

Instructional
Article XI – Compensation and Insurance

A. INSURANCE

1. Beginning on December 15, 2024 ~~2023~~, and for the duration of this agreement, the Board's contribution shall be \$606.00 ~~594.00~~ per month, toward the insurance program for those employees in the bargaining unit who elect to participate in the health insurance program which becomes effective in the School System on January 1st. In the instance when an employee and the employee's spouse are both employees covered by this agreement, the Board agrees to contribute the same amount per month on behalf of each employee, without regard to whether one of the two is covered as a dependent, provided such payment does not exceed the amount of the health insurance premium.

2. Teachers on approved leave may continue the insurance benefits they enjoyed at the commencement of said leave for a period of one (1) calendar year from the commencement provided the employee pays all premiums due with no contribution or participation by the employer.

3. The Insurance Committee shall meet quarterly or a minimum of four (4) times a year. Additionally, two (2) members of the committee with the approval of a majority of the membership may call committee meetings. The membership of the committee shall proportionally reflect the make-up of the insurance pool.

B. SALARY

The parties agree that the base salary for new hires shall be in accordance with Appendix A.

The individual daily rate of pay is calculated by dividing the annual contract salary amount (exclusive of supplements) by the total number of days in the contract.

Performance pay, cost of living increases, and/or market adjustments will be negotiated annually in accordance with Florida statute.

Formula Used to Determine Performance Pay

$$\text{PFP} = x(\text{HE}) + .75x(\text{E})$$

C. EXTRA DUTY SUPPLEMENT

Extra duty supplements for teachers covered by this Agreement are set forth in Appendix B which is attached to and incorporated into this Agreement.

1. Supplement pay shall be included in the regular paycheck.

D. EXTENDED SCHOOL YEAR

The following calculation shall be used to determine extended school year compensation:

Individual Annual Contract rate divided by 196 days	= Daily rate
Daily rate divided by 7-3/4 hours (school day)	= Hourly rate
Hourly rate x hours worked	= Salary

Hours worked, and planning periods of reasonable duration will be set by each administrator who has an extended school year program.

Upon Mutual agreement between the bargaining unit member and the Administrator/Supervisor, the employees may be scheduled to work beyond their contracted days. Employees shall be compensated at their regular rate of pay for all days worked beyond their contracted days, unless otherwise outlined on the Extra Duty Rates of Pay Chart. This does not preclude employees from attending trainings on their own time without compensation.

E. HOME BOUND

Teachers of home bound students shall be paid at their hourly rate.

F. AFTER SCHOOL ASSISTANCE PROGRAM (ASAP)

- ~~1. Voluntary (at \$12.00/hr. plus benefits)~~
- ~~2. Make all reasonable effort not to exceed a student teacher ratio of 9 to 1.~~

Supplements for Advanced Degrees

All employees are eligible to receive advanced degree supplements.

For bargaining unit members hired on or after July 1, 2011, to qualify for advanced degree compensation, the advanced degree earned must be in an area of certification currently on the bargaining unit member's certificate in accordance with Florida Statute 1012.22. The application of an advanced degree that is not clearly identified on a certificate will be determined by the Human Resources (HR) Department after a review of the requesting member's transcript. The CCEA President will be notified of all submissions for advanced degree supplements that are denied.

Master Degree:	Add \$2,000
Specialist Degree:	Add \$3,000
Doctorate Degree:	Add \$4,000

Degree Changes – Degree changes shall be in effect as of the date the degree is granted by the college and/or university.

Performance Pay Summary

- ~~1. Beginning fiscal year 2014-2015 all previous instructional pay scales will be dissolved and the new performance pay schedule will be implemented (effective July 2014).~~
- ~~2. Teachers will begin this system of calculating raises by being placed on the attached placement salary schedule. Employees will be placed on the level that is nearest to their current salary without a reduction in pay, as reflected on the schedule.~~
- ~~3. Steps will become levels and not be reflective of years of service.~~

4. ~~Annual salary adjustments as reflected in the formula, for bargaining unit members covered by this agreement shall be based on performance determined under F.S. 1012.34 as soon as all appropriate performance evaluations are received (to include VAM scores) and are negotiated by the parties.~~
5. ~~Salary adjustments shall be applied retro active to the first contract day of the current school year.~~
6. ~~Each year, Administration and CCEA will negotiate the total amount of money to be designated for the CCEA Instructional employee raises.~~
7. ~~Annually determine if a portion of the designated funds will be used toward an across the board COLA. COLA will not exceed 50% of the annual adjustment provided to instructional personnel rated as effective.~~
8. ~~Apply formula to determine the value of X. This is applied to the funds available remaining after the COLA is deducted (if applicable).~~
9. ~~The following formula based system of calculation will be used to determine individual employee's salary increase.~~
 - a. ~~Instructional employees holding a Professional Service Contract or Continuing Contract who receive effective or highly effective will receive 99% of the value of "X".~~
 - b. ~~Instructional employees not holding a Professional Service Contract or Continuing Contract who receive an effective evaluation will receive 75% of the value of "X", per Florida State Statue, this adjustment will be equal to at least 50% and no more than 75% of the annual adjustment provided for a highly effective employee of the same classification.~~
 - c. ~~Instructional employees not holding a Professional Service Contract or Continuing Contract who receive a highly effective will receive the value of "X".~~

d. ~~Beginning with the 2014/15 Fiscal Year, a bargaining unit member who receives an overall rating of less than effective on their annual performance evaluation shall not advance on the Performance Pay Schedule until they received an overall rating of effective or above. However, any such employee shall receive any other increase collectively bargained between the Association and the District.~~

10. ~~The parties agree that none of the above requires Instructional Employees to relinquish their Professional Service Contract or Continuing Contract (PSC/CC).~~

11. ~~Remove Step Increments and Experience compensation for Appendix A in our current contract. There will no longer be automatic steps.~~

12. ~~If the law no longer requires a Performance Pay Plan/Schedule, the salary schedule may revert back to a negotiated experience pay scale with CCEA automatic steps.~~

Formula Used to Determine Performance Pay

$$\text{PPF} = x(\text{HE}) + .75x(\text{E})$$

Experience Credit

Credit shall be granted on the current salary schedule as follows:

- ~~Up to five (5) years of credit on the salary schedule will be granted for documented military service~~
- ~~Any new employee who is receiving an in-state/out-of-state Educator Retirement Benefit will be placed at the beginning of the salary schedule~~
- ~~In county teaching experience (with a minimum of five years service in Citrus County) for which retirement benefits are being received — Starting salary + \$350~~
- ~~Out-of-state and out-of-county teaching experience — full credit~~
- ~~Occupational experience (Only that which is acceptable for Florida Certification in a specific vocational area) — full credit~~

Retiree Retroactive Benefits

Upon written request, benefits retroactive to July 1 of the contract year will be provided for retirees. The Board will send a notification letter to the last known address of the retiree.

Title I Differential Pay

Differential pay is a \$50 supplement to all instructional staff who are assigned to a Title I eligible school. All teachers assigned to a Title I eligible school as of November 30, will receive a onetime payment on January 15, as long as mandated by statute.

CREST Supplement

All instructional employees, classroom teacher aides, health room aides and secretaries/clerks assigned to CREST are eligible to receive differentiated pay in the amount of \$400 per year which will be prorated based on number of contract days completed at CREST. This check will be distributed in the employee’s final check of their contract year.

BUS AIDES

ESE aides, by job description, are the only support staff designated to ride a bus to accompany students. In the event there are not ESE aides available to ride the bus, the process will be to seek volunteers from the support staff based on student need. Administration would manage the bus ridership first through:

- 1. Flex time
- 2. Comp time
- 3. Overtime

If no one from support staff volunteers, a teacher may volunteer in exchange for flex time.




For the Board



For the Union



Date



Date