whose students take the new Florida Standards Assessment (FSA), other state and district EOC’s, district developed assessments, or any other assessments use to determine student growth are not adversely impacted during the initial implementation of the new state assessment, all instructional employees will be “held harmless” on the student performance measure of their summative evaluation during the 2014-2015 school year. The district and DTU shall further define “held harmless” upon receipt of guidance from FLDOE.

9. Continuing Evaluation CAST Committee

A CAST committee with equal representation from the district and DTU will be responsible for reviewing and recommending revisions to the assessment system, including training, on an annual basis.

B. Beginning Teacher Program

Beginning teachers shall be entitled to all the rights and privileges of this contract, except as modified by Florida Statute.

Funding shall be allocated to provide substitutes for up to 10 days for each school year, for the release of beginning teachers and/or peer teachers participating in the program. These days are to be assigned by the principal to be used to observe, counsel, and to support other Beginning Teacher Program activities.

Employees enrolled in the Beginning Teacher Program shall not be required to sponsor clubs or serve as coaches.

C. In-service Days for New Teachers

Members of the teachers bargaining unit who are in their first year of employment with the Duval County School District and placed under contract at the beginning of the school year will be required to attend no more than two days of in-service training outside the normal work calendar.

As part of the in-service program provided during these two days, Duval Teachers United will be allotted a reasonable period of time on the program for the purpose of sharing information. The Duval Teachers United may make recommendations to the Superintendent regarding the planning of the in-service program. The time allotted for this purpose will be by mutual agreement of the Superintendent of Schools and the president of Duval Teachers United.

Compensation for the in-service training is included in the base pay of the employee's salary schedule.

D. In-service Programs

1. Stipends

With the exception of in service programs scheduled under Article VI E 3, a stipend shall be paid to teachers participating in required in-service programs scheduled at times other than regular duty hours in accordance with the article on Compensation.

2. Faculty Meetings After Regular Duty Hours

Faculty meetings after regular duty hours may be used to conduct required in-service programs which support the school improvement plan, standards – based instruction, and the professional development plan as approved pursuant to the individual school shared governance plan.

3. **Release Days**
When release days are provided in the calendar by the Board for in-service, employees' total planning time, including pre- and post-planning, shall not be materially reduced because of the implementation of the release days. The Professional Development Plan referred to in #2 above shall include plans for the professional activities for early release days.
4. For the term of this Agreement, Red Cross/CPR training for coaching certification shall be furnished by the District at no expense to the Employee.

E. Vocational Certification

Vocational trades teachers shall be required to obtain industry certification as well as Florida professional certification by the beginning of 2002 - 03. A committee appointed by the DTU and the administration shall determine the specific certification required for each teaching area.

ARTICLE VIII - TRANSFERS / SURPLUS

A. Employee Transfer

1. Voluntary Transfer

Voluntary transfer requests will be processed after special needs of the Employer such as, training, and experience, Title I Comparability, and extracurricular activities have been met. The following guidelines will be used:

- a. Employees who wish to make application for transfer, including transfers when there is a staffing of a new facility or when the major role of a facility is altered, shall submit their request in writing to the Division of Human Resource Services on or before April 1.
- b. Application will include a request for up to four (4) schools in order of preference or a selection of one of the organizational regions, and two (2) subject areas and a designation of primary and/or intermediate at the elementary level. Only those areas in which the employee is certificated will be considered.
- c. A list of known vacancies shall be available on the District website one week following the completion of the spring school budget process. The electronic vacancy list, by school with grade or subject area, will be updated continuously as positions are added or deleted.
- d. Vacancies shall be open solely to transfer applicants until May 1. Thereafter, transfer applicants shall be eligible for vacancies along with other applicants. Employees desiring to amend their original transfer request must contact the Division of Human Resource Services prior to June 1.
- e. New employees shall have the option to request a voluntary transfer placement after two (2) years and eleven (11) months. Employees who have received voluntary transfers within the last two (2) years and eleven (11) months will not be eligible for voluntary transfer. This limitation does not apply to teachers teaching out of their field of certification or to teachers involuntarily transferred within the past two years. Application to transfer after the two (2) year eleven (11) month period may be made prior to the transfer eligibility.
- f. When more than one applicant meets the above criteria, seniority as defined elsewhere in this contract will be the determining factor.
- g. All voluntary transfers shall be subject to the approval of the receiving principals. The losing principal shall be informed of the transfer and may request a review of the transfer by the Regional Chief on the grounds that such transfer would be detrimental to the program of the school.
- h. Employees who do not receive voluntary transfers shall be notified of the reason in writing upon request.
- i. The seven (7) most senior teachers (utilizing Duval total seniority)

requesting a transfer to an individual school shall be guaranteed at least one interview by one principal on whose list(s) the teachers' names appear.

2. The Employer and DTU agree that the law commonly referred to as the Student Success Act in Chapter 1012, Florida Statutes requires negotiated language regarding employee Transfers, Surplus and Reductions in Force based on educational program needs and performance evaluations of employees within the affected program areas. Upon approval of rulemaking by FLDOE regarding the same, the parties shall negotiate in good faith the provisions set forth in the Act by the required deadlines, currently required by July 1, 2014 or as later amended.
3. Facility Closing
Employees with ten (10) or more years of seniority, and facing displacement as a result of a facility closing shall be transferred to existing facilities of their choice, where vacancies exist, prior to consideration of other applicants
4. Staffing of New Facilities
Employees who apply for transfer, including staffing of a new facility, shall submit the request in writing to the Division of Human Resource Services on or before March 1. Employees shall be selected for the new facility in the following order of priority:
 - a. Approximately half of the staff of the new school shall be drawn from surplus staff at the feeder school(s).
 - b. Volunteers for transfer from the feeder schools shall be placed in order of seniority for interviews with the principal.
 - c. Members of the bargaining unit who are surplus from the feeder schools and are identified in accordance with surplus procedures and have ten (10) or more years of experience shall be placed in the new facility first. Other surplus (transfer) employees from the feeder schools will then be placed.
 - d. The remaining positions will be staffed with administrative and voluntary transfers, and returns from leave teachers, according to the transfer procedures as in Section A 1, and other provisions of this agreement.
 - e. New hires shall be placed in new schools only when the above procedures do not produce adequate staff.

These procedures may be modified for schools with special missions or needs upon review and agreement by a committee appointed by the DTU and the Superintendent.

- B. Compensated Supplemental Positions
Vacant supplemental positions shall be posted on the faculty bulletin board whereby

employees may request consideration for assignment to a supplemental position within their same school whenever one becomes vacant.

C. Seniority

District seniority shall be determined by total (Duval) service with the Employer as a member of this bargaining unit except as cited below. Where total service is equal, continuous service shall be the next determining factor. An approved leave of absence shall not count as service with the Employer for seniority purposes unless the employee has worked one day more than half the contract year in which the leave was granted. An approved leave of absence shall not break continuous service.

Where total and continuous service are equal, the current hire date shall be the determining factor. The current date shall be the last date of hire to a position in this bargaining unit without a break in service. Where current hire date is equal, the date of application to the position of latest continuous service shall be the determining factor.

Total service shall be used for seniority purposes only when an employee has completed three (3) years of continuous service. Seniority ranking for an employee without three (3) years of continuous service shall be continuous service, current hire date, and application date.

D. Reduction in Force/Recall

1. Identification

If a reduction in members of the bargaining unit should be necessary due to budgetary reasons, those on Annual Contract shall be considered first. The criteria in priority for determining who shall be retained or recalled shall be certification, satisfactory performance and seniority as defined in this contract.

Employees on leave will be considered with active employees when making the above determination.

When a member of the bargaining unit is subject to RIF, he/she shall be informed of that action, in private, by an appropriate administrator.

2. Notification

Persons on the recall list as the result of RIF shall be responsible for notifying the appropriate Human Resource administrator in writing by January 15 of each school year following the RIF of their availability, their current mailing address, and their current telephone number, and for providing a copy of the current and valid, Florida Educator's or Duval County Certificate.

In addition, persons on the recall list, as the result of RIF shall immediately notify the appropriate Human Resource administrator in writing of any change in their current mailing address or in their current telephone number, and of any change in status relative to their Florida Educator's Certificate.

Any person on the recall list as the result of RIF not notifying the appropriate Human Resource administrator in accordance with the requirements of this subsection shall forfeit their rights to recall.

3. Assignment

The Division of Human Resources shall be responsible for up to three school years after the RIF for notifying personnel on the recall list of openings in their areas of certification. Such notification shall be to the most current address and phone number on file and only to personnel who have notified HR in accordance with the provisions of subsection 2. above.

When an employee is reassigned (involuntarily transferred) to another position due to this RIF procedure, every effort shall be made to return the employee, at his/her option, to the previous position.

4. Notification of DTU

In order to assist DTU in responding to questions from their membership, any list of personnel to be RIF'd shall be supplied to the DTU.

5. Continuous Service

For seniority purposes only, an employee who is terminated due to a reduction in force and who is subsequently rehired shall have his/her service considered as continuous and without break. An employee terminated due to a reduction in force for either the 1990-91 or 1991-92 school years, or both, shall have such service connected to the subsequent school year and considered as continuous. Agreement to this provision by both parties shall not affect placement for the 1992-93 school year.

6. Counseling

If a reduction in force occurs, the employer shall provide the affected employees with job counseling and placement services, as required by law.

E. Surplus and Other Involuntary Transfers

1. Identification of personnel for surplus assignments shall be in accordance with state law. Surplus positions are identified by certification, teacher performance as determined by teacher growth scores from the approved instructional district evaluation system, and seniority. Adherence to the teaching load language (Article IV:H) is to be enforced in order to provided equality in the execution of surplus language.

2. a. At the discretion of the Superintendent or designee, personnel who are in unique programs or who meet special needs may be exempt from surplus consideration.

b. Positions which may be considered for exempt status must be those that require:

(1) Special certification; or

- (2) Special national, state or district training which would require a replacement to be away from the students for an extensive period of time; or
 - (3) Special national, state, or district training that is periodic and not readily available; or
 - (4) Special national, state, or district training that is too expensive to duplicate.
- c. Some such positions are band directors, head coaches, and athletic directors.

Employees who were involuntarily transferred to their present positions shall be exempt from surplus consideration for the following school year.

- 3. Teachers who are being required to participate in a professional growth plan that will continue to the next school year will not be reassigned to a “D” or “F” school for the following year.
- 4. Surplus or Other Involuntary Transfer Exemption of DTU Chairpersons
 - a. Elected DTU Building Chairpersons shall be exempt from surplus or other involuntary transfers unless required by law. The DTU Building Chairperson shall be exempt in order to provide continuity of representation
 - b. DTU will provide and maintain a current list of Building Representatives and be responsible for filing a list and/or updated list, with the Division of Human Resource Services. Further, each principal/appropriate administrator will be provided the name of the current building representative(s).
- 5. After identification of the surplus areas, volunteers shall be sought from the appropriate group or certification area. Volunteers shall be selected to the extent allowed by the provisions of subsections 1 through 5 of this section. Teachers who volunteer must so notify Human Resource Services and their principal in writing.
- 6. After the above criteria have been met, teachers with the lowest growth scores (3 years average when available) and least seniority within the school district will fill the surplus positions. For the purposes of surplus ranking, teachers with no growth scores shall be placed on the surplus list above all other school site personnel.

Within the certification area requiring, the employee with the lowest growth score will be the first to be released; the employee with the next lowest growth score will be the second to be released; and reductions shall continue in a like manner until the needed number of reductions have occurred, If two (2) employees have the same growth score, the employee with the least seniority shall be surplus.

7. Upon review and verification with Human Resource Services, the principal will provide the initial notification to teachers who have been declared surplus as soon as the surplus status has been determined.
8. The Division of Human Resource Services will be responsible for notifying surplus teachers of their new assignments.
9. Every effort shall be made to reassign surplus teachers, at their option, by October 1, to their original school site, if the position from which they were declared surplus is reinstated. Teacher performance will be considered before reinstatement to the original school site.
10. Any involuntary transfers involved within feeder pattern programs must be done on a case-by-case basis. The appropriate Assistant Superintendent and the President of DTU shall mutually agree upon all transfers. Should those parties not be able to agree on the appropriateness of a transfer, the Superintendent shall make the final decision.
11. The President of DTU shall be notified in advance when a member of the bargaining unit is administratively transferred.
12. Sufficient TDE time (not to exceed two workdays under normal circumstances) should be given to surplus teachers to pack, move, and set up their new classrooms before beginning to teach at their new school.

ARTICLE IX - LEAVES OF ABSENCE

A. General Provisions

A leave of absence shall not be considered a termination of employment.

An employee on approved extended sick leave, illness/injury in-line-of-duty, or personal health leave, who has been cleared to return to work by the employee's physician, shall be entitled to return to pay status. Employees returning at the end of approved Family Medical Leave but prior to the end of the school year shall be returned to the same position. Employees returning at the end of approved Family Medical Leave but after the end of the school year during which the leave was begun shall be returned to the same or an equivalent position. The principal has the option of employing the teacher in the same or equivalent position at their school should an open and vacant position exist.

An employee wishing to return from an approved extended leave, other than sick, illness/injury in-the-line-of-duty, or personal health leave shall file a request for reassignment to the Chief Human Resource Officer at least thirty (30) days prior to the intended date of return. Such employee will be given priority for return to pay status over the hiring of new applicants into positions for which he is qualified.

The Employer shall have the right to cancel any leave of absence which is used for purposes other than for which it was granted.

B. Sick Leave

Sick leave will be granted to any full-time employee who is unable to perform his/her duty in the school because of illness or because of illness or death of father, mother, brother, sister, husband, wife, child, or other close relative such as grandfather, grandmother, grandson, granddaughter, uncle, aunt, or anyone of like relationship by marriage or a member of his own household and consequently has to be absent from his work shall be granted leave of absence for sickness by the Employer.

The following provisions shall govern sick leave:

1. An employee employed on a full-time basis shall be entitled to four days of sick leave as of the first day of employment of each contract year and shall thereafter earn one day of sick leave for each month of employment, in which the employee works or is paid a minimum of five (5) workdays in the month, which shall be credited to the employee at the end of that month and which shall not be used prior to the time it is earned and credited to the employee; However, each employee shall be entitled to earn no more than one day of sick leave times the number of months of employment during the year of employment. If the employee terminates his or her employment and has accrued but not earned the 4 sick leave days available to him or her, the school board will withhold the average daily amount for the sick days utilized but unearned by the employee. Such sick leave shall be taken only when necessary because of sickness as herein prescribed. Such sick leave shall be cumulative

from year to year; provided that there shall be no limit on the number of days of sick leave an employee may accrue.

2. In accordance with Duval County School Board policies, a teacher may authorize his or her spouse, child, parent, or sibling who is also an employee of the Duval County Public Schools to use sick leave that has accrued to the authorizing teacher, provided that the recipient may not use the donated sick leave until all of his or her sick leave has been depleted, excluding sick leave from a sick leave pool, if the recipient participates in a sick leave pool. Donated sick leave under this paragraph shall have no terminal pay value as provided in Article XIII section G 2 (Terminal Pay).
3. As used in this section, one day of sick leave for the purpose of accrual and use shall mean to be the equivalent in hours and may be accrued over two pay periods in a month. Any portion of leave days accumulated may be taken and charged in increments of not less than thirty (30) minutes; provided, that leave may be taken only in one-half (½) day increments if any portion of the requested leave will be during student contact.
4. In the event that an employee uses more than five consecutive work or paid days of leave allowance, the employee shall provide the Payroll Office, 1701 Prudential Drive, with a doctor's statement attesting to the illness with the anticipated date of return as soon after the sixth day as possible but, in any case, prior to receiving the paycheck for the pay period in which the sixth day occurred or any subsequent paychecks. Should the employee be unable to submit the doctor's statement as required above, he shall be paid for any sick leave to which he is entitled when the doctor's statement is submitted to the Payroll Office.
5.
 - a. Principals are encouraged to monitor the use of sick leave to ensure that all teachers act in a manner consistent with the requirements of their positions. Excessive absences by any teacher places tremendous stress on the teachers who are present to render professional services for the absent teacher. Disciplinary measures may be taken when abuses are identified.
 - b. When they must be absent, teachers are expected to provide adequate and appropriate notice.

C. Leaves - Summer School

Members of the bargaining unit employed during summer school shall be credited with one (1) additional sick leave day.

A member of the bargaining unit assigned a summer position shall be entitled to use any sick leave he/she has accumulated. No leave will be granted for court or jury duty.

No leave without pay shall be taken by the employee during the summer school assignment, except in the event of an emergency or illness.

D. Personal Leave With Pay

A member of the bargaining unit may be absent six (6) days each school year for personal reasons; provided, however, that such absences for personal reasons shall be charged only to accrued sick leave; and provided, further, that leave for personal reasons shall be noncumulative and shall not create an undue hardship for a particular school.

The procedure for notifying the principal of intent to use personal leave with pay shall be the same as for sick leave with pay. However, when personal leave with pay is requested a day preceding or following a holiday or a non-workday for members of the bargaining unit, the leave will be requested in advance except for emergencies. On early release or other in service days (see Article VI E 3), personal leave will be allowed only for religious holidays, weddings, or bereavement.

Teachers shall work collaboratively with the principal to develop plans to reduce the incidence of absenteeism at the school including a reduction of the use of personal leave before holidays.

Except as indicated herein, the only explanation required for using personal leave with pay shall be personal business.

Employees shall not be denied personal leave for religious holidays.

E. On-the-Job Injury/Illness

Employees shall be entitled to all compensation and benefits as provided in Chapter 440, Florida Statutes. In addition, a member of the bargaining unit shall be entitled to illness/injury-in-the-line-of-duty leave at regular pay (reduced by the amount of worker's compensation received in the form of temporary disability paid by reason of such injury or illness) for a period of seven (7) days when he has been absent from his duties because of a personal injury received in the discharge of duty or because of illness from any contagious or infectious disease contracted in school work. Health insurance benefits for the employee shall be covered by the Employer during the time an employee is on illness/injury-in-the-line-of-duty leave. The following requirements shall be observed for illness-in-line-of-duty leave:

1. This provision shall apply only to uncommon diseases such as meningitis and scarlet fever and illnesses commonly called "childhood diseases" such as chicken pox, mumps, measles, etc. This will not include the common cold, influenza, or diseases which ordinarily would spread among the total population.
2. Any employee who has any claim for compensation while absent because of illness contracted or injury incurred as prescribed herein shall file the appropriate claim report with the school principal.

3. Claims for illness-in-the-line-of-duty shall be approved and payment thereof authorized upon determination that:
 - a. The claimant came in contact with the disease at claimant's work location.
 - b. Symptoms of the diseases became evident and were diagnosed by a physician during the incubation period of the disease.
4. It shall be the responsibility of the claimant to furnish conclusive proof of his meeting the above-stated guidelines. Employees may use accrued sick and annual leave after supplemental pay benefits cease.

F. Court or Jury Duty

An employee shall be granted full pay and benefits for appearance in court under the following circumstances:

1. Summoned to appear as a juror.
2. Summoned to appear as a defendant in an action arising out of and in the course of employment with the Employer.
3. Summoned to appear as a witness (except as a character witness) in any civil or criminal action in which the employee is not the defendant or the plaintiff.

The employee may retain any payments received from the court for such appearance. An employee must provide written documentation of date and time for jury duty and summons (copy of summons, clerk certificate, judicial assistant confirmation, or attorney acknowledgements). If reporting for jury duty or summons is within the first two (2) hours of the normal workday, the employee need not report to work first. Otherwise, an employee may leave one (1) hour prior to reporting time if within Duval County or reasonable travel time if outside of Duval County. An employee will be granted one (1) hour of travel time within Duval County from the time dismissed to return to work and reasonable travel time if outside of Duval County. If the employee is released within two (2) hours of the end of the normal workday, then the employee will not need to return to work that day.

G. Professional Leave During Pre- and Post-planning

Employees shall be entitled to a maximum of three (3) - days leave with pay when attendance and/or travel is required for summer school in a college or university during the pre-and/or post-planning periods, providing such leave is requested in writing, addressed to the Chief for Human Resource Services, and countersigned by the principal. Normal assignments must be completed prior to the beginning of the leave, or such leave shall be deemed canceled.

H. Extended Professional Leave

Employees shall be entitled to extended professional leave without pay for a period of one year. Such leave shall be granted only to employees with satisfactory ratings who carry not less than the number of semester hours required of the average student enrolled at that institution taking graduate work for an advanced degree. Such leave may be extended for an additional year.

I. Military Leave

1. With Pay

In meeting their obligation to the United States Armed Services, all members of the bargaining unit will be granted military leave with pay for not more than 240 hours. Requests for such leave must be in writing and countersigned by the principal. A copy of orders and (in the case of ten (10)- and eleven (11)-months personnel) written evidence that effort has been made to serve the duty at a time school is not in session must be attached.

2. Without Pay

In meeting their obligation to the United States Armed Services, all members of the bargaining unit will be granted military leave without pay for periods extending beyond the 240 hours of paid military leave.

Request for military leave must be in writing and countersigned by the principal. A copy of orders and written evidence that effort has been made to serve the duty at a time when school is not in session must be attached.

J. Leave Due to Pregnancy/Maternity/Adoption

1. Employees requesting leave of absence due to pregnancy/maternity may apply for sick leave by submitting a statement from their physician that they are physically unable to work or they may elect to apply for health leave.

2. Employees requesting leave of absence due to adoption may apply for personal leave with pay or personal leave without pay by submitting written proof of adoption, or, in cases where the child is ill, for sick leave.

K. Assigned Duty Elsewhere

Assigned Duty Elsewhere (temporary duty) may be granted by the Employer upon the request of an employee, provided such duty is in the interest of the Employer. An employee so assigned shall be considered in regular service but on temporary duty and shall continue in the same pay status for the period of time approved. The Employer may assign an employee on temporary duty when in the best interest of the Employer. Temporary duty shall not be assigned in a discriminatory manner.

The principal/supervisor may reassign the employee within the school for up to three days in the event that a work-related incident involving a physical conflict occurs resulting in the employee's inability to return to their work assignment immediately following the incident.

An assigned duty outside of Duval County shall be by mutual consent of the employee and the Employer. A teacher performing his duty outside Duval County shall be reimbursed for expenses according to Chapter 126, Part 7, of the Ordinance Code of the City of Jacksonville.

The parties agree that "Assigned Duty Elsewhere (temporary duty)," as used herein, is not to be used for any employee labor unions or labor unions or labor organization activities, except as agreed elsewhere in this contract.

L. Sabbatical Leave

1. Eligibility

- a. Service - An employee who has rendered service for the Employer at least 12 of the last 14 semesters preceding the leave may apply for sabbatical leave. Only service rendered subsequent to return from the most recent commencement of service is counted.
- b. During the two consecutive semesters of the calendar year immediately preceding the beginning date of the leave, the employee must have worked and received salary for a minimum of 80 percent of the workdays, exclusive of illness.
- c. Health - A written certificate giving evidence of the employee's physical condition must be filed with the Division of Human Resource Services before a leave is granted.

2. Length of Leave

Sabbatical leaves may be granted for one school semester or one school year.

3. Compensation

Salary for sabbatical leave shall be 60 percent of the employee's salary.

- a. The employee signs a promissory note indemnifying the Employer against loss in the event that the employee fails to satisfactorily carry out the program of study or fails to return and render service for at least 80 percent of the days for each of four semesters or twenty-four calendar months immediately following the termination of the leave.
- b. The employee submits a statement showing compliance with the conditions of the sabbatical leave agreement. Such note shall be exonerated in the event the failure of the employee to return and render such four semesters of service is caused by the death or physical or mental disability of the employee.

4. Application for Leave

Employees wishing to apply for sabbatical leave must submit a leave request and study plan to the Human Resource Services office at least sixty (60) days prior to the close of the school year preceding the effective date of the leave.

5. Fellowship, scholarship, and other grants shall be considered as outside employment. Compensation from such employment during the leave shall not

exceed the difference between the regular salary and the salary for sabbatical leave.

6. Step Advance

An employee returning from sabbatical leave will receive the same step advancement in salary as he would have received had he remained in active service in his regular position during the leave period.

7. The number of employees on leave during any semester shall not exceed one percent of the total number of employees in the system.

8. Formal Study

The employee must pursue a full-time program of graduate study in residence in an accredited institution of higher learning including foreign universities and file a transcript of courses completed within 45 days following the employee's return to active service.

9. Change of Plan

Any change of plan must be approved by the Employer in advance.

10. If the employee fails to fulfill the leave requirements, no further compensation may be allowed for the leave, and any compensation received by the employee must be returned in order to satisfy the promissory note.

11. Absence for personal illness, physical injury, to transact personal business, or other reasons will neither be earned nor lost during a sabbatical leave.

12. Benefits

An employee on sabbatical leave shall receive group insurance and hospitalization benefits provided to employees.

13. Board of Review

A board of review shall consist of six members, three of whom are appointed by the D.T.U. and three by the Employer. It shall review applicants regarding their programs, purpose, and conditions of leave requests and make recommendations to the Superintendent.

The following criteria for reviewing applications and making recommendations shall be used by the Board of Review. Such criteria shall include, but not be limited to:

- a. The employee requesting leave shall have received a satisfactory annual performance evaluation for the six years immediately preceding the application.
- b. Each program of study shall be designed either to improve the applicant's teaching skills in the current teaching assignment or to obtain certification in an area of critical need as determined by the

- Department of Education and the Employer.
- c. Other certificated areas.
- d. Employees with prior sabbatical leave.

The Employer shall not unreasonably withhold approval of the recommendations made by the Board of Review.

M. Personal Health Leave

An employee shall be entitled to personal health leave without pay for the duration of the illness or the remainder of the school year in which the illness or injury occurs whichever comes first. The leave may be extended for the next school year by the Employer for the following reasons:

1. Insufficient accumulated sick leave days to cover duration of illness.
2. Extended illness or health problems causing temporary disability.
3. Inability to work due to pregnancy or pregnancy related illness.

Request for health leave for six or more days shall be accompanied by a medical doctor's statement attesting to the illness. An employee using six or more consecutive days of personal health leave shall provide the Payroll Office, 1701 Prudential Drive, Jacksonville, Florida, 32207, a statement from his physician as evidence of satisfactory physical condition before returning to work.

N. Personal Leave Without Pay

Employees may apply to their principal or immediate supervisor for such principal's or supervisor's approval of five (5) days personal leave without pay per year. Personal leave without pay in excess of five (5) days shall be requested with reasons in writing to the Employer, countersigned by the principal or immediate supervisor, indicating approval or disapproval.

Personal leave without pay for one year shall be requested before the closing date of the school year immediately preceding the year for which the request is made. Application for Personal Leave Without Pay shall be made in increments of one (1) year. Personal Leave Without Pay may be approved for a maximum of two (2) consecutive years.

All personal leave without pay shall not be unreasonably denied.

O. Insurance Benefits - Leaves of Absence Without Pay

Teachers on leave without pay shall have the option to continue, at their own expense, insurance or similar benefits to which he or she would normally be entitled.

Payment for premiums may be made monthly, quarterly, or annually in advance, by the 25th of the month for the following month(s), as arranged in advance by the employee.

P. Annual Leave

1. Annual Leave

12 month employees may accrue and take annual leave when requested by the employee in writing and when approved by the appropriate administrator. The Employer shall not unreasonably deny any such requests.

2. Past practice notwithstanding, absence on the account of sickness, injury, or disability in excess of that authorized for such purposes may, at the request of the employee and only upon written approval of the principal or designated supervisor, be charged against any accrued vacation leave allowance, and is not subject to the time limitations as outlined in this Article. Should a legal holiday fall within an employee's scheduled vacation period, the employee will be paid for the holiday and shall not have the holiday charged against accrued annual leave.

Q. Committee Release Time

Teachers shall be given released time to serve on a district curriculum or other committees.

R. Bereavement

Effective upon Board approval, employees will be granted two (2) days of paid bereavement leave each year due to death of a relative. This bereavement leave is of special nature and may not be deferred, accumulated or converted to any other purpose and will not be deducted from earned sick leave. It is not charged against any other leave account. The employee will not be paid for days not scheduled to work. Taking this leave is not contingent upon expending all other types of leave. A published obituary or funeral program, or link thereto will be required for documentation. The term "relative", for the purpose of this paragraph, is defined as father, mother, brother, sister, husband, wife, child, grandmother, grandfather, grandson, granddaughter, or other close relative or member of his/her own household.

In addition, up to six (6) days of sick leave may be taken at the time of the death of a member of the employee's immediately family. If unusual circumstances exist, with a letter of justification, additional sick leave may be granted by the School Board.

ARTICLE X - GRIEVANCE PROCEDURE

A. Grievance Procedure

1. As used herein, grievance is defined as a dispute between Employer and employee involving the interpretation or application of this collective bargaining agreement and shall systematically follow the three (3) step Grievance Procedure as outlined herein. A grievant shall mean either an individual teacher or group of teachers having the same grievance. Any grievance filed shall refer to the provision or provisions of the Agreement alleged to have been violated and shall set forth the facts pertaining to the alleged violation, and such grievance shall be limited to an application, misapplication, or non-application of this Agreement to factual situations, inasmuch as the legal interpretation of this Agreement is to be determined by the case and statutory law of the State together with the Charter and ordinances of the City of Jacksonville, The grievant shall have the right to representation beginning with Step 1.

2. Any grievant having a grievance shall first discuss it with the immediate supervisor or school administrator, as is appropriate in light of the subject matter of the complaint. Any such grievance must be brought to the attention of the immediate supervisor within ten (10) workdays of the occurrence of the event or events giving rise to the grievance; provided that, if the grievant having the grievance is absent when such event occurs, said ten-day period shall not commence until his return. If the grievant and the immediate supervisor are unable to satisfactorily adjust the grievance within two (2) workdays, it may be referred to Step 1 within five (5) workdays after the expiration of the said two-day period.

Step 1 Formal Step / Immediate Supervisor

Reference of the grievance to Step 1 shall consist of the employee and/or representative reducing the grievance to writing and submitting it to his immediate supervisor within the five-day period provided above. Such immediate supervisor or teacher may request a meeting prior to the supervisor's decision, in which event either or both the supervisor and the employee may be accompanied at the meeting by a representative. The supervisor shall give the employee at least two (2)-days notice of such meeting. In any event, the supervisor must render this decision in writing, with two copies to the employee, within five (5) workdays after receipt of the written grievance.

Step 2 Formal Step /Superintendent

The employee may, within fifteen (15) workdays after receipt of the written decision, appeal in writing to the Assistant Superintendent of Human Resource Services. The Department of Governmental and Labor Relations and Human Resource Services shall coordinate the grievances at this level. The written appeal shall set forth specifically the event or events upon which the grievance was originally based and the grounds upon which the appeal is based and shall be subject to all other requirements of this article. The Superintendent and/or his/her representative

shall meet with the grievant and/or representative. A written decision on the appeal shall be transmitted within twenty (20) workdays after receipt of the appeal, two (2) copies of which shall be delivered to the grievant.

Step 3 Formal Step / School Board

The grievant may, within twenty (20) workdays after receipt of the written decision of the Superintendent or his designee appeal in writing to the School Board. Such appeal shall be filed with the School Board with a copy directed to the Superintendent. The School Board shall thereafter, and no later than thirty (30) days from the date of filing of such appeal, hold a hearing on the matter. The School Board's decision in the matter shall be rendered at the next regular School Board meeting after the hearings.

Arbitration - The grievant may within ten (10) workdays after receipt of the written decision of the School Board file a request with the School Board for a final and binding disposition by an impartial neutral, mutually selected by the parties; provided, however, that an arbitrator or other neutral shall not have the power to add to, subtract from, modify, or alter the terms of the bargaining agreement.

1. If within five (5) workdays of receipt of the request for arbitration the Board and the grievant are unable to mutually agree on a neutral, then the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of five (5) potential arbitrators. Arbitrators shall be selected from such a panel by alternately striking names from this list (the grievant to strike the first name) until the last name on the list is reached. The last name on the list shall be the designated arbitrator. All parties shall participate in the arbitration process in accordance with the intents of the collective bargaining law.
2. The cost of arbitration is to be paid by the losing party when there is a clear award. Otherwise, the cost will be paid by the charging party.
3. The bargaining agent shall be reasonably notified of the time and place that each of the four steps of the grievance procedure are to be held in order that it might be present, and it shall be provided with a copy of the final determination of the grievance.
4. The time limits specified above may be extended at any time by agreement between the grievant and the appropriate administration representative.
5. Both parties shall have the right to appeal to an appropriate court any grievance decision inconsistent with the terms and conditions of this agreement.

Nothing in this part shall be construed to prevent any public employee from presenting, beginning at step 1, his own grievances, in person or by legal counsel, to his public employer and having such grievance adjusted without the intervention of the bargaining agent, if the adjustment is not inconsistent with the terms of the

agreement and if the bargaining agent has been given notice to be present at any meetings called for the resolution of such agreement. A grievance arising out of the same factual situation may be withdrawn at any step, but that same grievance may not be filed a second time. Any grievance arising out of the same factual situation initiated through the procedure outlined herein may not be filed a second time.

ARTICLE XI - ACCOUNTABILITY / CHALLENGED SCHOOLS

A. Critically Low Performing Schools

For the purpose of this article shall be defined as, schools designated as “D” or “F” by the DOE. Low “D” or “F” schools shall be those that failed the minimum criteria in two of the three areas.

B. Waivers

Should a school in the Duval County School District be identified as a critically low performing school during the life of this contract, the parties agree to the following waiver procedure:

1. All waivers should be initiated by the school. The School Improvement Plan will be formulated to address the identified problem areas.
2. Remedies contained in such plans that require a waiver of one or more of the provisions of this contract shall be submitted to the DTU Board of Directors and to the Superintendent for review. Those requiring a waiver of school board policy shall be reviewed by the Superintendent.
3. Contract waivers shall be processed in accordance with procedures outlined in the article on Governance and Oversight. The Superintendent will submit approved school board policy waivers to the School Board for its approval. Any waiver disapproved shall be returned to the school with reasons for such disapproval attached.
4. Approval of such waivers shall be agendaed by the respective boards no later than the date of the second board meeting following the submission.

C. Administrative Actions / Incentives

1. Reconstitution of schools rated as low “D” or “F”
 - a. A plan to reconstitute low “D” or “F” schools shall be designed for implementation in 00-01 by a team comprised of district administration, principals, and DTU. The plan is to be in place by March 1, 2000.
 - b. All principals of such schools should have a strong instructional focus.
 - c. All designated schools should be staffed with TIS’s and/or professional development resource personnel.
2. Transfers
Administrative transfers may be implemented as follows:
The President of DTU shall be notified in advance when a member of the bargaining unit is administratively transferred from a school rated as low “D” or “F”. A committee comprised of the Regional Superintendent, DTU President, DTU Designee, Executive Director, Human Resources Services, and principals shall convene to review such transfers and to advise district administration regarding the transfers and/or subsequent placement.

3. The priority criteria for reduction in force or surplus of teachers for schools rated as low “D” or “F” shall be:
 - a. Teachers who do not possess Florida Professional Certification in-field.
 - b. Volunteers shall be first identified in the appropriate subject or grade area.
 - c. Teachers selected by the principal in joint consultation with the regional superintendent, DTU, and Human Resources based on performance as determined by student data.
 - d. Principals may request a waiver through the shared decision making process of criteria 3.a. should a special need be identified.

4. The priority criteria for summer school assignments for schools rated as low “D” or “F” shall be:
 - a. No LTS teacher may be identified to teach the summer term.
 - b. Teachers whose assignment in the year immediately preceding the summer school term was the same school.
 - c. Teachers selected possess Florida Professional Certification in-field.
 - d. Teachers selected have taught the same grade or an adjacent grade in the year immediately preceding the summer term.
 - e. Teachers are involved in “Looping”.
 - f. Teachers selected by the principal are the most outstanding teachers based on performance as determined by student data.
 - g. Seniority

5. Assignment for Extended Year or Extended Day
 - a. Assignments to an extended year contract or to extended day employment must be based on the understanding of the employees that such assignments may be expected prior to assignment to the school (see Reconstitution)
 - b. For 99-00: the salary schedule hourly rate as established for community education may be used to reimburse teachers for extended day employment and the summer school hourly rate for extended year employment between school years. Principals are to work with faculty to gain buy in for such employment for 99-00.

6. Incentives (See Compensation)
 - a. Individual salary incentives (supplements) for each satisfactory teacher at schools rated as low “D” or “F” will be provided if school grade designations are increased by one letter grade.
 - b. Additional individual salary incentives will be made available to each satisfactory teacher who qualifies based on specific criteria established by the Performance Pay Committee. Examples of criteria include:
 - Student achievement increases
 - The teacher’s involvement in ‘Looping’
 - The teacher’s involvement in professional development leadership, i.e., mentoring, workshop presentations relevant to school concerns.

ARTICLE XII - COMPENSATION

A. Teacher Salary Schedule Guidelines

1. Teachers shall be paid in accordance with Appendix A on the basis of approved experience and training and in accordance with these guidelines. By October 15, 2012 a Performance Salary Schedule Work Group with equal representation from the Employer and DTU shall begin work to comply with the compensation requirements for the Student Success Act.
2.
 - a. The parties agree that the language ratified on the attached Appendix, shall govern the payment of teachers during the term of this agreement to include step movement if any. If step movement is approved, teachers who have worked ninety-nine (99) or more days in Duval County during the preceding school year will be advanced one (1) step in the appropriate column. Additionally, the parties shall submit to the Duval County School Board compliant language with the law commonly known as the Student Success Act as it relates to a performance salary schedule, grandfathered salary schedule and salary adjustments, upon approval of rulemaking by FLDOE regarding the same. Such negotiated language shall replace and supersede Appendix A upon ratification by the Employer and DTU.
 - b. For new employees with no prior Duval experience, credit for combined teaching and other creditable experience may be allowed up to a maximum of ten (10) years. Retroactive to the beginning of the 00 – 01 contract year, new employees hired during 00 – 01 may be credited with combined teaching and other creditable experience up to a maximum of fifteen (15) years.
 - c. Effective 01 – 02, teachers hired as new employees in 98-99 and 99-00 may be credited with combined teaching and other creditable experience up to a maximum of fifteen (15) years.
 - d. Effective the 01 – 02 contract year, new employees may be credited with combined teaching and other creditable experience for each year of satisfactory performance up to the maximum allowed on the salary schedule.
 - e. Teaching experience may be allowed on a year to year basis for verified efficient full-time teaching service in the public school system of Florida including services set forth in Florida Statutes, or on a year-for-year basis for verified efficient full-time teaching service in institutions not a part of the public school system in Florida. Active military service experience may be allowed at a rate of one (1) year for each twelve (12) months continuous service up to a maximum of four (4) years. Teachers employed prior to October 1, 1985, shall be granted experience based on prior agreements.

- f. Teaching experience may be granted only if the teacher had earned a four- year degree prior to the experience.

3. Vocational Teachers

Vocational teachers shall be assigned a step in accordance with rules in effect prior to July 1, 1999. In the event the vocational teacher earns a Bachelor degree awarded by an accredited institution and is recognized in accordance with the requirements in section b. below, experience steps shall be based on assignment as follows:

- a. If the vocational teacher continues in a vocational trade teaching assignment, the experience step shall remain at the same level, including occupational and teaching experience and shall advance on the schedule as normal.
- b. If the vocational teacher's assignment is changed to an academic teaching assignment, steps shall be assigned in accordance with rules for placement of teachers in academic degreed areas. Experience steps earned previously for Duval County teaching experience shall be retained but experience steps awarded previously for occupational experience shall be removed.
- c. As a pilot for the 01 – 02 and 02 – 03 school years only, experience steps earned previously for occupational experience shall be retained permanently in the case of any vocational teacher who has received a degree in an area of ESE, mathematics, or science provided the Professional Educator Certificate reflects the pertinent academic coverage and who is assigned to and is teaching in-field in the area of ESE, secondary science, or secondary mathematics. Vocational teachers who have been approved to participate in the pilot and who subsequently are qualified and placed in accordance with the provisions of this section shall be permitted to retain their occupational experience. At the end of each year, Human Resources and Duval Teachers United will review the success of the pilot.
- d. Vocational experience (CTE) may be credited for salary purposes up to a maximum of 10 years. Salary credit may be awarded to Vocational (CTE) teachers for experience appropriate to the field, which was gained during the teacher's self-employment in a fully operational business during the year(s) for which salary credit is requested. For experience verification, teachers should submit a valid business license covering the year(s) for which salary credit is requested, as well as official documents that validate earnings from the business during that same time period. For salary credit, minimum earnings should equate to no less than the beginning teacher salary as per the current approved applicable salary schedule for teachers. Salary adjustments will be made retroactive to the school year in which the business verifications are received.

4. DTU Professional Staff

An employee who takes leave for assignment to the DTU professional staff shall be given credit on the employees' salary schedule for this experience up to a maximum of ten (10) years. The DTU professional staff experience shall count as other experience and shall not be subject to the limitations of other experience as described in employee salary schedule guidelines. For a year's credit, the employee shall have worked one day more than half the year in his/her DTU professional staff assignment. (This credit is for salary schedule assignment only and shall not be used for State retirement system credit except in accordance with FRS rules.)

5. Experience Verification

a. It is the employee's responsibility to identify all previous employers and request verification of the experience on forms provided by the Division of Human Resource Services. The employee shall follow up on any verification not received. Salary adjustments will be made retroactive to the beginning date of employment for the school year in which the verification form is received.

b. It is the employee's responsibility to verify this experience with the Division of Human Resource Services with salary schedule credit effective the school year in which it is received.

B. Change of Degree Status

A change of degree in an employee's certificate shall be recognized for payroll purposes upon presentation of an official transcript from the accredited degree-granting authority indicating the highest acceptable degree level awarded. The effective date of the higher degree shall be as indicated on official transcript.

Supplements for Advanced Degrees:

A District School Boards may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired on or after July 1, 2011, unless the advanced degree is held in the individual's area of certification and is a salary supplement." General graduate degrees such as Curriculum and Instruction which do not match any of Florida's certification subjects are not acceptable, unless the transcript identifies a major or specialization in the teacher's certification area (e.g., Math, English, French, Elementary Education, etc...).

Grandfather Salary Schedule:

Teachers – Teachers who elect to remain on the grandfather schedule and who hold an advanced degree will continue to be paid from the Masters, Specialists, and Doctorate columns of the Teacher (TA) Salary Schedule.

* **Instructional Specialist** – Specialists who elect to remain on the grandfather schedule will be compensated for an advanced degree according to the following schedule:

- Master's Degree - \$1,000

- Specialist Degree - \$1,200
- Doctorate Degree - \$1,500

* Instructional specialists hired on or after July 1, 2011, must hold the advanced degree in their area of certification in order to be eligible for advanced degree compensation.

Psychologists – Psychologists who elect to remain on the grandfather schedule and who hold an advanced degree will continue to be paid from the Specialists and Doctorate columns of the Teacher (TP) Salary Schedule.

Performance Pay Salary Schedule

Teachers – Teacher hired prior to July 1, 2011 shall be compensated for an advanced degree as follows:

- Master’s Degree - \$1,000
- Specialist Degree - \$1,200
- Doctorate Degree - \$1,500

Teachers – Teachers hired on or after July 1, 2011, who hold an advanced degree **in their area of certification** shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

- Master’s Degree - \$1,000
- Specialist Degree - \$1,200
- Doctorate Degree - \$1,500

Instructional Specialists – Specialists hired prior to July 1, 2011 shall be compensated for an advanced degree as follows:

- Master’s Degree - \$1,000
- Specialist Degree - \$1,200
- Doctorate Degree - \$1,500

Instructional Specialists – Specialist hired on or after July 1, 2011, who hold an advanced degree **in their area of certification** shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

- Master’s Degree - \$1,000
- Specialist Degree - \$1,200
- Doctorate Degree - \$1,500

Psychologist – Psychologist who elect the performance pay schedule shall be paid one advanced degree supplement for the highest degree level attained as follows:

- Specialist Degree - \$1,200
- Doctorate Degree - \$1,500

C. **Biweekly Pay Periods**

1. Ten-month certificated personnel shall receive their salaries in accordance with a pay calendar mutually agreed to by the parties. The Employer and D.T.U. shall meet as soon as reasonably possible prior to the start of the new school year for the purpose of negotiating the pay calendar. The new pay calendar shall be attached to this Agreement as an Addendum. Those wishing to select the Optional Pay Plan must forward a signed request to the Personnel Division prior to the first Friday in September of each year. Those personnel who previously elected the Optional Pay Plan will remain paid from it unless specifically canceled in writing by the same date.

2. Effective July 1, 2005, electronic Funds Transfer (Direct Deposit) will be required for all employees.

D. Incentive Pay

1. Employees holding regular certification may earn an additional \$300 per year upon successful completion of 15 semester or 22 quarter hours of credit at a fully- accredited institution of higher learning. Credits earned and applied must be part of a planned program of studies leading to an advanced degree or adding another area of certification and approved in advance by the Employer.
2. Payment of incentive pay shall be effective upon completion of the required credits as indicated on the official transcript or grade report bearing the seal of the institution and shall continue for a period of no longer than five (5) years. If the academic requirements are completed prior to September 1 of a school year, the entire supplement will be paid. If the requirements are completed after September 1 that prorated share will be paid based upon the percentage of the normal work year remaining. Evidence of completion of the required credits must be filed with the Chief of Human Resource Services.
3. An employee may apply credits earned under provisions of this policy only once at each level of certification or equivalent degree status. Credit for courses successfully completed as part of a program of studies approved at a lower level of certification may not be carried forward and applied to the requirements for incentive pay at a higher level of certification. A candidate must receive approval by the Employer of a new program of studies, as set forth above, at each level of certification.
4. When an employee becomes eligible and is issued a certificate of higher degree, he shall receive the salary specified in the salary schedule, and incentive pay shall cease. Any incentive pay which may have been earned is not carried forward in addition to the amount received for the new rank of certificate. Incentive pay is a supplement to salary.
5. Employees eligible for incentive pay prior to July 1, 1982, shall not be subject to the five (5) -year limitations contained herein.

E. Performance Pay

1. Teachers who qualify for performance pay shall be paid in accordance with the Performance Pay schedule in Appendix C.
2. A committee made up of representatives of DTU and the Employer shall convene by September 12, 2005 to develop a new plan for supplements for members of the bargaining unit at Lackawanna, Grand Park, and Rutherford.

F. NBPTS Certification Supplement Requirements and Criteria

1. Mentoring Services and Activities for State Mentoring Award
 - a. Mentoring and related services shall be provided to teachers:

- Tenured or PSC teachers who have received their first less than satisfactory evaluation, teachers who are on a Success Plan, teachers who are on a Fourth Year Waiver, or teachers who are identified by their principal as in need of services; or
- Beginning Teachers; or
- Teachers registered by NBPTS as working toward national certification.
- Mentoring activities for tenured or PSC teachers who have received their first less than satisfactory evaluation, teachers who are on a Success Plan, teachers who are on a Fourth Year Waiver, beginning teachers, or teachers who are identified by their principal as in need of services may be performed during non-student contact time.
- Mentoring activities shall be verified in a log signed by the mentor and mentee and submitted by the Mentor to Duval Teacher Certification upon completion of the 12 workday requirement but no later than June 1 of each year.

- b. A program and procedures to assist tenured or PSC teachers who have received their first less than satisfactory evaluation, teachers who are on a Success Plan, teachers who are on a Fourth Year Waiver, beginning teachers, or teachers who are identified by their principal as in need of services will be developed by Professional Development for implementation during the 2001 – 2002 school year.

In the 2001 – 2002 school year, mentoring and related services for teachers in need of services as outlined in such program shall be performed as part of the 12 workday requirement.

2. Payment of State NBPTS Award
 Payment of the State award for the NBPTS certification shall be contingent on the specific state appropriation and shall be paid in equal installments retroactive to the beginning of the contract year for that teacher in which the certification is received.

- G. Workday - Teacher Extended Day/Year
 Teachers who volunteer to work an extra teaching period, i.e. seventh or zero period, shall receive a supplement at a rate of their normal hourly rate excluding supplements.

Any full time teacher working outside the regular workday or work year shall do so on a voluntary basis. With prior approval for compensation by the appropriate administrator, a full time employee shall be paid his/her salary schedule daily rate of pay, prorated on an hourly basis.

- H. Teacher Coverage

1. Teachers covering the class (es) of an absent teacher shall be remunerated in the

form of a supplement calculated as follows:

- a. High Schools, Middle School, or Alternative Schools Utilizing Similar Period Configuration: With the exception of one full non-duty planning period per semester, teachers who, on their non-duty planning period, cover a class period for which no substitute has been secured, shall receive \$12 per period per day, or \$18.50 per period per day in the case of a block or modified schedule coverage. Such amount shall be prorated for the portion of the period or class actually covered.
 - b. After the initial incidence each semester, a teacher who, during his/her regularly scheduled class, receives students from another class that has been divided and for which no substitute has been secured shall receive \$12 per day or \$6 for one-half day coverage regardless of block or non-block schedule. In no case shall students be divided between more than four teachers for the purpose of this paragraph.
2. Elementary Schools: After the first incident each semester of receiving students from a divided class, basic classroom or resource teachers who receive students from another class that has been divided shall receive \$12 per day or \$6 for one-half day coverage. Such amount shall be prorated for the portion of the day actually covered but in no case shall students be divided between more than four teachers for the purpose of this compensation.
 3. Alternative Schools: After the first incident each semester of receiving students from a divided class, classroom teachers who receive one-half (1/2) of the students from another class shall receive \$20 per day. Classroom teachers who receive all of the students from another class shall receive \$40 per day.
 4. Such remuneration of teachers shall be made only from the existing school substitute allocation. Resource teachers are not entitled to additional compensation if they are pulled from their regular duties. The use of resource teachers shall be strongly discouraged at all times.
 5. When no substitute can be secured for one teacher who is absent in an ESE inclusion or REI situation, the remaining teacher who teaches the entire group for the day will receive \$12 for the whole day or \$6 for one-half day.
 6. Additional compensation for teachers covering for substitutes only applies in those situations where a substitute could not be secured and where a substitute would normally be called.
 7. If a teacher leaves early and another teacher offers to cover that class for a short period of time, then no additional compensation shall be calculated.
 8. Federal time sheets (green copied forms) are to be used when the teacher who is absent is paid out of federal funds. This information is on the time and attendance roster.

- I. Supplements
Employees approved and assigned to paid supplement positions shall be paid in accordance with Appendix B.
- J. Summer Inservice Institute
The following provisions apply to the Summer In-service Institute as funded by the Florida State Legislature:
1. Participation by teachers shall be voluntary.
 2. Those teachers who teach Summer School are also eligible to participate in the Summer In-service Institute.
 3. Those teachers who complete a minimum of 30 hours of instruction for computer and Alternative Education; or 60 hours for all other courses will be paid at a rate of \$10 per hour for each hour of satisfactory attendance. Make-up work will be provided for absences due to unavoidable circumstances.
- K. In-service Programs
1. Stipends
A stipend of \$10.00 per hour shall be paid to teachers participating in required in- service programs scheduled at times other than regular duty hours except as stipulated in Article VI E 3.
 2. Travel Expenses
Teachers who are enrolled in required in-service programs which require the teacher to travel outside Duval County shall receive mileage at the rate of \$.20 per mile or the mileage allowance provisions of this contract, whichever, is higher. .
 3. Reimbursement of Tuition
Tuition costs will be reimbursed to teachers under the following conditions:
 - a. The course or courses must be approved in advance by the Employer.
 - b. The teacher successfully completes the course by earning a grade of "C" or better.
 - c. The teacher submits evidence of satisfactory completion to the professional development staff.
- L. Magnet Programs
Lead teachers in Magnet Programs may receive differentiated stipends in accordance with the Magnet Lead Teacher Remuneration Plan under certain circumstances if approved by the School Board up to the maximum indicated in the Supplemental Salary Schedule.
- M. JROTC Instructors
Every effort shall be made to employ the number of officers and non-commissioned

officer instructors required to conduct a successful program. A minimum of two (2) instructors per school should be hired, i.e., one (1) officer and one (1) non-commissioned officer. (ARMY REGULATION C4, AR145-2).

JROTC Instructors may be employed for twelve (12) months. Ten plus one employment may be recommended by the principal prior to the end of the spring budgeting process. All JROTC instructors shall be assigned a contract that includes at a minimum 300 calendar days inclusive of the beginning contract date and the ending contract date. Leave and holiday provisions will be the same as for other twelve-month certificated personnel.

JROTC instructor's pay shall be determined on school district fiscal year basis as follows:

1. The instructors' monthly pay will be determined by the appropriate branch of the military service as if the instructor was on active duty.
2. The instructors' monthly retirement pay will be determined annually by the appropriate branch of the military (Marines, Air Force, Army, and Navy) and will be deducted from the monthly pay as determined under item 1 above.
3. Half of the difference between items one and two will constitute the School Board's share of the instructors' monthly salary.
4. In the event the combined military and School Board contribution produces a monthly income less than the instructor would earn as a teacher with an equivalent degree and experience, the School Board agrees to contribute an additional sum which would equal this amount. In the event the instructor has not earned a degree, the salary will be calculated as the bachelor's degree level.

The annual salary shall be paid based on the number of months worked plus a salary supplement as assigned.

N. Optional Pay Plan

1. Employees wishing to select the Optional Pay Plan must forward a signed request to the Human Resource Services Division during a mutually agreed upon window enrollment period each fiscal year. Those employees who previously elected the Optional Pay Plan will continue to be paid from it unless specifically canceled in writing during the same window enrollment period.
2. Employee leave time will be calculated on hours or days earned, and not hours or days paid.
3. All funds paid out under the regular or optional pay plans will be paid out by the end of the fiscal year (June 30).

O. Leave Transfer

Employees of a bargaining unit represented by DTU, who transfer to another bargaining unit represented by DTU, will be entitled to transfer one-hundred per cent (100%) of their accumulated sick and/or annual leave, as applicable.

P. Background Checks

Pursuant to Florida Statute 1012.32, any member of the bargaining unit hired prior to July 1, 2004, must be refingerprinted. For the term of the current Agreement, the District shall pay for refingerprinting and maintenance fees.

ARTICLE XIII – EMPLOYEES BENEFITS

A. Health Insurance

1. Employees who complete their contractual obligation through the end of the school year shall have their coverage extended through August 31.
2. Any employee on approved leave of absence (without pay) during the final thirty
3. Employees on an approved personal/medical leave of absence without pay shall be eligible to continue the employer paid, group health, life, and flexible dollars without charge at the employee-only level for one period of thirty (30) days per year*.

Employees on an approved leave of absence without pay under the Family Medical Leave Act shall be eligible to continue the employer paid group health and flexible dollars without charge at the employee-only level for one period of twelve (12) weeks per year*.

Employees on suspension without pay which overlaps months would be responsible to remit the premium for the group benefits for the duration of the suspension beginning with the month following the effective date of such suspension.

Employees on suspension without pay, employees on approved personal/medical leave without pay beyond thirty (30) days, or employees on approved medical leave without pay beyond twelve (12) weeks, shall have the option to continue in the plans at their own expense, at the cost charged by the district for the duration of their approved leave.

*The period of coverage will follow Duval County Public School Board policy for FMLA and/or approved leave policies.

4. The Employer shall contribute \$250 on behalf of each employee toward the purchase of an option(s) from the flexible benefit package. The flexible benefit package shall include options such as health coverage, life, dental, income protection, flexible spending accounts, and optical. The employee shall have the right to purchase further options through payroll deduction or reduction as they are approved by the Employer for inclusion in the flexible benefit plan.
5. DTU shall appoint an equal number of representatives of this unit to the Insurance Committee as other units and the Employer have on the Committee.

6. The Employer agrees to provide members of the bargaining unit with the group hospitalization insurance program as approved by the Duval County School Board. Primary Care Centers shall be included in the qualified facilities.
7. The DCPS Risk Management Office will be the administrator for a “self-funded” health care program using a third party administrator to administer all claims related issues and program operations.
 - a. Checks and balances will be put into place to examine the financial viability of remaining “self-funded.” An independent actuarial analysis will be performed annually to assure financial viability.
 - b. The District Insurance Committee comprised of representatives from DTU, American Federation of State, County, and Municipal Employees (AFL-CIO), Jacksonville Supervisors Association, Northeast Florida Public Employees, Local 630, LIUNA, AFL-CIO and The School Maintenance Employees & Associates, Inc., and DCPS will meet monthly to review all relevant information/data that may impact the status and viability of remaining “self-funded” in future years.
 - c. In the event that “self-funding” is no longer financially advantageous to the DCPS and its employees, the District Insurance Committee will meet to make recommendations regarding:
 - Continuing to self-fund the health care program
 - Returning to a fully insured financial arrangement for the Health Care Program
 - d. A trust fund/account will be established for the self-funding financial arrangement to protect the funds that are contributed to the Program by DCPS and participating members and all funds will inure to the benefit of the Program.

B. Life Insurance

The Employer agrees to provide employees with basic life insurance coverage consisting of a \$10,000 life insurance policy with a \$10,000 accidental death and dismemberment insurance rider. Employees shall have the option to purchase, at their cost, supplemental life insurance coverage up to three times their annual salary (unless that amount exceeds the established cap), less the basic insurance amount or a flat \$50,000 coverage.

Employees who complete their contractual obligation through the end of the school year shall have their coverage extended through September 30.

An employee on approved leave of absence (without pay) shall have the basic coverage extended for a period of 30 days from the beginning date of the leave.

C. Insurance for Retired Employees

The Employer agrees to make available group plans for health insurance (including HMOs if available in the group benefit package offered by the Employer) and life insurance for employees retired under any Florida or local Retirement Plan. However, in no case will any insurance provision for retirees be adopted which has any adverse impact upon active employee premiums. The Insurance Committee shall study the costs of expanding group life insurance coverage to retired employees to determine any adverse impact upon active employee premiums.

The health insurance premium will be the same as the Employer contributes for active employees to age 65. Those who are enrolled and covered under the provisions of Medicare Parts A and B may continue coverage beyond age 65 by paying a premium for Medicare supplement coverage or continue to participate in the active employee plan. A provision for group life insurance for retired employees shall be incorporated into any bid for group life insurance made during the term of this contract.

In the case where two (2) married employees are retired from the School Board, one (1) retiree may carry the spouse as a dependent on the health plan, and that dependent may convert to single coverage under the plan without proof of insurability upon the death of the other, providing that there is no break in coverage. Retirement shall be construed as receiving benefits under any Florida or Local Retirement Plan.

D. Sick Leave Pool

1. Sick Leave Pool Committee

A Sick Leave Pool Committee shall be established to administer the District Sick Leave Pool. The membership shall be comprised of 50 percent appointed by DTU, and 50 percent by the Employer

2. Sick Leave Pool

- a. Pool Participants must have been employed for a minimum of one (1) full year of service with the Employer and have a minimum of ten (10) days accrued sick leave.
- b. When the requirements set forth in this section and any others established by the committee have been met, the employee shall be compensated for all unpaid days up to the maximum set by the committee for that particular claim.
- c. Each new employee shall contribute one (1) day of earned sick leave during the window entry period between August 1 and August 31. Any employee who contributes one (1) day, within the window period, to the Sick Leave Pool shall have it returned to his account if the bank fails to become operable.
- d. The Sick Leave Pool shall have a minimum of one thousand (1,000) days on deposit before becoming operable.
- e. The Pool shall be regulated by the following minimum requirements:

- (1) No participant shall be eligible to use more than one hundred (100) days during the course of any one school year.
- (2) No participant shall be eligible to use the Pool until she/he has exhausted all personally- accrued sick, and annual leave.
- (3) No participant shall be eligible to use the Pool until he has been absent for at least ten (10) consecutive days of which at least five (5) consecutive days have been without pay.
- (4) The pool shall be applicable only to the injury or illness of the participant.
- (5) Participants applying for days from the Sick Leave Pool must file with the committee an application, accompanied by a medical certificate and justification for protracted leave. The committee can request a second medical opinion at the cost of the applicant.
- (6) Participants who are proven guilty of abuse of the Pool will repay the days drawn from the Pool and be assessed appropriate penalties.
- (7) Any participant withdrawing sick leave from the Pool shall not be required to replace those days except as a regular contributing member.
- (8) All participating members shall contribute one (1) day at the window entry period if the Pool balance reaches two hundred fifty (250) days.
- (9) In no event will the balance of days assigned to the Pool be below zero (0).
- (10) Participants who choose to withdraw from the Pool shall not have their contributed sick leave and/or annual leave days returned.

E. Annual Payment for Accumulated Sick Leave

Any employee-covered by this agreement with three (3) or more years of service with the Employer shall have the option to receive payment for accumulated sick leave earned for that year that is unused at the end of the school year based on the daily rate of pay of the employee multiplied by fifty per cent (50%). Days for which such payment is received shall be deducted from the accumulated leave balance. However, at no time shall the accumulated leave balance be less than ten (10) days.

F. Personal Property Protection

1. A fund, not to exceed \$12,000, shall be established for the reimbursement to employees for damage to property worn on the employee's person or in an employee's physical possession, provided such damage results from administration of emergency first aid, assault upon the employee, or from activity involved in the restoration of order, such as cases of riots, student fights, or general disorder by students while on school property or at a school-approved function. Administration of reimbursement from this fund shall be by DTU. For vehicle vandalism on school property, or if the vehicle is stolen,

the fund will reimburse one-half (½) the cost of the damage not paid by the insurance company, in an amount not to exceed two hundred dollars (\$200.00). Employees processing claims for vandalism to their automobiles must provide a statement from their insurance carriers that such vandalism is not a covered loss, and if covered, must state the amount of the deductible, if any.

Personal property valued at \$100 or more, which is brought to the work site for professional purposes and is damaged or stolen, will be reimbursed at one-half (½) the cost of the damage not paid by the insurance company, in an amount no to exceed \$200, provided that the employee has registered the property with the administration when it is brought to the work site.

2. Any employee seeking reimbursement under the provisions of this policy must file an employee incident report according to guidelines established for this purpose. Failure to file such a report on a timely basis shall disqualify an employee from receiving reimbursement.

G. Terminal Pay

To encourage and reward personnel who exercise particular care in the maintenance of their personal health and job attendance, the Board will provide terminal pay to personnel at resignation, normal retirement, or to their beneficiaries if services are terminated by death. Terminal pay shall not exceed an amount determined by the daily rate of the employee at resignation, retirement, or death as follows:

1. Unused Annual Leave (Earned in accordance with Article IX section P (Annual Leave)
 - a. For Unused Annual Leave accumulated by 12 month persons employed prior to July 1, 2001 who resign or retire on or after July 1, 2001 –
 - (1) For persons whose accumulated annual leave is sixty (60) workdays or less as of June 30, 2001 – Upon resignation or retirement, employees shall be paid a lump sum payment of any accrued leave up to a maximum amount of sixty (60) workdays. In the event of an employee's death, the beneficiary(ies) shall be paid.
 - (2) For persons whose accumulated annual is more than sixty (60) workdays as of June 30, 2001 – Upon resignation or retirement, employees shall be paid a lump sum payment for any accrued leave up to a maximum amount of sixty (60) workdays plus any remaining excess over sixty (60) on record as of June 30, 2001. In the event of an employee's death, the beneficiary(ies) shall be paid.

- b. **For Unused Annual Leave accumulated by 12 month persons employed on or after July 1, 2001 – Upon resignation or retirement, employees shall be** paid a lump sum payment for any accrued leave up to a maximum amount of sixty (60) workdays. In the event of an employee's death, the beneficiary(ies) shall be paid.
2. Terminal pay shall be provided to an employee at termination or retirement or to his beneficiary if service is terminated by death; however, such terminal pay shall not exceed an amount determined as follows:
- a. During the first 3 years of service with the Employer, the daily rate of pay multiplied by 35 percent times the number of days of accumulated sick leave.
 - b. During the next 3 years of service with the Employer, the daily rate of pay multiplied by 40 percent times the number of days of accumulated sick leave.
 - c. During the next 3 years of service with the Employer, the daily rate of pay multiplied by 45 percent times the number of days of accumulated sick leave.
 - d. During the next 3 years of service with the Employer, the daily rate of pay multiplied by 50 percent times the number of days of accumulated sick leave.
 - e. During and after the 13th year of service with the Employer, the daily rate of pay shall be multiplied by 94% of the number of days accumulated sick leave upon retirement.
 - f. During and after the 13th year of service with the Employer, the daily rate of pay multiplied by 80 percent of the number of days of accumulated sick leave upon termination.
 - g. For those former employees rehired and new hires with Florida experience after July 1, 1984, the above listed terminal pay provisions shall apply only to those sick leave days accumulated after the current date of employment. Any sick leave taken after July 1, 1984, shall be charged first to those days accrued after July 1, 1984.
3. Payment
- a. All bargaining unit employees shall be placed on the eligibility list for participation in the Bencor National Government Employees Retirement Plan (Bencor Special Pay Plan) under terms and conditions provided to other employees working for the Employer.
 - b. Payment for the resignation, termination, and retirement benefit will be made within 30 calendar days of the effective resignation or retirement date.

H. PESCO and Financial Institutions

Services shall be provided to employees requesting payroll deductions in favor of the Community First Credit Union and PESCO. Consideration of any new payroll

deduction shall be conducted through a survey generated by DTU, and distributed through school mail, and shall be given to each employee. Surveys will be returned to DTU through the school mail. A minimum of twenty-five (25) employees must show interest in order to implement a new payroll deduction.

Upon sufficient interest shown as specified in this section, the Board shall provide payroll deduction services to employees for the Florida Prepaid College Program.

I. School-Sponsored Events

1. Each employee shall be admitted, without charge, to any school-sponsored athletic event in which the student body participates. However, this provision shall not apply to state play-off athletic events.
2. Each employee shall be admitted, without charge, to any other school-sponsored event in which students of the employee's school participate.

J. Use of Employees' Vehicles/Reimbursement

1. When an employee's regularly assigned duties require use of a personal automobile in the performance of duties, the employee will be reimbursed for mileage at the maximum amount per mile authorized by the Consolidated City Government of Jacksonville or transportation shall be provided to the job site from the permanent work location.
2. Employees in the bargaining unit who have been approved by the Employer to receive mileage shall receive the maximum amount per mile authorized by the Consolidated City Government of Jacksonville.
3. Funds expended by an employee to attend an approved conference, function or assignment, shall be reimbursed within a reasonable time after proper documentation is submitted.

K. Savings Bonds

1. The Employer agrees to include employees in the existing system of payroll deduction through which an employee may purchase United States Savings Bonds.
2. The enrollment period shall be announced and posted annually.
3. Authorization for Savings Bond deductions may be withdrawn by the employee according to procedures established by the Employer.
4. Twelve-month employees and employees who have chosen the optional pay plan may elect to have deductions for Savings Bonds made throughout the entire fiscal year.

- L. Employee Assistance and Wellness Program
Employee release time with pay shall be granted for an initial referral Employee Assistance and Wellness Program for a period not to exceed one (1) workday.

- M. Telephone Access for Employees
At least one (1) telephone shall be designated only for employees' use, with some degree of privacy afforded.

ARTICLE XIV - STUDENT SUPPORT PROFESSIONALS

A. Student Support Professionals

Student support professionals are certificated and/or state licensed personnel who provide specialized services for students. Such personnel include, but are not limited to, speech pathologists, audiologists, social workers, school psychologists, and program representatives and specialists.

B. Non Salary Contract Items

School Psychologists

1. Psychologists whose work year is twelve (12) months shall be established as follows:
 - a. Up to 25% of the psychologists shall be on a "shortened calendar" which will be the same calendar established by the Employer for twelve (12) month certified employees, except that these psychologists shall be permitted leave without pay during the Christmas/New Year holidays, and Spring holidays instructional non-workday periods. This leave without pay shall not affect the anniversary date of these psychologists. Priority for working the shortened calendar shall be given by seniority to those whose most recent shortened calendar experience is in the most distant past.
 - b. The remainder of the psychologists shall be on a "regular calendar" which shall be the same calendar established by the employer for twelve (12) months certificated employees.
2. Psychologists' Working Conditions
 - a. Psychologists will be contracted for ten (10), eleven (11), or twelve (12) months as determined by the Department of Student Services and, whether on a regular or shortened calendar, shall be eligible for paid holidays as established by the Board for the corresponding certificated employees.
 - b. Annual leave for twelve (12) month psychologists, whether on a regular or shortened calendar, shall be accrued as established for twelve (12)-months certificated employees in the Rules of the Duval County School Board, Sec. 10-158. Annual leave shall be accrued at the following rates:
 - Less than five (5) years of verified creditable service, at the rate of one day per month.
 - Five (5) but less than ten (10) years, at the rate of one and one-fourth (1 1/4) days per month.
 - Ten (10) or more years, at the rate of one and one-half (1 1/2) days per month.
 - c. Psychologists who are employed on a twelve (12) month basis (for at

least 260 days) shall be granted four (4) additional holiday days between Christmas and New Years. These days shall not be counted against the employee's accrued leave, nor shall they be cumulative if for any reason they are not used by the employee. Total accrued annual leave not exceed sixty (60) days.

- d. The psychologists' workday will be eight (8) hours not including a one-half hour unpaid lunch break.

3. Voluntary Transfer (School Psychologists/Social Workers)

Voluntary transfers may be processed after the special needs of the employer such as balance of staff (which for the term of this contract may mean race, training, experience, expertise, contract length, and satisfactory evaluations) are met. The following guidelines apply:

- a. A list of known vacancies will be available (posted) at each regional office and the District Office and emailed to all District Psychologists and Social Workers.
- b. Employees are eligible for voluntary transfer after two years of full time service.
- c. Employees who wish to apply for transfer must submit a written request to the Human Resource Services Department on or before March 1 annually. Applications will be kept on file for one calendar year.
- d. An employee requesting a transfer shall list his/her site preferences in priority order.
- e. When more than one applicant meets the criteria as specified above, seniority (as defined elsewhere in the contract) shall be the determining factor. If all factors are equal, then the request received first will have priority.
- f. An employee may amend his/her request for transfer by the close of the business day one calendar week following the posting date.
- g. The employee may rescind his/her request by the end of the third business day from the day that the position was offered if s/he decides not to take the position offered.
- h. Transfers generally occur at the beginning of the following contract year. However, a mid-contract transfer may occur at any time by agreement between the appropriate Executive Director and Region Superintendent.
- i. The Human Resource Services Department or immediate Supervisor shall notify employees who do not receive voluntary transfers. The reason for rejection will be given in writing upon request of the applicant.
- j. Following an administrative transfer, the employee may request a voluntary transfer at the end of that year as specified elsewhere in this Agreement.

Instructional Specialists

1. Instructional Specialists who are employed on a twelve (12) month basis (at least 260 days) shall be granted four (4) additional holiday days between Christmas and New Years. These days shall not be counted against the employee's accrued leave, nor shall they be cumulative if for any reason they are not used by the employee.
2. A committee shall be formed with representatives from the various instructional specialist calendar groups, DTU and the Employer to review, discuss and resolve the differences between calendars and pay schedules. The intent is to develop a mutually agreeable resolution to be implemented with the 07-08 school year.

Speech-Language Pathologists

1. Transfers
 - a. Transfers in this document shall be defined as relocation to itinerant and/or full time positions in specific schoolwork sites.
 - b. To be eligible for a yearly transfer, the designated form must be submitted to the Speech-Language Program Coordinator or Specialist on or before March 15. No transfer will be considered unless a current application is on file. Speech-Language Pathologists transfer applications must be submitted annually.
 - c. The transfer application will include a request for up to four (4) schools in order of preference or a selection of one of five (5) organizational regions.
 - d. A list of full-time and itinerant vacancies and vacancies for all Speech and Language Impaired Programs will be available via mass mailings in October, March and May or a current vacancy list will be reported in the monthly Speech/Language Shared Decision Making Minutes. For all Speech- Language Pathologists who submitted a transfer form, updated vacancy lists will be posted in June and July by the Speech-Language Coordinator or Specialist.
 - e. Speech-Language Pathologist assignments made after teachers report to work will be considered vacant for the next school year. Part-time hourly positions will be considered vacant. All positions filled through contracted services will also be declared vacant.
 - f. Amendments may be made to the initial transfer request. The final amendment is due one month prior to the first pre-planning day for teachers.

- g. Assignments will be made at least two (2) weeks prior to the first pre- planning day for teachers.
- h. Voluntary transfers will be considered up until one week prior to the first day for teachers.
- i. Assignments/transfers made to vacant positions will be based on seniority, (as defined in the teacher contract). In case of a tie, the transfer request received first will receive priority. Those assignments requiring specialized skills or qualifications will be subject to the approval of the principal and/or Executive Director of Exceptional Education/Student Services.
- j. Full-time positions shall be subject to the approval of the receiving principal. The Speech-Language Coordinator or Specialist will provide receiving principals a list of Duval County Public Schools SLP applicants in order of seniority. Applicants will be interviewed for positions as defined in the teacher contract.
- k. In cases of involuntary transfers, positions filled by part-time hourly DCPS Speech-Language Pathologists and contracted Speech-Language Pathologists will be considered vacant.

2. Working Conditions

Data collection for Medicaid fee-for-service reimbursement will not be required.

C. Salary Issues

1. Psychologists

Psychologists hired by the Employer, with no prior years of experience as a school psychologist, teacher, or prior years of military service shall be placed on Step 1 of the salary schedule effective July 1, 1990. Credit for combined years of prior experience as a school psychologist, teacher, and active military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service up to a maximum of eight (8) years, as per credit requirements in Salary guidelines.

Retroactive to the 2000 – 2001 school year, for new school psychologists, credit for combined years of prior experience as a school psychologist, teacher, and active military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service up to a maximum of fifteen (15) years, as per credit requirements in Salary guidelines.

Psychologists with a Specialist Degree or Doctorate shall move to the same step on the Specialist or Doctorate column.

2. **Speech/Language Pathologists**
Speech/language pathologists hired by the Employer, with no prior years of experience as a teacher, school speech/language pathologist, military experience or clinical experience shall be placed on step 1 of the salary schedule.

Credit for employment as a speech/language pathologist in a public school system shall be allowed up to the maximum number of levels on the teacher's salary schedule.

Credit for clinical experience shall be allowed at a rate of one (1) year for each twelve months continuous service up to a maximum of ten (10) years. Clinical experience shall be defined as full-time employment as a speech/language pathologist in a clinical setting, working under professional licensure from the Department of Professional Regulation (or from another State Licensure Bureau). Credit for combined years of prior experience as a speech/language pathologist in a clinical setting and military experience shall be limited to a maximum of ten (10) years, as per credit requirements in the Salary Guideline.

3. **Specialists**
Persons on the teacher salary schedule moving to the specialist salary schedule shall be placed as follows:
 - a. The person shall be advanced one step in the same grade on the teacher salary schedule.
 - b. This step dollar equivalent shall be multiplied by a factor of 1.1.
 - c. The person shall be assigned a step on the specialist salary schedule closest to but not less than the computation in step b.

Teacher experience and other experience approved for credit on the teacher salary schedule shall be used in step placement calculation. An annual supplement of \$300 shall be paid for a specialist's degree and an annual supplement of \$1000 shall be paid for a doctorate degree.

4. **Audiologists**
Audiologists hired by the Employer, may be given credit on the teacher salary schedule for professional audiology experience done under professional licensure. Credit for combined years of prior experience as a teacher, military experience or professional audiology, experience shall be allowed at a rate of one (1) year for each of the twelve (12) months continuous service up to a maximum of ten (10) years, as per credit requirements in the Salary Guidelines.
5. **Social Workers**
Social Workers hired by the Employer, may be given credit on the teacher salary schedule for professional social work experience done under professional licensure. Credit for combined years of prior experience as a

teacher, military experience or professional social work, experience shall be allowed at a rate of one (1) year for each of the twelve (12) months continuous service up to a maximum of ten (10) years, as per credit requirements in the Salary Guidelines.

D. Evaluation

A committee with equal representation from DTU and the DCSB will be formed and will meet by September 1, 2005 to review and update the evaluation instrument and create an evaluation procedural manual for student support professionals.

E. Surplus/RIF Procedures

In the event of any projected RIF, surplus, or program cut that impacts the terms and conditions of employment of Student Support Professionals, impact bargaining will occur.

ARTICLE XV - CONFORMITY TO LAW/AGREEMENT

A. Conformity to Law

Should any provisions of this Agreement be declared illegal by a court of competent jurisdiction then such provisions shall be replaced by a provision agreed upon by the Employer and D.T.U. and made a part hereof as an appropriate amendment to this contract. All other provisions of the Agreement shall remain in full force and effect for the duration of this Agreement.

B. No-Strike Clause

The DTU and its members agree that, during the life of this Agreement, they shall not enter into a strike, as defined in Florida Statutes 447.203.

C. Agreement

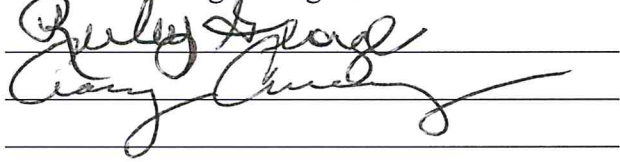
This Agreement is effective July 1, 2014, through June 30, 2017, between the Duval County School Board and Duval Teachers United.

SIGNATURE PAGE

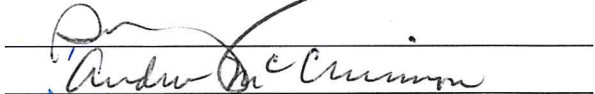
AGREEMENT to the 2017-20 Bargaining Agreement between Duval Teachers United – Teacher Unit, and the Duval County School Board.

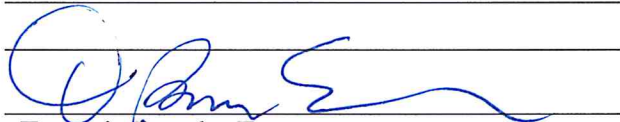
IN WITNESS WHEREOF, the parties hereto have set their hands this 6th day of February 2018.

From DTU Negotiating Team



From the School Board Negotiating Team


Andrew McCrimmon
Debra Munson
Laura Bower
Paula Wright
Eugene P. Biala

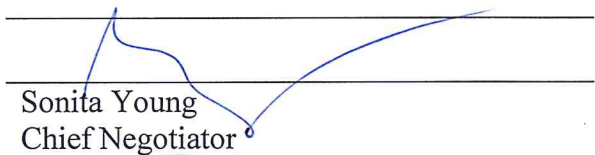


Tammie Brooks-Evans
Chief Negotiator

DUVAL TEACHER UNITED

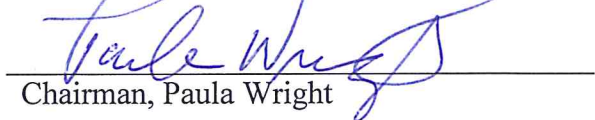


Terrie Brady
President



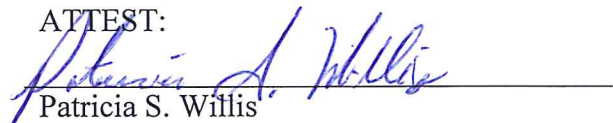
Sonita Young
Chief Negotiator

DUVAL COUNTY SCHOOL BOARD



Chairman, Paula Wright

ATTEST:


Patricia S. Willis
Superintendent of Schools
Ex Officio Secretary to the Duval County
School Board

Form Approved:

APPENDIX A – SALARY SCHEDULE

2017-2018

**Teacher (Grandfather)
196 Days/7.33 Hours Daily
Pay Scale TA**

GRADE	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	39,500	27.49394						
2*	39,500	27.49394						
3*	39,500	27.49394						
4*	39,800	27.70276						
5*	40,300	28.05078						
6*	40,800	28.39881						
7*	41,300	28.74683						
8	41,800	29.09486	43,000	29.93012	44,400	30.90459	45,900	31.94866
9	42,300	29.44288	43,500	30.27814	44,900	31.25261	46,400	32.29668
10	42,800	29.79091	44,000	30.62617	45,650	31.77465	47,150	32.81872
11	43,550	30.31294	44,750	31.14820	46,400	32.29668	47,900	33.34076
12	44,300	30.83498	45,500	31.67024	47,150	32.81872	48,900	34.03681
13	45,050	31.35702	46,250	32.19228	47,900	33.34076	49,900	34.73286
14	45,800	31.87905	47,000	32.71431	48,900	34.03681	50,900	35.42891
15	46,800	32.57510	48,000	33.41036	50,400	35.08088	51,900	36.12495
16	47,800	33.27115	49,000	34.10641	51,900	36.12495	52,900	36.82100
17	48,800	33.96720	50,000	34.80246	53,400	37.16903	53,900	37.51705
18	49,800	34.66325	51,500	35.84654	54,900	38.21310	55,400	38.56113
19	50,800	35.35930	53,000	36.89061	56,400	39.25718	56,900	39.60520
20	52,300	36.40337	55,000	38.28271	57,900	40.30125	58,400	40.64927
21	53,801	37.44814	57,000	39.67481	59,400	41.34532	60,400	42.04137
22	55,801	38.84024	59,000	41.06690	60,900	42.38940	62,400	43.43347
23	57,801	40.23234	61,000	42.45900	62,400	43.43347	64,400	44.82557
24	59,801	41.62444	63,000	43.85110	64,400	44.82557	66,400	46.21767
25	61,801	43.01654	65,000	45.24320	66,400	46.21767	68,400	47.60977
26	63,801	44.40864	67,000	46.63530	68,400	47.60977	70,400	49.00187
27	65,801	45.80074	69,000	48.02740	70,400	49.00187	72,400	50.39396
95	67,801	47.19283	71,000	49.41949	72,400	50.39396	74,400	51.78606

* Denotes new hires placed on the performance pay teacher salary schedule.

Level Movement - A teacher who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Teachers on Level 95 for School year 16-17 will receive a \$ 500.00 supplement

Level 95 is for incumbents only who worked one day more than half the prior school year.

Salary Schedule effective July 1, 2017.

APPENDIX A - SALARY- SCHEDULE CONT'D

2017-2018

Teacher (Performance Pay)

196 Days/7.33 Hours Daily

Pay Scale TC

	Min	Max
Tier I	39,500	41,800
Tier II	41,801	45,300
Tier III	45,301	50,300
Tier IV	50,301	59,301
Tier V	59,302	74,400

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Master’s Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase.—Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule effective July 1, 2017.

APPENDIX A - SALARY- SCHEDULE CONT'D

2017-2018

Teacher - Job Share (Grandfather)

99 Days/7.33 Hours Daily

Pay Scale TJ

GRADE	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	19,952	27.49394						
2*	19,952	27.49394						
3*	19,952	27.49394						
4*	20,103	27.70276						
5*	20,356	28.05078						
6*	20,608	28.39881						
7*	20,861	28.74683						
8	21,113	29.09486	21,719	29.93012	22,427	30.90459	23,184	31.94866
9	21,366	29.44288	21,972	30.27814	22,679	31.25261	23,437	32.29668
10	21,618	29.79091	22,224	30.62617	23,058	31.77465	23,816	32.81872
11	21,997	30.31294	22,603	31.14820	23,437	32.29668	24,194	33.34076
12	22,376	30.83498	22,982	31.67024	23,816	32.81872	24,699	34.03681
13	22,755	31.35702	23,361	32.19228	24,194	33.34076	25,205	34.73286
14	23,134	31.87905	23,740	32.71431	24,699	34.03681	25,710	35.42891
15	23,639	32.57510	24,245	33.41036	25,457	35.08088	26,215	36.12495
16	24,144	33.27115	24,750	34.10641	26,215	36.12495	26,720	36.82100
17	24,649	33.96720	25,255	34.80246	26,972	37.16903	27,225	37.51705
18	25,154	34.66325	26,013	35.84654	27,730	38.21310	27,983	38.56113
19	25,659	35.35930	26,770	36.89061	28,488	39.25718	28,740	39.60520
20	26,417	36.40337	27,781	38.28271	29,245	40.30125	29,498	40.64927
21	27,175	37.44814	28,791	39.67481	30,003	41.34532	30,508	42.04137
22	28,185	38.84024	29,801	41.06690	30,761	42.38940	31,518	43.43347
23	29,195	40.23234	30,811	42.45900	31,518	43.43347	32,529	44.82557
24	30,206	41.62444	31,821	43.85110	32,529	44.82557	33,539	46.21767
25	31,216	43.01654	32,832	45.24320	33,539	46.21767	34,549	47.60977
26	32,226	44.40864	33,842	46.63530	34,549	47.60977	35,559	49.00187
27	33,236	45.80074	34,852	48.02740	35,559	49.00187	36,569	50.39396
95	34,246	47.19283	35,862	49.41949	36,569	50.39396	37,580	51.78606

* Denotes new hires placed on the performance pay teacher salary schedule.

Level Movement - A teacher who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Teachers on Level 95 for School year 16-17 will receive a \$ 250.00 supplement

Level 95 is for incumbents only who worked one day more than half the prior school year.

Salary Schedule effective July 1, 2017.

APPENDIX A - SALARY- SCHEDULE CONT'D

2017-2018

**Teacher - Job Share (Performance Pay)
99 Days/7.33 Hours Daily
Pay Scale JT**

	Min	Max
Tier I	19,948	23,550
Tier II	23,551	27,050
Tier III	27,051	30,050
Tier IV	30,051	34,051
Tier V	34,052	37,577

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Master's Degree - \$500	Specialist Degree - \$600	Doctorate Degree - \$750
--------------------------------	----------------------------------	---------------------------------

Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule effective July 1, 2017.

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Teacher 12 Month Alternative (Grandfather)
241 Days/7.33 Hours Daily
Pay Scale TV**

GRADE		
01		
Level	Annual	Hourly
1	42,530	24.17576
2	43,280	24.60209
3	44,030	25.02842
4	44,780	25.45475
5	45,780	26.02319
6	46,782	26.59277
7	48,280	27.44429
8	49,780	28.29695
9	51,280	29.14961
10	52,780	30.00227
11	54,280	30.85493
12	55,780	31.70759
13	57,530	32.70236
14	59,280	33.69714
15	61,030	34.69191
16	63,030	35.82879
17	65,030	36.96567
18	67,030	38.10255
19	69,030	39.23943
20	71,030	40.37631
21	73,030	41.51319
22	75,030	42.65007
95	77,030	43.78695

A teacher who worked one day more than half the previous school year in his/her position shall advance one step on the salary schedule.

Teachers on Level 95 for School year 16-17, will receive a \$500.00 supplement

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Master's Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Advanced Degrees: Teachers hired prior to July 1, 2011, who hold a Professional Services Contract (PSC), and who hold an advanced degree shall be paid one Advanced Degree supplement for the highest degree level obtained.

Salary Schedule effective July 1, 2017.

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Teacher 12 Month Alternative (Performance Pay)
240 Days/7.33 Hours Daily
Pay Scale TX**

	Min	Max
Tier I	42,530	46,800
Tier II	46,801	53,300
Tier III	53,301	61,300
Tier IV	61,301	69,301
Tier V	69,302	77,030

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Master's Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary schedule effective July 1, 2017.

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Specialist, Instructional Support (Grandfather)
12 Months (260 Days/8 Hours Daily)**

Pay Scale AB

GRADE		
01		
Level	Annual	Hourly
01	42,880	20.61538
02	44,380	21.33654
03	45,880	22.05769
04	47,380	22.77885
05	49,080	23.59615
06	50,780	24.41346
07	52,480	25.23077
08	54,180	26.04808
09	55,880	26.86538
10	57,605	27.69471
11	59,330	28.52404
12	61,130	29.38942
13	62,980	30.27885
14	64,830	31.16827
15	66,680	32.05769
16	68,530	32.94712
17	70,380	33.83654
18	72,230	34.72596
19	74,080	35.61538
20	75,930	36.50481
21	77,780	37.39423
22	79,630	38.28365
23	81,480	39.17308
95	83,480	40.13462

Level Movement - A specialist who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Level 95 is for incumbents only who worked one day more than half of the last school year.

Instructional Specialists on Level 95 for School Year 16-17 will receive a \$500.00 supplement.

Advanced Degrees: Instructional Specialists will be paid one Advanced Degree Supplement for the highest degree level attained:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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For Instructional Specialists hired on or after July 1, 2011, the Advanced Degree must be held in the individual's area of certification.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Specialist, Instructional Support (Performance Pay)
12 Months (260 Days/8 Hours Daily)
Pay Scale AI**

	Min	Max
Tier I	42,880	49,080
Tier II	49,081	57,605
Tier III	57,606	66,680
Tier IV	66,681	75,930
Tier V	75,931	83,480

Advanced Degrees: Instructional Specialists hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Instructional Specialists hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Instructional Specialists on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience and the conversion calculation as set forth in the approved Teacher Contract. Once established, the Instructional Specialists shall be placed on Performance Schedule at the established salary.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Specialist, Administrative Support
12 Months (260 Days/8 Hours Daily)
Pay Scale AC**

GRADE 01		
Level	Annual	Hourly
01	34,848	16.75385
02	35,862	17.24135
03	37,052	17.81346
04	38,241	18.38510
05	39,578	19.02788
06	41,244	19.82885
07	43,028	20.68654
08	44,786	21.53173
09	46,452	22.33269
10	48,118	23.13365
11	49,663	23.87644
12	51,212	24.62115
13	52,757	25.36394
14	54,542	26.22212
15	56,595	27.20913
16	59,613	28.66010
17	62,752	30.16923
18	64,656	31.08462
19	66,560	32.00000
95	74,711	35.91875

All eligible Administrative Specialists will advance one Level.

Advanced Degrees: Administrative Specialists shall be compensated annually for a higher degree as follows:

Specialist Degree - \$300 Doctorate Degree - \$1,000

Salary Scheduled Effective July 1, 2017

APPENDIX A - SALARY- SCHEDULE CONT'D

2017-2018

Psychologist (Grandfather)

196 Days/8 Hours Daily

Pay Scale TQ

GRADE Level	02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	39,500	25.19133				
2*	40,000	25.51020				
3*	40,500	25.82908				
4*	41,000	26.14796				
5*	41,500	26.46684				
6*	42,000	26.78571				
7	42,500	27.10459				
8	43,000	27.42347	44,400	28.31633	45,900	29.27296
9	43,500	27.74235	44,900	28.63520	46,400	29.59184
10	44,000	28.06122	45,650	29.11352	47,150	30.07015
11	44,750	28.53954	46,400	29.59184	47,900	30.54847
12	45,500	29.01786	47,150	30.07015	48,900	31.18622
13	46,250	29.49617	47,900	30.54847	49,900	31.82398
14	47,000	29.97449	48,900	31.18622	50,900	32.46173
15	48,000	30.61224	50,400	32.14286	51,900	33.09949
16	49,000	31.25000	51,900	33.09949	52,900	33.73724
17	50,000	31.88776	53,400	34.05612	53,900	34.37500
18	51,500	32.84439	54,900	35.01276	55,400	35.33163
19	53,000	33.80102	56,400	35.96939	56,900	36.28827
20	55,000	35.07653	57,900	36.92602	58,400	37.24490
21	57,000	36.35204	59,400	37.88265	60,400	38.52041
22	59,000	37.62755	60,900	38.83929	62,400	39.79592
23	61,000	38.90306	62,400	39.79592	64,400	41.07143
24	63,000	40.17857	64,400	41.07143	66,400	42.34694
25	65,000	41.45408	66,400	42.34694	68,400	43.62245
26	67,000	42.72959	68,400	43.62245	70,400	44.89796
27	69,000	44.00510	70,400	44.89796	72,400	46.17347
95	71,000	45.28061	72,400	46.17347	74,400	47.44898

Levels 1-6 move to the Performance Pay Schedule.

Level Movement - A psychologist who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Psychologists on Level 95 for School Year 16-17 will receive a \$500.00 supplement

Level 95 is for incumbents only who worked one day more than half the last school year

Salary Schedule effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Psychologist (Grandfather)
12 Months (260 Days/8 Hours Daily)
Pay Scale TP**

GRADE Level	01 MASTERS		02 SPECIALIST		03 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	55,129	26.50433	56,915	27.36298	58,702	28.22212
02	55,879	26.86490	57,665	27.72356	59,452	28.58269
03	56,629	27.22548	58,415	28.08413	60,202	28.94327
04	57,379	27.58606	59,165	28.44471	60,952	29.30385
05	58,129	27.94663	59,915	28.80529	61,702	29.66442
06	59,129	28.42740	60,915	29.28606	62,702	30.14519
07	60,129	28.90817	61,915	29.76683	63,702	30.62596
08	61,379	29.50913	63,165	30.36779	64,952	31.22692
09	62,629	30.11010	64,415	30.96875	66,202	31.82788
10	63,879	30.71106	65,665	31.56971	67,452	32.42885
11	65,129	31.31202	66,915	32.17067	68,702	33.02981
12	66,379	31.91298	68,165	32.77163	69,952	33.63077
13	67,879	32.63413	69,665	33.49279	71,452	34.35192
14	69,379	33.35529	71,165	34.21394	72,952	35.07308
15	70,879	34.07644	72,665	34.93510	74,452	35.79423
16	72,379	34.79760	74,165	35.65625	75,952	36.51538
17	73,879	35.51875	75,665	36.37740	77,452	37.23654
18	75,629	36.36010	77,415	37.21875	79,202	38.07788
19	77,379	37.20144	79,165	38.06010	80,952	38.91923
20	79,129	38.04279	80,915	38.90144	82,702	39.76058
21	81,129	39.00433	82,915	39.86298	84,702	40.72212
95	83,129	39.96587	84,915	40.82452	86,702	41.68365

All Psychologists advance one step.

Psychologists on Level 95 for School Year 16-17-will receive a \$500 supplement.

Advanced Degrees: Psychologists hired prior to July 1, 2011 who hold an advanced degree shall continue to be paid from the Master, Specialist & Doctorate columns of the TP Salary Schedule.

DEFINITIONS & PLACEMENT PROCEDURES

LEVEL

A level represents one (1) year of eligible experience.

ELIGIBLE EXPERIENCE

Eligible experience shall be defined as school psychologist, teacher, or active duty military experience. Military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service and shall be limited to four (4) years.

SALARY PLACEMENT AND EXPERIENCE VERIFICATION

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the salary schedule.

Effective July 1, 1990, credit for eligible experience shall be allowed at a rate of one (1) year for each year of continuous service. A maximum of eight (8) years eligible experience shall be allowed. Retroactive to 2000-2001, new school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Movement between columns (pay scale groups) shall be at the same step based on highest degree recorded in the personnel office.

Salary schedule effective July 1, 2017.

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Psychologist (Grandfather)
12 Months (240 Days/8 Hours Daily)
Pay Scale TD**

GRADE Level	01 MASTERS		02 SPECIALIST		03 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	50,774	26.44479	52,416	27.30000	54,059	28.15573
02	51,463	26.80365	53,106	27.65938	54,749	28.51510
03	52,153	27.16302	53,795	28.01823	55,439	28.87448
04	52,843	27.52240	54,485	28.37760	56,128	29.23333
05	53,532	27.88125	55,175	28.73698	56,818	29.59271
06	54,222	28.24063	55,864	29.09636	57,507	30.00000
07	54,912	28.60001	56,554	29.45574	58,197	30.40000
08	55,602	28.95939	57,244	29.81512	58,886	30.80000
09	56,292	29.31877	57,934	30.17450	59,576	31.20000
10	56,982	29.67815	58,624	30.53388	60,265	31.60000
11	57,672	30.03753	59,314	30.89326	60,955	32.00000
12	58,362	30.39691	60,004	31.25264	61,645	32.40000
13	59,052	30.75629	60,694	31.61202	62,334	32.80000
14	59,742	31.11567	61,384	31.97140	63,024	33.20000
15	60,432	31.47505	62,074	32.33078	63,714	33.60000
16	61,122	31.83443	62,764	32.69016	64,404	34.00000
17	61,812	32.19381	63,454	33.04954	65,094	34.40000
18	62,502	32.55319	64,144	33.40892	65,784	34.80000
19	63,192	32.91257	64,834	33.76830	66,474	35.20000
20	63,882	33.27195	65,524	34.12768	67,164	35.60000
21	64,572	33.63133	66,214	34.48706	67,854	36.00000
22	65,262	33.99071	66,904	34.84644	68,544	36.40000
23	65,952	34.35009	67,594	35.20582	69,234	36.80000
24	66,642	34.70947	68,284	35.56520	69,924	37.20000
25	67,332	35.06885	68,974	35.92458	70,614	37.60000
26	68,022	35.42823	69,664	36.28396	71,304	38.00000
27	68,712	35.78761	70,354	36.64334	71,994	38.40000
28	69,402	36.14699	71,044	37.00272	72,684	38.80000
29	70,092	36.50637	71,734	37.36210	73,374	39.20000
30	70,782	36.86575	72,424	37.72148	74,064	39.60000
31	71,472	37.22513	73,114	38.08086	74,754	40.00000
32	72,162	37.58451	73,804	38.44024	75,444	40.40000
33	72,852	37.94389	74,494	38.79962	76,134	40.80000
34	73,542	38.30327	75,184	39.15900	76,824	41.20000
35	74,232	38.66265	75,874	39.51838	77,514	41.60000
36	74,922	39.02203	76,564	39.87776	78,204	42.00000
37	75,612	39.38141	77,254	40.23714	78,894	42.40000
38	76,302	39.74079	77,944	40.59652	79,584	42.80000
39	76,992	40.10017	78,634	40.95590	80,274	43.20000
40	77,682	40.45955	79,324	41.31528	80,964	43.60000
41	78,372	40.81893	80,014	41.67466	81,654	44.00000
42	79,062	41.17831	80,704	42.03404	82,344	44.40000
43	79,752	41.53769	81,394	42.39342	83,034	44.80000
44	80,442	41.89707	82,084	42.75280	83,724	45.20000
45	81,132	42.25645	82,774	43.11218	84,414	45.60000
46	81,822	42.61583	83,464	43.47156	85,104	46.00000
47	82,512	42.97521	84,154	43.83094	85,794	46.40000
48	83,202	43.33459	84,844	44.19032	86,484	46.80000
49	83,892	43.69397	85,534	44.54970	87,174	47.20000
50	84,582	44.05335	86,224	44.90908	87,864	47.60000
51	85,272	44.41273	86,914	45.26846	88,554	48.00000
52	85,962	44.77211	87,604	45.62784	89,244	48.40000
53	86,652	45.13149	88,294	45.98722	89,934	48.80000
54	87,342	45.49087	88,984	46.34660	90,624	49.20000
55	88,032	45.85025	89,674	46.70598	91,314	49.60000
56	88,722	46.20963	90,364	47.06536	92,004	50.00000
57	89,412	46.56901	91,054	47.42474	92,694	50.40000
58	90,102	46.92839	91,744	47.78412	93,384	50.80000
59	90,792	47.28777	92,434	48.14350	94,074	51.20000
60	91,482	47.64715	93,124	48.50288	94,764	51.60000
61	92,172	48.00653	93,814	48.86226	95,454	52.00000
62	92,862	48.36591	94,504	49.22164	96,144	52.40000
63	93,552	48.72529	95,194	49.58102	96,834	52.80000
64	94,242	49.08467	95,884	49.94040	97,524	53.20000
65	94,932	49.44405	96,574	50.29978	98,214	53.60000
66	95,622	49.80343	97,264	50.65916	98,904	54.00000
67	96,312	50.16281	97,954	51.01854	99,594	54.40000
68	97,002	50.52219	98,644	51.37792	100,284	54.80000
69	97,692	50.88157	99,334	51.73730	100,974	55.20000
70	98,382	51.24095	100,024	52.09668	101,664	55.60000
71	99,072	51.60033	100,714	52.45606	102,354	56.00000
72	99,762	51.95971	101,404	52.81544	103,044	56.40000
73	100,452	52.31909	102,094	53.17482	103,734	56.80000
74	101,142	52.67847	102,784	53.53420	104,424	57.20000
75	101,832	53.03785	103,474	53.89358	105,114	57.60000
76	102,522	53.39723	104,164	54.25296	105,804	58.00000
77	103,212	53.75661	104,854	54.61234	106,494	58.40000
78	103,902	54.11599	105,544	54.97172	107,184	58.80000
79	104,592	54.47537	106,234	55.33110	107,874	59.20000
80	105,282	54.83475	106,924	55.69048	108,564	59.60000
81	105,972	55.19413	107,614	56.04986	109,254	60.00000
82	106,662	55.55351	108,304	56.40924	109,944	60.40000
83	107,352	55.91289	108,994	56.76862	110,634	60.80000
84	108,042	56.27227	109,684	57.12800	111,324	61.20000
85	108,732	56.63165	110,374	57.48738	112,014	61.60000
86	109,422	56.99103	111,064	57.84676	112,704	62.00000
87	110,112	57.35041	111,754	58.20614	113,394	62.40000
88	110,802	57.70979	112,444	58.56552	114,084	62.80000
89	111,492	58.06917	113,134	58.92490	114,774	63.20000
90	112,182	58.42855	113,824	59.28428	115,464	63.60000
91	112,872	58.78793	114,514	59.64366	116,154	64.00000
92	113,562	59.14731	115,204	60.00304	116,844	64.40000
93	114,252	59.50669	115,894	60.36242	117,534	64.80000
94	114,942	59.86607	116,584	60.72180	118,224	65.20000
95	115,632	60.22545	117,274	61.08118	118,914	65.60000

All Psychologists advance one step.

Psychologists on Level 95 for School 16-17 will receive a \$500 supplement.

Advanced Degrees: Psychologists hired prior to July 1, 2011 who hold an advanced degree shall continue to be paid from the Master, Specialist & Doctorate columns of the TD Salary Schedule.

DEFINITIONS & PLACEMENT PROCEDURES

LEVEL

A level represents one (1) year of eligible experience.

ELIGIBLE EXPERIENCE

Eligible experience shall be defined as school psychologist, teacher, or active duty military experience. Military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service and shall be limited to four (4) years.

SALARY PLACEMENT AND EXPERIENCE VERIFICATION

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the salary schedule.

Effective July 1, 1990, credit for eligible experience shall be allowed at a rate of one (1) year for each year of continuous service. A maximum of eight (8) years eligible experience shall be allowed. Retroactive to 2000-2001, new school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Movement between columns (pay scale groups) shall be at the same step based on highest degree recorded in the personnel office.

Salary schedule effective July 1, 2017.

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Psychologist (Performance Pay)
196 Days/8 Hours Daily
Pay Scale PC**

	Min	Max
Tier I	39,500	41,800
Tier II	41,801	45,300
Tier III	45,301	50,300
Tier IV	50,301	59,301
Tier V	59,302	74,400

Advanced Degrees: Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Placement on the Performance Salary Schedule

Annual Contract Employees – Psychologists on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based salary schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

**Psychologist (Performance Pay)
12 months/12 mos. Alternative
Pay Scale PS**

	12 months		12 mos. Alt.	
	Min	Max	Min	Max
Tier I	55,129	60,129	50,774	55,174
Tier II	60,130	63,879	55,175	58,624
Tier III	63,880	69,379	58,625	65,124
Tier IV	69,380	75,629	65,125	71,124
Tier V	75,630	86,702	71,125	79,806

Advanced Degrees: Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Placement on the Performance Salary Schedule

Annual Contract Employees – Psychologists on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus COLA plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based salary schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase and Cost of Living increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. All eligible Psychologists shall receive a cost of living increase of \$500. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule effective July 1, 2017.

**APPENDIX A - SALARY- SCHEDULE CONT'D
2017-2018**

Teacher - ROTC

10 Months (196 Days) 7.33 hrs

Pay Scale TR

Pay Band	Min	Max
00 NEW	39,500	74,400

JROTC Instructors are placed on the appropriate level of TA to reflect their military experience up to a maximum of four (4) years. Upon receipt of the MIP from the appropriate branch of the military, JROTC instructors will be placed on the TR schedule at the salary determined by the MIP if greater than the salary placement on the TA Salary Schedule.

For JROTC Instructors with Minimum Instructor Pay (MIP) greater than the maximum salary of \$74,400, a supplement will be paid for the difference between MIP and the maximum Salary on the TR Salary Schedule.

Salary Schedule Effective July 1, 2017

APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019

Teacher (Grandfather)
196 Days/7.33 Hours Daily
Pay Scale TA

GRADE	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
Level	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	39,500	27.49394						
2*	39,500	27.49394						
3*	39,500	27.49394						
4*	39,800	27.70276						
5*	40,300	28.05078						
6*	40,800	28.39881						
7*	41,300	28.74683						
8*	41,800	29.09486						
9	42,300	29.44288	43,500	30.27814	44,900	31.25261	46,400	32.29668
10	42,800	29.79091	44,000	30.62617	45,650	31.77465	47,150	32.81872
11	43,550	30.31294	44,750	31.14820	46,400	32.29668	47,900	33.34076
12	44,300	30.83498	45,500	31.67024	47,150	32.81872	48,900	34.03681
13	45,050	31.35702	46,250	32.19228	47,900	33.34076	49,900	34.73286
14	45,800	31.87905	47,000	32.71431	48,900	34.03681	50,900	35.42891
15	46,800	32.57510	48,000	33.41036	50,400	35.08088	51,900	36.12495
16	47,800	33.27115	49,000	34.10641	51,900	36.12495	52,900	36.82100
17	48,800	33.96720	50,000	34.80246	53,400	37.16903	53,900	37.51705
18	49,800	34.66325	51,500	35.84654	54,900	38.21310	55,400	38.56113
19	50,800	35.35930	53,000	36.89061	56,400	39.25718	56,900	39.60520
20	52,300	36.40337	55,000	38.28271	57,900	40.30125	58,400	40.64927
21	53,801	37.44814	57,000	39.67481	59,400	41.34532	60,400	42.04137
22	55,801	38.84024	59,000	41.06690	60,900	42.38940	62,400	43.43347
23	57,801	40.23234	61,000	42.45900	62,400	43.43347	64,400	44.82557
24	59,801	41.62444	63,000	43.85110	64,400	44.82557	66,400	46.21767
25	61,801	43.01654	65,000	45.24320	66,400	46.21767	68,400	47.60977
26	63,801	44.40864	67,000	46.63530	68,400	47.60977	70,400	49.00187
27	65,801	45.80074	69,000	48.02740	70,400	49.00187	72,400	50.39396
95	67,801	47.19283	71,000	49.41949	72,400	50.39396	74,400	51.78606

* Denotes new hires placed on the performance pay teacher salary schedule.

Level Movement - A teacher who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Teachers on Level 95 for School year 17-18 will receive a \$ 500.00 supplement

Level 95 is for incumbents only who worked one day more than half the prior school year.

Salary Schedule Effective July 1, 2017

APPENDIX A - SALARY- SCHEDULE CONT'D

2018-2019

**Teacher (Performance Pay)
196 Days/7.33 Hours Daily
Pay Scale TC**

	Min	Max
Tier I	39,500	41,800
Tier II	41,801	45,300
Tier III	45,301	50,300
Tier IV	50,301	59,301
Tier V	59,302	74,400

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule Effective July 1, 2017

APPENDIX A - SALARY- SCHEDULE CONT'D

2018-2019

Teacher - Job Share (Grandfather)

99 Days/7.33 Hours Daily

Pay Scale TJ

GRADE Level	01 BACHELORS		02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	19,952	27.49394						
2*	19,952	27.49394						
3*	19,952	27.49394						
4*	20,103	27.70276						
5*	20,356	28.05078						
6*	20,608	28.39881						
7*	20,861	28.74683						
8*	21,113	29.09486						
9	21,366	29.44288	21,972	30.27814	22,679	31.25261	23,437	32.29668
10	21,618	29.79091	22,224	30.62617	23,058	31.77465	23,816	32.81872
11	21,997	30.31294	22,603	31.14820	23,437	32.29668	24,194	33.34076
12	22,376	30.83498	22,982	31.67024	23,816	32.81872	24,699	34.03681
13	22,755	31.35702	23,361	32.19228	24,194	33.34076	25,205	34.73286
14	23,134	31.87905	23,740	32.71431	24,699	34.03681	25,710	35.42891
15	23,639	32.57510	24,245	33.41036	25,457	35.08088	26,215	36.12495
16	24,144	33.27115	24,750	34.10641	26,215	36.12495	26,720	36.82100
17	24,649	33.96720	25,255	34.80246	26,972	37.16903	27,225	37.51705
18	25,154	34.66325	26,013	35.84654	27,730	38.21310	27,983	38.56113
19	25,659	35.35930	26,770	36.89061	28,488	39.25718	28,740	39.60520
20	26,417	36.40337	27,781	38.28271	29,245	40.30125	29,498	40.64927
21	27,175	37.44814	28,791	39.67481	30,003	41.34532	30,508	42.04137
22	28,185	38.84024	29,801	41.06690	30,761	42.38940	31,518	43.43347
23	29,195	40.23234	30,811	42.45900	31,518	43.43347	32,529	44.82557
24	30,206	41.62444	31,821	43.85110	32,529	44.82557	33,539	46.21767
25	31,216	43.01654	32,832	45.24320	33,539	46.21767	34,549	47.60977
26	32,226	44.40864	33,842	46.63530	34,549	47.60977	35,559	49.00187
27	33,236	45.80074	34,852	48.02740	35,559	49.00187	36,569	50.39396
95	34,246	47.19283	35,862	49.41949	36,569	50.39396	37,580	51.78606

* Denotes new hires placed on the performance pay teacher salary schedule.

Level Movement - A teacher who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Teachers on Level 95 for School year 17-18 will receive a \$ 250.00 supplement

Level 95 is for incumbents only who worked one day more than half the prior school year.

Salary Schedule Effective July 1, 2017

APPENDIX A - SALARY- SCHEDULE CONT'D

2018-2019

Teacher - Job Share (Performance Pay)

99 Days/7.33 Hours Daily

Pay Scale JT

	Min	Max
Tier I	19,948	23,550
Tier II	23,551	27,050
Tier III	27,051	30,050
Tier IV	30,051	34,051
Tier V	34,052	37,577

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$500	Specialist Degree - \$600	Doctorate Degree - \$750
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Teacher 12 Month Alternative (Grandfather)
240 Days/7.33 Hours Daily
Pay Scale TV**

GRADE 01		
Level	Annual	Hourly
1	42,530	24.17576
2	43,280	24.60209
3	44,030	25.02842
4	44,780	25.45475
5	45,780	26.02319
6	46,782	26.59277
7	48,280	27.44429
8	49,780	28.29695
9	51,280	29.14961
10	52,780	30.00227
11	54,280	30.85493
12	55,780	31.70759
13	57,530	32.70236
14	59,280	33.69714
15	61,030	34.69191
16	63,030	35.82879
17	65,030	36.96567
18	67,030	38.10255
19	69,030	39.23943
20	71,030	40.37631
21	73,030	41.51319
22	75,030	42.65007
95	77,030	43.78695

A teacher who worked one day more than half the previous school year in his/her position shall advance one step on the salary schedule.

Teachers on Level 95 for the school year 2017-2018, will receive a \$ 500 supplement.

Level 95 is for incumbents only who worked one day more than half the last school year

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Advanced Degrees: Teachers hired prior to July 1, 2011, who hold a Professional Services Contract (PSC), and who hold an advanced degree shall be paid one Advanced Degree supplement for the highest degree level obtained.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Teacher 12 Month Alternative (Performance Pay)
240 Days/7.33 Hours Daily
Pay Scale TX**

	Min	Max
Tier I	42,530	46,800
Tier II	46,801	53,300
Tier III	53,301	61,300
Tier IV	61,301	69,301
Tier V	69,302	77,030

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Specialist, Instructional Support (Grandfather)
12 Months (260 Days/8 Hours Daily)
Pay Scale AB**

GRADE 01		
Level	Annual	Hourly
01	42,880	20.61538
02	44,380	21.33654
03	45,880	22.05769
04	47,380	22.77885
05	49,080	23.59615
06	50,780	24.41346
07	52,480	25.23077
08	54,180	26.04808
09	55,880	26.86538
10	57,605	27.69471
11	59,330	28.52404
12	61,130	29.38942
13	62,980	30.27885
14	64,830	31.16827
15	66,680	32.05769
16	68,530	32.94712
17	70,380	33.83654
18	72,230	34.72596
19	74,080	35.61538
20	75,930	36.50481
21	77,780	37.39423
22	79,630	38.28365
23	81,480	39.17308
95	83,480	40.13462

Level Movement - A specialist who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Level 95 is for incumbents only who worked one day more than half of the last school year.

Instructional Specialists on Level 95 for School Year 17-18 will receive a \$500.00 supplement.

Advanced Degrees: Instructional Specialists will be paid one Advanced Degree Supplement for the highest degree level attained:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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For Instructional Specialists hired on or after July 1, 2011, the Advanced Degree must be held in the individual's area of certification.

Salary Scheduled Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Specialist, Instructional Support (Performance Pay)
12 Months (260 Days/8 Hours Daily)
Pay Scale AI**

	Min	Max
Tier I	42,880	49,080
Tier II	49,081	57,605
Tier III	57,606	66,680
Tier IV	66,681	75,930
Tier V	75,931	83,480

Advanced Degrees: Instructional Specialists hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Instructional Specialists hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Instructional Specialists on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience and the conversion calculation as set forth in the approved Teacher Contract. Once established, the Instructional Specialists shall be placed on Performance Schedule at the established salary.

Existing Tenure or Continuing Contract - Current teachers who have established tenure or continuing contract status as of July 1, 2014 shall have the option of converting to the Performance Based Salary schedule. See Conversion guidelines in the Salary Schedule handbook.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Specialist, Administrative Support
12 Months (260 Days/8 Hours Daily)
Pay Scale AC**

GRADE 01		
Level	Annual	Hourly
01	34,848	16.75385
02	35,862	17.24135
03	37,052	17.81346
04	38,241	18.38510
05	39,578	19.02788
06	41,244	19.82885
07	43,028	20.68654
08	44,786	21.53173
09	46,452	22.33269
10	48,118	23.13365
11	49,663	23.87644
12	51,212	24.62115
13	52,757	25.36394
14	54,542	26.22212
15	56,595	27.20913
16	59,613	28.66010
17	62,752	30.16923
18	64,656	31.08462
19	66,560	32.00000
95	74,711	35.91875

All eligible Administrative Specialists will advance one Level.

Advanced Degrees: Administrative Specialists shall be compensated annually for a higher degree as follows:

Specialist Degree - \$300 Doctorate Degree - \$1,000
Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Psychologist (Grandfather)
196 Days/8 Hours Daily
Pay Scale TQ**

GRADE Level	02 MASTERS		03 SPECIALIST		04 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	39,500	25.19133				
2*	40,000	25.51020				
3*	40,500	25.82908				
4*	41,000	26.14796				
5*	41,500	26.46684				
6*	42,000	26.78571				
7	42,500	27.10459				
8	43,000	27.42347				
9	43,500	27.74235	44,900	28.63520	46,400	29.59184
10	44,000	28.06122	45,650	29.11352	47,150	30.07015
11	44,750	28.53954	46,400	29.59184	47,900	30.54847
12	45,500	29.01786	47,150	30.07015	48,900	31.18622
13	46,250	29.49617	47,900	30.54847	49,900	31.82398
14	47,000	29.97449	48,900	31.18622	50,900	32.46173
15	48,000	30.61224	50,400	32.14286	51,900	33.09949
16	49,000	31.25000	51,900	33.09949	52,900	33.73724
17	50,000	31.88776	53,400	34.05612	53,900	34.37500
18	51,500	32.84439	54,900	35.01276	55,400	35.33163
19	53,000	33.80102	56,400	35.96939	56,900	36.28827
20	55,000	35.07653	57,900	36.92602	58,400	37.24490
21	57,000	36.35204	59,400	37.88265	60,400	38.52041
22	59,000	37.62755	60,900	38.83929	62,400	39.79592
23	61,000	38.90306	62,400	39.79592	64,400	41.07143
24	63,000	40.17857	64,400	41.07143	66,400	42.34694
25	65,000	41.45408	66,400	42.34694	68,400	43.62245
26	67,000	42.72959	68,400	43.62245	70,400	44.89796
27	69,000	44.00510	70,400	44.89796	72,400	46.17347
95	71,000	45.28061	72,400	46.17347	74,400	47.44898

Levels 1-6 move to the Performance Pay Schedule.

Level Movement - A psychologist who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Psychologists on Level 95 for School Year 16-17 will receive a \$500.00 supplement

Level 95 is for incumbents only who worked one day more than half the last school year

Salary Schedule Effective July 1, 2017

APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019
Psychologist (Grandfather)
12 Months (260 Days/8 Hours Daily)
Pay Scale TP

GRADE Level	01 MASTERS		02 SPECIALIST		03 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	55,129	26.86490	56,915	27.36298	58,702	28.22212
02	55,879	27.22548	57,665	27.72356	59,452	28.58269
03	56,629	27.58606	58,415	28.08413	60,202	28.94327
04	57,379	27.94663	59,165	28.44471	60,952	29.30385
05	58,129	28.42740	59,915	28.80529	61,702	29.66442
06	59,129	28.90817	60,915	29.28606	62,702	30.14519
07	60,129	29.50913	61,915	29.76683	63,702	30.62596
08	61,379	30.11010	63,165	30.36779	64,952	31.22692
09	62,629	30.71106	64,415	30.96875	66,202	31.82788
10	63,879	31.31202	65,665	31.56971	67,452	32.42885
11	65,129	31.91298	66,915	32.17067	68,702	33.02981
12	66,379	32.63413	68,165	32.77163	69,952	33.63077
13	67,879	33.35529	69,665	33.49279	71,452	34.35192
14	69,379	34.07644	71,165	34.21394	72,952	35.07308
15	70,879	34.79760	72,665	34.93510	74,452	35.79423
16	72,379	35.51875	74,165	35.65625	75,952	36.51538
17	73,879	36.36010	75,665	36.37740	77,452	37.23654
18	75,629	37.20144	77,415	37.21875	79,202	38.07788
19	77,379	38.04279	79,165	38.06010	80,952	38.91923
20	79,129	39.00433	80,915	38.90144	82,702	39.76058
21	81,129	39.96587	82,915	39.86298	84,702	40.72212
95	83,129	0.00000	84,915	40.82452	86,702	41.68365

Level Movement - A psychologist who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Psychologists on Level 95 for School Year 17-18 will receive a \$500.00 supplement

Level 95 is for incumbents only who worked one day more than half the last school year

Advanced Degrees: Psychologists hired prior to July 1, 2011 who hold an advanced degree shall continue to be paid from the Specialist & Doctorate columns of the TP Salary Schedule.

DEFINITIONS & PLACEMENT PROCEDURES

LEVEL

A level represents one (1) year of eligible experience.

ELIGIBLE EXPERIENCE

Eligible experience shall be defined as school psychologist, teacher, or active duty military experience. Military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service and shall be limited to four (4) years.

SALARY PLACEMENT AND EXPERIENCE VERIFICATION

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the salary schedule. Effective July 1, 1990, credit for eligible experience shall be allowed at a rate of one (1) year for each year of continuous service. A maximum of eight (8) years eligible experience shall be allowed. Retroactive to 2000-2001, new school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years. Movement between columns (pay scale groups) shall be at the same step based on highest degree recorded in the personnel office.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Psychologist (Grandfather)
12 Months (240 Days/8 Hours Daily)
Pay Scale TD**

GRADE Level	01 MASTERS		02 SPECIALIST		03 DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
01	50,774	26.44479	52,416	27.30000	54,059	28.15573
02	51,463	26.80365	53,106	27.65938	54,749	28.51510
03	52,153	27.16302	53,795	28.01823	55,439	28.87448
04	52,843	27.52240	54,485	28.37760	56,128	29.23333
05	53,532	27.88125	55,175	28.73698	56,818	29.59271
06	54,452	28.36042	56,094	29.21563	57,737	30.07135
07	55,371	28.83906	57,014	29.69479	58,657	30.55052
08	56,521	29.43802	58,163	30.29323	59,806	31.14896
09	57,670	30.03646	59,313	30.89219	60,956	31.74792
10	58,820	30.63542	60,462	31.49063	62,105	32.34635
11	59,969	31.23385	61,611	32.08906	63,255	32.94531
12	61,119	31.83281	62,761	32.68802	64,404	33.54375
13	62,498	32.55104	64,140	33.40625	65,783	34.26198
14	63,877	33.26927	65,520	34.12500	67,163	34.98073
15	65,257	33.98802	66,899	34.84323	68,542	35.69896
16	66,636	34.70625	68,278	35.56146	69,921	36.41719
17	68,015	35.42448	69,657	36.27969	71,301	37.13594
18	69,624	36.26250	71,267	37.11823	72,910	37.97396
19	71,234	37.10104	72,876	37.95625	74,519	38.81198
20	72,843	37.93906	74,485	38.79427	76,128	39.65000
21	74,682	38.89688	76,324	39.75208	77,967	40.60781
95	76,521	39.85469	78,163	40.70990	79,806	41.56563

Level Movement - A psychologist who worked one (1) day more than one-half the previous work year in his/her position in Duval County shall advance one level on the salary schedule

Psychologists on Level 95 for School Year 17-18 will receive a \$500 supplement.

Level 95 is for incumbents only who worked one day more than half the last school year

Advanced Degrees: Psychologists hired prior to July 1, 2011 who hold an advanced degree shall continue to be paid from the Specialist & Doctorate columns of the TD Salary Schedule.

DEFINITIONS & PLACEMENT PROCEDURES

LEVEL

A level represents one (1) year of eligible experience.

ELIGIBLE EXPERIENCE

Eligible experience shall be defined as school psychologist, teacher, or active duty military experience. Military service experience shall be allowed at a rate of one (1) year for each twelve (12) months of continuous service and shall be limited to four (4) years.

SALARY PLACEMENT AND EXPERIENCE VERIFICATION

A psychologist with no prior years of eligible experience shall be placed at Level 1 of the salary schedule.

Effective July 1, 1990, credit for eligible experience shall be allowed at a rate of one (1) year for each year of continuous service. A maximum of eight (8) years eligible experience shall be allowed. Retroactive to 2000-2001, new school psychologists shall be allowed credit for combined years of prior experience as a school psychologist, teacher, and active military service at the rate of (1) year for each (12) twelve months of continuous service up to a maximum of 15 years.

Movement between columns (pay scale groups) shall be at the same step based on highest degree recorded in the personnel office.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Psychologist (Performance Pay)
196 Days/8 Hours Daily
Pay Scale PC**

	Min	Max
Tier I	39,500	41,800
Tier II	41,801	45,300
Tier III	45,301	50,300
Tier IV	50,301	59,301
Tier V	59,302	74,400

Advanced Degrees: Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Placement on the Performance Salary Schedule

Annual Contract Employees – Psychologists on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based salary schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule Effective July 1, 2017

**APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019**

**Psychologist (Performance Pay)
12 months/12 mos. Alternative
Pay Scale PS**

	12 months		12 mos. Alt.	
	Min	Max	Min	Max
Tier I	55,129	60,129	50,774	55,174
Tier II	60,130	63,879	55,175	58,624
Tier III	63,880	69,379	58,625	65,124
Tier IV	69,380	75,629	65,125	71,124
Tier V	75,630	86,702	71,125	79,806

Advanced Degrees: Psychologists will be paid one Advanced Degree Supplement for the highest degree level attained as follows:

Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Placement on the Performance Salary Schedule

Annual Contract Employees – Psychologists on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1st 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired Psychologists on the Performance Based salary schedule will be according to the Salary Schedule Definitions and Placement Procedures for Psychologists and as described above.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible Psychologists assigned to the Performance Salary Schedule will receive an annual performance increase. Psychologists rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Psychologists with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Salary Schedule Effective July 1, 2017

APPENDIX A - SALARY- SCHEDULE CONT'D
2018-2019
Teacher – ROTC

10 Months (196 Days) 7.33 hrs
Pay Scale TR

Pay Band	Min	Max
00 NEW	39,500	74,400

JROTC Instructors are placed on the appropriate level of TA to reflect their military experience up to a maximum of four(4) years. Upon receipt of the MIP from the appropriate branch of the military, JROTC instructors will be placed on the TR schedule at the salary determined by the MIP if greater than the salary placement on the TA Salary Schedule.

For JROTC Instructors with Minimum Instructor Pay (MIP) greater than the maximum salary of \$74,400, a supplement will be paid for the difference between MIP and the maximum Salary on the TR Salary Schedule.

Salary Schedule Effective July 1, 2017

APPENDIX B - SALARY-SUPPLEMENT SCHEDULE

CG	CODE	TYPE	ACTIVITY	GRADE	NEW AMOUNT	SEASON	COMP DATE
10	1000	B	School Patrol - Elementary	E	\$551	Y	
10	1001	B	6th Sense	6	\$578	Y	
10	1002	B	Excpt Child Spec		\$893	Y	
10	1003	B	School Patrol - Middle	M	\$551	Y	
10	1100	B	Academic Coach-Head	H	\$3,150	Y	
10	1101	B	Academic Coach-Asst	H	\$1,680	Y	
10	1102	B	Co-Academic Coach	H	\$2,415	Y	
10	1103	B	Band Dir	H	\$4,699	Y	
10	1104	B	Asst Band Dir	H	\$1,759	Y	
10	1105	B	Cheerleader	H	\$2,520	Y	
10	1106	B	JV Cheerleader	H	\$2,520	Y	
10	1107	B	Choral	H	\$2,520	Y	
10	1108	B	Dance Team	H	\$1,496	Y	
10	1109	B	Dramatics	H	\$1,155	Y	
10	1110	B	Forensics	H	\$1,155	Y	
10	1111	B	Newspaper	H	\$1,155	Y	
10	1112	B	Orchestra	H	\$1,418	Y	
10	1113	B	Yearbook	H	\$1,155	Y	
10	1200	B	Academic Coach-Head	M	\$2,074	Y	
10	1201	B	Academic Coach-Asst	M	\$840	Y	
10	1202	B	Co-Academic Coach	M	\$1,444	Y	
10	1203	B	Band Dir	M	\$3,150	Y	
10	1204	B	Asst Band Dir	M	\$1,418	Y	
10	1205	B	Cheerleader	M	\$1,890	Y	
10	1206	B	Asst Cheerleader	M	\$761	Y	
10	1207	B	Choral	M	\$1,890	Y	
10	1208	B	Dance Team	M	\$1,155	Y	
10	1209	B	Dramatics	M	\$1,155	Y	
10	1210	B	Forensics	M	\$1,155	Y	
10	1211	B	Newspaper	M	\$1,155	Y	
10	1212	B	Orchestra	M	\$1,103	Y	
10	1213	B	Yearbook	M	\$1,155	Y	
10	1300	A	Athletic Dir	H	\$5,224	Y	
10	1302	A	Athletic Dir/ Reduced Load	H	\$4,646	Y	
10	1303	A	Coord Co-Ed	H	\$2,179	Y	
10	1306	A	Teacher Athletic Trainer	H	\$2,940	Y	
10	1307	A	Intramurals	H	\$1,575	Y	
10	1350	A	Athletic Dir	M	\$3,150	Y	
10	1352	A	Athletic Dir/ Reduced Load	M	\$2,573	Y	

10	1353	A	Coord Co-Ed	M	\$2,179	Y	
10	1356	A	Intramurals	M	\$1,575	Y	
10	1357	A	Intramural Director	H	\$1,575	Y	
10	1358	A	Intramural Director	M	\$1,575	Y	
10	1359	A	Intramural Coach	A of T	\$1,365	Y	
10	1360	A	Girls Rythmic Gymnastics	H	\$2,520	Y	
10	1398	A	Ath Lump Sum (51120)			A	
10	1399	A	Ath Lump Sum (51758)			A	
10	1400	A	Cross County-B-Head	H	\$1,286	F	9/5-10/22
10	1401	A	Cross County-G-Head	H	\$1,286	F	9/5-10/22
10	1402	A	Football-JV-Head	H	\$2,097	F	8/29-11/5
10	1403	A	Football-JV-Asst	H	\$2,008	F	8/29-11/5
10	1404	A	Football-V-Head	H	\$3,994	F	8/22-11/15
10	1405	A	Football-V-Asst	H	\$2,008	F	8/22-11/15
10	1406	A	Softball-Slow Pitch-G-JV Co-Head	H	\$1,890	F	8/22-11/15
10	1407	A	Softball-Slow Pitch-G-V Co-Head	H	\$1,260	F	8/22-11/15
10	1408	A	Swim-B-Head	H	\$2,520	F	8/22-11/15
10	1409	A	Swim-B-Asst	H	\$1,523	F	8/22-11/15
10	1410	A	Swim-G-Head	H	\$2,520	F	8/22-11/15
10	1411	A	Swim-G-Asst	H	\$1,523	F	8/22-11/15
10	1412	A	Volleyball-Head	H	\$2,520	F	8/22-11/15
10	1413	A	Volleyball-Asst	H	\$1,523	F	8/22-11/15
10	1414	A	Intramurals 1/3	H	\$525	F	
10	1415	A	Golf-B-Head	H	\$1,286	F	8/22-11/15
10	1416	A	Golf-G-Head	H	\$1,286	F	8/22-11/15
10	1417	A	Cross County-B-Asst	H	\$761	F	9/5-10/22
10	1418	A	Cross County-G-Asst	H	\$761	F	9/5-10/22
10	1419	A	Golf-B-Asst	H	\$761	F	8/22-10/8
10	1420	A	Golf-G-Asst	H	\$761	F	8/22-10/8
10	1421	A	Softball-Slow Pitch-Girls Varsity Asst.	H	\$735		
10	1425	A	Coord Co-Ed-Head	H	\$1,260	F	
10	1426	A	Coord Co-Ed-Asst	H	\$604	F	
10	1500	A	Basketball-G-8-Head	M	\$2,074	F	8/8-10/25
10	1501	A	Basketball-G-8-Asst	M	\$840	F	8/8-10/25
10	1502	A	Basketball-G-7-Head	M	\$1,916	F	8/8-10/25
10	1503	A	Basketball-G-7 Asst	M	\$840	F	8/8-10/25
10	1504	A	Football-Head	M	\$3,150	F	9/12-10/31
10	1505	A	Footbal-Asst	M	\$1,575	F	9/12-10/31
10	1506	A	Volleyball-Head	M	\$1,890	F	11/8-12/13
10	1507	A	Volleyball-Asst	M	\$761	F	11/8-12/13
10	1508	A	Intramurals 1/3	M	\$525	F	

10	1525	A	Coord Co-Ed-Head	M	\$1,260	F	
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10	1526	A	Coord Co-Ed-Asst	M	\$604	F	
10	1527	A	Extra JV Coaching	M	\$630		
10	1598	A	Ath Lump Sum (51120)	F		F	
10	1599	A	Ath Lump Sum (51758)	F		F	
10	1600	A	Basketb-B-JV-Head	H	\$2,468	W	11/21-1/28
10	1601	A	Basketb-B-JV-Asst	H	\$1,680	W	11/21-1/28
10	1602	A	Basketb-B-V-Head	H	\$3,150	W	11/21-1/28
10	1603	A	Basketb-B-V-Asst	H	\$1,680	W	11/21-1/28
10	1604	A	Basketb-G-JV-Head	H	\$2,468	W	11/15-1/21
10	1605	A	Basketb-G-JV-Asst	H	\$1,680	W	11/15-1/21
10	1606	A	Basketb-G-V-Head	H	\$3,150	W	11/15-1/21
10	1607	A	Basketbl-G-V-Asst	H	\$1,680	W	11/15-1/21
10	1608	A	Soccer-B-JV-Head	H	\$1,890	W	11/8-1/21
10	1609	A	Soccer-B-V-Head	H	\$2,520	W	11/8-1/21
10	1610	A	Soccer-B-V-Asst	H	\$1,523	W	11/8-1/21
10	1611	A	Soccer-G-JV-Head	H	\$1,890	W	11/1-1/14
10	1612	A	Soccer-G-V-Head	H	\$2,520	W	11/1-1/14
10	1613	A	Soccer-G-V-Asst	H	\$1,523	W	11/1-1/14
10	1614	A	Wrestling-Head	H	\$2,520	W	11/14-1/28
10	1615	A	Wrestling	H	\$1,523	W	11/14-1/28
10	1616	A	Intramurals 1/3	H	\$525	W	
10	1617	A	Bowling-G-JV-Head	H	\$735	W	11/8-1/21
10	1618	A	Bowling-G-V-Head	H	\$1,260	W	
10	1625	A	Coord Co-Ed-Head	H	\$1,260	W	
10	1626	A	Coord Co-Ed-Asst	H	\$604	W	
10	1700	A	Basketb-B-8-Head	M	\$2,074	W	1/10-2/27
10	1701	A	Basketb-B-8-Asst	M	\$840	W	1/10-2/27
10	1702	A	Basketb-B-7-Head	M	\$1,916	W	1/10-2/27
10	1703	A	Basketb-B-7-Asst	M	\$840	W	1/10-2/27
10	1704	A	Soccer-B-Head	M	\$1,890	W	1/9-3/1
10	1705	A	Soccer-B-Asst	M	\$761	W	1/9-3/1
10	1706	A	Soccer-G-Head	M	\$1,890	W	1/10-2/28
10	1707	A	Soccer-G-Asst	M	\$761	W	1/10-2/28
10	1708	A	Intramurals 1/3	M	\$525	W	
10	1725	A	Coord Co-Ed-Head	M	\$1,260	W	
10	1726	A	Coord Co-Ed-Asst	M	\$604	W	
10	1798	A	Ath Lump Sum (51120)			W	
10	1799	A	Ath Lump Sum (51758)			W	
10	1800	A	Baseball-JV-Head	H	\$1,890	S	2/13-4/22
10	1801	A	Baseball-V-Head	H	\$2,520	S	2/13-4/22
10	1802	A	Baseball-V-Asst	H	\$1,523	S	2/13-4/22

10	1803	A	FL FB-G-JV-Head	H	\$945	S	3/13-4/22
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10	1804	A	FL FB-G-V-Head	H	\$1,260	S	3/13-4/22
10	1805	A	FL FB-G-JV-Asst	H	\$735	S	3/13-4/22
10	1806	A	FL FB-G-V-Asst	H	\$735	S	3/13-4/22
10	1807	A	Softball-JV-Asst	H	\$1,286	S	2/6-4/15
10	1808	A	Softball-JV-Head	H	\$1,890	S	2/6-4/15
10	1809	A	Softball-V-Head	H	\$2,520	S	2/6-4/15
10	1810	A	Softball-V-Asst	H	\$1,523	S	2/6-4/15
10	1811	A	Tennis-B-Head	H	\$1,286	S	2/14-4/16
10	1812	A	Tennis-G-Head	H	\$1,286	S	2/14-4/16
10	1813	A	Track-B-Head	H	\$2,520	S	2/20-4/8
10	1814	A	Track-B-Asst	H	\$1,523	S	2/20-4/8
10	1815	A	Track-G-Head	H	\$2,520	S	2/20-4/8
10	1816	A	Track-G-Asst	H	\$1,523	S	2/20-4/8
10	1817	A	Weight Training-G-Head	H	\$1,260	S	3/13-4/22
10	1818	A	Intramurals-1/3	H	\$525	S	
10	1819	A	Tennis-B-Asst	H	\$761	S	2/14-4/16
10	1820	A	Tennis-G-Asst	H	\$761	S	2/14-4/16
10	1821	A	Football-B-V-Head	H	\$705	S	
10	1822	A	Ftbl-B-V-Asst	H	\$354	S	
10	1823	A	Ftbl-B-JV-Head	H	\$370	S	
10	1824	A	Ftbl-B-JV-Asst-H	H	\$354	S	
10	1825	A	Coord Co-Ed-Head	H	\$1,260	S	
10	1826	A	Coord Co-Ed-Asst	H	\$604	S	
10	1828	A	Baseball-JV-Asst	H	\$1,286	S	
10	1829	A	Lacrosse B-V-Hd	H	\$1,286	S	
10	1830	A	Lacrosse B-V-Asst	H	\$761	S	
10	1831	A	Lacrosse G-V-Hd	H	\$1,286	S	
10	1830	A	Lacrosse G-V-Asst	H	\$761	S	

10	1900	A	Baseball-Head	M	\$1,890	S	3/9-5/4
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10	1901	A	Baseball-Asst	M	\$761	S	3/9-5/4
10	1902	A	Softball-Head	M	\$1,890	S	3/9-5/4
10	1903	A	Softball-Asst	M	\$761	S	3/9-5/4
10	1904	A	Swimming-B-Head	M	\$1,864	S	4/10-5/4
10	1905	A	Swimming-B-Asst	M	\$761	S	4/10-5/4
10	1906	A	Swimming-G-Head	M	\$1,864	S	4/10-5/4
10	1907	A	Swimming-G-Asst	M	\$761	S	4/10-5/4
10	1908	A	Track-B-Head	M	\$1,890	S	3/15-5/3
10	1909	A	Track-B-Asst	M	\$761	S	3/15-5/3
10	1910	A	Track-G-Head	M	\$1,890	S	3/15-5/3
10	1911	A	Track-G-Asst	M	\$761	S	3/15-5/3

10	1912	A	Intramurals 1/3	M	\$525	S	
10	1925	A	Coord Co-Ed-Head	M	\$1,260	S	
10	1926	A	Coord Co-Ed-Asst	M	\$604	S	
10	1930	A	VICA Advisor - Skills Center-Head	H	\$1,365	Y	
10	1931	A	VICA Advisor - Skills Center-Asst	H	\$1,155	Y	
10	1950	A	Neg/Lob		\$7,350	Y	
10	1952		Magnet Lead Teacher		\$2,625		
10	1954		SchTech (FTE>1100)		\$2,100		
10	1955		SchTech(FTE>800<1100)		\$1,575		
10	1956		SchTech (FTE<800)		\$1,050		
10	1957		TestCordFTE<501 if noAP		\$1,050		
10	1965	B	National Board Certification		\$2,625	Y	
10	1970	B	PDF 1st Yr		\$525	Y	
10	1971	B	PDF 2nd Yr		\$1,129	Y	
10	1975	B	USI Advocates		\$525	Y	
10	1976	B	USI Team Leader		\$4,200	Y	
10	1980	B	ROTC Officer (10 months)		\$4,095	Y	
10	1981	B	ROTC Other (10 months)		\$4,095	Y	
10	1998	A	Ath Lump Sum (51120)			S	
10	1999	A	Ath Lump Sum (51758)			S	

Student Support Act (SSA) Supplements:

1. **ECONOMIC Supplements:** Teachers assigned to schools identified in A-D below for the 2017-2018 academic year shall receive supplements in the amounts listed below. Such supplement shall be for the identified academic year only, subject to annual negotiations. **Teachers must be certified and teaching in the identified areas.**
 - a. Assignment to the Title I eligible school - \$400
 - b. Assignment to a school that earned a grade of “F” or three consecutive “D” grades (such that the supplement remains in force for at least 1 year following improved performance at the school) - \$400
 - c. Certification and teaching in **hard to staff** critical teacher shortage areas: Teachers in these areas for the 2017-2018 academic year, identified by the course codes below, will receive an annual supplement in the amount specified below.

2. **ESE Certification Area:**
 - *Autism Spectrum Disorder (CSS) - \$2,500
 - Speech and Language Pathologists - \$1,500
 - *Emotional/Behavior Disabilities (BSC) - \$2,500
 - Hearing Impaired - \$750
 - Visually Impaired - \$750

3. **Math 6-12: \$500 per section/semester not to exceed \$2,500 per semester or \$5,000 annually**
 - Calculus

- Geometry
 - AP Statistics
4. **Science 6-12:** \$500 per section/semester not to exceed \$2,500 per semester or \$5,000 annually
- Physics
 - Chemistry
5. **Vocational (Select as Identified Below): \$500 per section/semester not to exceed \$1500 per semester or \$3000 annually**
- **Aviation**
 - **Aerospace**
 - **Gaming and Sports Medicine**
 - **Welding**
 - **HVAC**
6. Teachers who teach the following courses are eligible for they are appropriately certified and not out of field: \$500 per section/not to exceed \$1500 per semester or \$3000 annually
- Middle School Developmental Language Arts through ESOL (Reading) Course #1002181
 - High School Developmental Language Arts ESOL (Reading) Course #1002381
7. **Speech Language Pathologists with national Certification of Clinical Competence (CCC) (who agree to mentor), shall receive \$2,625.00.**
***Teachers must teach in a self-contained setting with assigned students.**

APPENDIX C - ALTERNATIVE SCHOOLS
2017-2018 Teacher Supplement Criteria for Alternative Schools

- All members of the teacher bargaining unit in the alternative schools (Mattie Rutherford, Lackawanna, and Grand Park) who receive a satisfactory evaluation shall be eligible for the Alternative School Supplement.
- Teachers must meet the criteria set forth in this document in order to qualify for any part of the supplement or the full supplement.
- The Supplement is divided into three areas, which are assigned different monetary values. The total monetary award for meeting the criteria in all three areas is \$2500.
- The amount of the supplement paid to the teacher is determined by the number of areas met in the established criteria.
- The three areas into which the supplement is divided are:
 1. Recidivism Rate: \$500
 2. Commitment to the Program: \$1500
 3. Return for Reemployment at an Alternative School: \$1500
- The earned supplement will be paid in one payment by the last paycheck in September of each school year. Included in the supplement payment, at that time, will be the monetary award earned for:
 1. Areas #1, and #2: (Maximum of \$2000- even though criteria for these were met in the previous school year) and
 2. Area #3: (\$1500-The teacher must return for reemployment and still be employed at an alternative school by September 1).
- In order to be eligible for areas 1 and 2, teachers on an approved leave of absence must have worked a minimum of 99 days in the school year prior to receiving the supplement.

Recidivism Rate

In order for an alternative school to qualify for the recidivism portion of the supplement (\$500 per teacher), the calculated recidivism rate at that school may not exceed 10% of the total student population enrolled during the current school year. The alternative school's recidivism rate will be based on the following:

- To be considered as part of the recidivism rate a student must complete the alternative school program and return to a regular school
- Any student who has exited the program and has been charged with an additional 2.19 offense or has committed an additional class III or IV offense within the same year

Any student currently enrolled who has been charged with a 2.19 offense or has committed any class III or IV while enrolled at an alternative school.

2017-2018 Alternative School Supplement Teacher Checklist

Teacher's Name _____ School # _____

Personnel # _____

Criteria	Completion	Principal's Initials
Evaluation:		
The teacher received a satisfactory or higher annual evaluation on the "Professional Growth of Teacher" instrument.	___ Yes ___ No	
The teacher worked a minimum of 99 days during the prior school year.	___ Yes ___ No	

Criteria	Award	Completion	Principal's Initials
Recidivism Rate	\$500	___ Yes ___ No	
The recidivism rate at the school did not exceed 10% for the prior year.			
Commitment to the School Program: The teacher has documented successful completion of 4 of the following in the year prior to the monetary award:	\$1500	___ Yes ___ No	
1. Attending 80% of the SDM Committee meetings			
2. Mentoring other alternative school teachers			
3. Participating in voluntary * professional development activities that support the school's mission and or School Improvement Plan			
4. Participating in additional programs above contractual requirements			
5. Participation in school wide committees			
6. Voluntary after school conferencing with parents			
7. Participation in school meetings/activities above the contractual requirements			
Commitment to Return	\$1500	___ Yes ___ No	
After a year of teaching at the alternative school, the teacher returned to reassume responsibilities in the year of the monetary award.			

***Workshops done through TDE are not voluntary.**

Qualifies for the Alternative School Supplement

Does not qualify for the Alternative School Supplement

Teacher's Signature _____ Date _____

Principal's Signature _____ Date _____

APPENDIX D - OPTIONAL PAY PLANS

It is agreed that the method of payment for employees effective July 1, 1999 will be as follows:

TEACHERS

Regular Pay – 10 month teachers on the regular pay plan will be paid in 22 equal installments. Health benefits will be deducted over 20 checks and miscellaneous deductions over 22 checks. 12-month teachers on the regular pay plan will be paid in 26 equal installments. Health benefits will be deducted over 22 checks and miscellaneous deductions over 26 checks.

Optional Pay – Teachers on the optional pay plan will be paid in 26 equal installments. Health benefits will be deducted over 22 checks and miscellaneous deductions over 26 checks.

PARAPROFESSIONALS

Regular Pay – Paraprofessionals on the regular pay plan will be paid in 22 equal installments. Health benefits will be deducted over 20 checks and miscellaneous deductions over 22 checks.

Optional Pay – Paraprofessionals on the optional pay plan will be paid in 25 equal installments. Health benefits will be deducted over 22 checks and miscellaneous deductions over 25 checks.

UOPD (Clerical)

11-MONTH EMPLOYEES

Regular Pay – 11 month employees on the regular pay plan will be paid in 24 equal installments. Health benefits will be deducted over 22 checks and miscellaneous deductions over 24 checks.

Optional Pay – 11 month employees on the optional pay plan will be paid in 26 equal installments. Health benefits will be deducted over 22 checks and miscellaneous deductions over 26 checks.

10-MONTH EMPLOYEES

Regular Pay – 10 month employees on the regular pay plan will be paid in 22 equal installments. Health benefits will be deducted over 20 checks and miscellaneous deductions over 22 checks.

Optional Pay – 10 month employees on the optional pay plan will be paid in 24 equal installments. Health benefits will be deducted over 22 checks and miscellaneous over 24 checks.

The first pay date of the school year for all employees may have to be adjusted in order to ensure that employees have worked the amount of days that the first check represents. In this situation, the pay date would be moved from Friday to an appropriate day during the following week. The next pay date would be on the regular scheduled Friday.

**APPENDIX E - SUSPENSION WITHOUT PAY
BASED ON A MEMORANDUM OF UNDERSTANDING**

A memorandum of understanding, dated the 26th day of August 1998, to which both parties agreed, intended to memorialize the agreement of the parties implementing the Suspension of Employees Without Pay clause of the 1997-98 Amendment to the Agreement with the DTU for Teachers, Article V, Section D.-7. The procedures outlined in the attachment were implemented on August 3, 1998. It is understood by the parties that paragraphs A, B, C, and D apply to teachers under the Duval Teacher Tenure Act and paragraph E applies to all others.

Pursuant to Article V, D.-7. of the Master Contract as amended for 1997-98, a committee composed of the Assistant General Counsel, Executive Director, Human Resources, a Regional Superintendent, General Counsel for the DTU, and two representatives for the DTU recommends the following procedure to implement, "Employees may be suspended without pay" and "...reduce the number of employees assigned to the disciplinary center."

- A. An employee tenured pursuant to the Duval County Teacher Tenure Act, Laws of Florida, Chapter 21197 (1941) as amended, ("Act") may be suspended without pay by the Superintendent of Schools upon action taken by the Duval County School Board ("Board") when:
 - 1. That employee has been convicted of any felony while an employee of the Board; (The term "convicted" shall have the same meaning as it does in Section 5.2 of the Act); and/or
 - 2. That employee has been indicted by a grand jury duly constituted under the laws of the State of Florida or the United States of America for any felony, and/or
 - 3. That employee has been formally charged by a proper prosecuting attorney with any felony; and/or
 - 4. The Board or its Administration has caused a Petition, Complaint, or similarly denominated action for dismissal of a tenured employee under the Act to be prepared, filed with the Division of Administrative Hearings and served on the employee in a manner prescribed by the Statutes and the Florida Administrative Code.

- B. Any suspension without pay pursuant to A. 1, 2, or 3 above shall automatically terminate on the 30th calendar day following the imposition of said suspension unless the employee is incarcerated, or the board or its Administration implements A. 4 above.

- C. If the charge(s) of A. 2, 3, or 4 are not sustained by a court of competent jurisdiction or a hearing officer / Administrative Law Judge, the employee shall be immediately reinstated and the employee's back salary shall be paid from the date of suspension until the date of reinstatement.

- D. Should the Board ratify, confirm, continue or otherwise support the decision of the Superintendent of Schools, any and all continued suspension(s) without pay shall be subject to and controlled by the terms of paragraphs B and C above.
- E. Any employee not tenured under the Act may be suspended without pay pursuant to the procedure and conditions in Florida Statutes.
- F. Reduction in numbers of employees assigned to the disciplinary center. The committee recommends that both parties consciously seek to reach agreement for the imposition of discipline in those cases where suspension or termination is not appropriate. The committee recommends that the parties utilize the concept of progressive discipline. The committee believes that many “disciplinary” employees could be expeditiously returned to the classroom if the parties would consider, propose, promote, and agree to the imposition of discipline as a resolution of the interests of the Duval County School Board. It must be considered that this procedure would not affect the responsibilities of the Duval County School Board to report cases to Professional Practices Services, Department of Education, State of Florida, and would not affect any action which may be taken by the agency.

APPENDIX F - GOVERNANCE/SHARED DECISION MAKING

Master Contract Waiver Process

Contract Waivers allow schools the ability to address creative resolutions to issue such as common planning for teachers and flexible scheduling of students. Attached is the Waiver Request form that must be completed and **approved** before any provision of the Collective Bargaining Agreement can be waived.

Waiver requests must be made in writing with sufficient documentation to assist the Oversight Committee in reaching a decision. The following procedural steps are required.

1. The requesting school **MUST** use an approved Shared Decision Making process regarding the desired language to be waived.
2. The attached Waiver Request Form **MUST** be completed and submitted with the **REQUIRED** documentation below:
 - A copy of the Shared Decision Making Plan with language for consensus highlighted.
 - Meeting Documentation
 - A copy of the minutes of the meeting in which the waiver was approved by consensus.
 - A copy of the sign-in roster
 - Voting results – If a vote was held, include a copy of the results in a table/graph format
 - Contract language to be waived (indicate on Waiver Request Form)
3. The Site Administrator and DTU Building Representative must both sign the Waiver Request Form verifying that the request is the result of Shared Decision Making. The signed form must be submitted to the Region Superintendent for approval.
4. The completed form with all required documentation should be submitted to Human Resources
5. The Superintendent/designee and DTU Board, or respective representatives will provide final approval or denial of the request.
6. Human Resources will notify the Site Administrator of the approval and or denial of the Waiver Request.

**APPENDIX F - GOVERNANCE/SHARED DECISION MAKING
 WAIVER REQUEST DUVAL TEACHERS UNITED
 DUVAL COUNTY SCHOOL BOARD MASTER CONTRACT:**

General Instructions: Before ANY provision of the Master Contract can be waived, or not implemented, a formal process must be completed by BOTH Duval Teachers United and the Duval County School Board representative.

1. First, the school requesting a waiver MUST use an approved Shared Decision Making process.
2. Second, complete this form and attach a copy of the minutes of the meeting in which the waiver was approved by consensus and attach sufficient documentation of consensus.
3. Third, the Building Representative and the Principal (supervisor) BOTH must sign a written request, verifying that the request is the result of Shared Decision Making.
4. Fourth, submit written request with attachments to the Regional Superintendent and the Contract Waiver and Oversight Committee.

Should the Contract Waiver and Oversight Committee approve the request, the waiver MUST be approved by the Superintendent's Task Force on Waivers and the Board of Directors of DTU.

A request for waiver must be started with enough time for all three entities to process the request.

Name and Number of Work Location: _____ Date of Request: _____

Contract Language to be Waived: _____

Reason for Request: _____

Date Approved by School Shared Decision Making Authority: _____

Work Site Administrator: _____ DTU Building Representative

Date: _____ Date: _____

REGIONAL SUPERINTENDENT

Recommended: Not Recommended:

Signed: _____ Date: _____

CONTRACT WAIVER AND OVERSIGHT COMMITTEE (HUMAN RESOURCES)

Recommended: Not Recommended:

Signed: _____ Date: _____

DTU BOARD OF DIRECTORS

Approved: Not Approved:

Signed: _____ Date: _____

SUPERINTENDENT'S TASK FORCE (CHIEF OF STAFF)

Approved: Not Approved:

Signed: _____ Date: _____

APPENDIX F - GOVERNANCE/SHARED DECISION MAKING (CONTD)

Shared Decision Making Checklist

School Name: _____ School Number: _____

Submit Checklist each year by November 1 to the DTU and the district designee.
Please initial each area below as an indication of compliance.

PRINCIPAL	DTU REP	CHECKLIST
		1. All employee groups are represented on the Shared Governance committee.
		2. Committee members are selected democratically.
		3. The school site staff is given budgetary authority to participate in the decisions made concerning allocation of finances, personnel, and other resources at the school site.
		4. Shared Governance meetings are scheduled on a regular basis.
		5. Shared Governance meetings employ an "Open Door" policy.
		6. Meeting agenda items are posted prior to the Shared Governance meetings.
		7. All committee proposals and decisions are communicated to the employee groups.
		8. There are established procedures for staff input in the decision making process.
		9. Freedom of expression is fostered at the school site.
		10. There is an agreed upon definition of consensus.
		11. Staff decisions are reached through consensus.
		12. A Placement Review Committee has been established.
		13. A process for paperwork reduction has been implemented.
		14. Staff was provided input into and approved (jointly with SAC) the School Recognition Plan (FSRP.)
		15. Staff provided input into and approved a School-wide Discipline Plan.

Principal's Signature / Date _____

DTU Representative's Signature / Date _____

APPENDIX G - DISRUPTIVE STUDENTS

Article V, Sections H and I of this Agreement allows for the temporary removal of a disruptive student from class if the behavior of the student is contrary to the established rules of conduct and/or the Code of Student Conduct. Sections A and B relate to these situations.

A. Code of Student Conduct Infractions

1. The principal, or designee shall follow the Code of Student Conduct on all disciplinary matters.
2. Only those disciplinary problems which disrupt a teacher's instruction, when the teacher requests the student's permanent removal from class, shall be referred to the Placement Review Committee, if the request is not resolved by the principal.

B. Disruptive Students

1. Any teacher may recommend in writing to the principal the exclusion of a student from a specific class when that student's behavior causes serious disruptions in the classroom. Examples of offenses for which a student may be excluded from class are: fighting, assaulting staff or other students, threats of violence, refusing to obey the teacher, inciting others to violence or disobedience, vandalism, use of profane or obscene gestures and/or language, and possession of weapons of any type.
2. The principal or designee shall investigate the facts surrounding the offense(s) by the student which resulted in the teacher's recommendation for exclusion from class.
3. When the teacher's recommendation is made in writing, the principal will inform the teacher in writing of the results of the investigation and the action taken.
4. When a student who has been charged or convicted of violent crimes, or who has a history of violent behavior, is scheduled into a teacher's class, and the principal is aware of such charge or conviction, that teacher shall be confidentially informed of the student's past records and discipline pursuant to the provisions of F.S. 39.037.

Florida Statutes provide for the right of the teacher to refuse to accept a student back to class who has been removed for disruptive behavior which adversely affects the teacher's ability to communicate effectively with students. Sections C through H relate to these situations.

C. Exclusion from Class by a Teacher

1. A teacher who has removed a student from class may request that the student not be returned to class under the following conditions:

- a. The student's behavior is so unruly, disruptive or abusive that it seriously affects the teacher-student communication or the student's classmate's ability to learn.
- b. The student has been documented by the teacher for repeated interference with the teacher's ability to communicate effectively with students, or the ability of the students to learn.

The following documentation should support the teacher's decision under 1 b. above:

- a teacher-student conference;
 - a parent conference or evidence of a valid attempt to reach a parent, including both phone calls and a letter, delivered by hand or mail, to the home; and
 - at least three (3) previously written referrals to school-site administration for behavior which interferes with instruction during the current school year.
2. A written referral or explanation to site administration must be provided by the teacher upon the removal of the student from class.
 - a. The principal must provide an alternative placement for the student until a final decision has been reached by the Placement Review Committee if the request is not resolved by the principal.
 - b. The principal has the authority to maintain class balances.

D. Establishment of a Placement Review Committee to Determine Appropriate Placement of a Student When a Teacher has Withheld Consent of a Student's Return to the Teacher's Class.

1. The committee shall consist of at least:
 - a. two (2) teachers elected by members of the teacher bargaining unit;
 - b. two (2) teacher alternates elected by members of the teacher bargaining unit.
 - c. one (1) staff member appointed by the principal;
 - d. one (1) staff alternate appointed by the principal.

If a school chooses to have a larger committee, the ratio of committee members must be 2:1 elected teachers to staff members appointed by the principal.

The Shared Governance Committee shall oversee the election of committee members. The principal and the referring teacher shall have a right to make a presentation to the committee but shall not serve on the committee.

2. The Placement Review Committee shall only have authority to decide whether or not to return the student to the referring teacher's classroom. Should the Placement Review Committee decide that the student should not be returned to the referring teacher's classroom, the final determination of the student's placement shall be the responsibility of the principal. The Placement Review Committee shall not have authority to place the student in an alternative school or program, another school or to impose any other additional disciplinary sanctions upon the student. The Placement Review Committee shall return the student to the referring teacher's classroom if that placement is the best and only available option for the student.
- E. Time Frames and Parent Notification
1. A teacher who requests a permanent exclusion of a student from class must notify the principal by the beginning of the next school day.
 2. If the request is not resolved between the principal and the referring teacher, a time limit of five (5) days from the removal of the student from class is set for the Placement Review Committee to render a decision on the placement of the student.
 3. Every effort must be made by the school administration to notify the parent immediately upon the removal of a student from class.
- F. Provisions for Exceptional Students: The Placement Review Committee shall refer to a staffing committee all exclusion requests for students from exceptional education classes. The Placement Review Committee decision must concur with the staffing committee recommendations.
- G. Professional Development Activities to Improve Classroom Management Skills: Any teacher who refers 25% of his/her class for exclusion is required to complete professional development activities to improve classroom management skills. This percentage pertains to individual students referred for disruptive behavior which interferes with instruction as outlined in subsection A of this section of the Agreement.
- H. Records: Each school should keep appropriate records in order to be able to address questions in the following general areas:
1. Number and percentage of referrals in which the students were sent back to class with the consent of teachers;
 2. Number and percentage of referrals in which the students were sent back to class without the consent of teachers;
 3. Number and percentage of referrals that were sent to the Placement Review Committee because of teacher refusal to readmit;
 4. Number and types of placements (including those returned to class) made by the Placement Review Committee; and
 5. Number and percentage of students in each class referred by each teacher (to be used in determining staff development needs.)