

MINUTES

CTA CBLT

CTA Office

June 11, 2019

In Attendance

LeighAnn Blackmore	District	Matthew Hazel	CTA	Maribel Rigsby	CTA
Doreen Concolino	District	Myrlene Jackson-Kimble	District	Elizabeth Silva	District
Albert Davies	CTA	Rivers Lewis	District	Mary-Grace Surrena	CTA
Wendy Doromal	CTA	John McHale	District	Tom Winters	CTA
Theresa Harter-Miles	District	James Preusser	District	Stephanie Wyka	District

Introductions, Announcements & Appointment of Gatekeeper/Timekeeper

CBLT

CTA served as Chair and Elizabeth Silva served as Gatekeeper/Timekeeper.

CTA requested that School Psychologists be added as the first item under CTA Action Items and the addition of four (4) items for discussion after the lunch break – Two (2) Year Mentorship Program, Threat Assessment Teams, Student/Teacher Apps for digital devices, and Turnaround, Corrective and Targeted Schools.

Contract Compliance Joint Proposal

CTA/District

The District presented copies of the Summary of Contract Compliance items (See Appendix A) as well as draft proposals (See Appendix B) addressing the items where both CTA and the District agreed.

CTA indicated that since this was the first time seeing the summary document and proposals that this item be tabled until the next meeting.

The District presented on overview of the proposed changes as they believed the modifications were agreed upon during the review process.

CTA restated its request for additional time to review the items before signing.

Action Items

CTA

- School Psychologists
 - The District stated they have no interest in this proposal at this time and asked if CTA wanted to present an alternate proposal.
 - CTA stated the following addressing the need to address this proposal.
 - School psychologists work 60 more days than instructional staff on a 10-month contract.
 - The 13 vacation days that school psychologists receive during their first five years of employment are not enough to make up for the unreasonableness of the lengthy work year.

- CTA presented numerous proposals asking the District to consider doing the right thing, at no cost, and reduce the school psychologists work year. The most recent proposal suggested six (6) less days. CTA stated proposals have been “lost” in subcommittees and been “under consideration” throughout the last two years.
 - No other school psychologists in Florida work twelve (12) months.
 - School psychologists did not have a voice until they joined CTA.
 - School psychologists work 40 more days than the 11 month calendar defined in the Contract.
 - School psychologists make substantially less per hour than other psychologists and teachers.
 - School psychologists want to spend more time with family.
 - There is a dispute regarding the granting of advanced degree supplements for school psychologists who completed equivalent coursework but did not receive a Specialist degree.
 - As an example – school psychologists work 64.1 percent of the work calendar, administrators work 62.4 percent of the work calendar, and teachers work 63 percent of the work calendar. CTA indicated this is based on a calculation deducting paid holidays and annual vacation accrual for each respective group.
 - This is a high priority for CTA – equal to salary increases.
- The District clarified that CTA presented four (4) different proposals over the last 18 months. Further, the District shared that Hillsborough County’s school psychologists work a 12 month schedule. The District will take this back to leadership for further discussion.
- Teacher Salaries by Years of Service
 - CTA indicated they needed to receive document requests sooner with a reasonable amount of time for their review. CTA received documents at the last minute with no opportunity to digest the data before the scheduled CBLT session.
 - The District indicated receipt of the records request on May 28, 2019, and worked as quickly as possible. The District agreed to try get better at expediting requests
 - CTA voiced that they made a verbal request for the information at a School Board Budget Committee meeting and was lead to believe it was a simple request.
- Appeals Committee Decision Tiebreaker Process (LOU)
 - The District provided a proposed Letter of Understanding (LOU) addressing this process. (See Appendix C)
 - CTA will review the proposed LOU, and questioned what is the next step if this process still results in a tie. CTA fears that the District may still have to take the case to top leadership and CTA has no way to proceed if they are not happy with the decision.
 - The District indicated its intent is to solve these issues at this level.
- Reappointment Process Memo to Principals (See Appendix D)
 - CTA shared the observations/concerns:
 - Page 5 of the memo outlines seven (7) reasons for nonreappointment that are not identified within the Contract. CTA believes many of the options are subjective and personal. CTA believes the first reason is legitimate and all other reasons are contract violations.
 - It seems the expectations are higher for teachers than administrators.
 - Administrators frequently ask teachers for help with technology.
 - Some of the nonreappointment reasons seem personal.

- CTA believes this is a change in working conditions and believes the District uses employees as labor units.
 - The Contract states teachers with a 3.0 or higher should be reappointed. CTA feels teachers are getting the message they are disposable.
 - CTA has heard from teachers who feel discriminated against because of their accent or race.
- The District would like more specific information about these allegations, recognizing that administrators cannot make these types of decisions with a protected class. The District will convey these concerns to leaders in Teaching and Learning.
- Updated List of Nonreappointed Teachers
 - CTA stated they are not receiving accurate information about staff that have transferred to other schools not being reflected on the nonreappointment list and they have requested this since April.
 - The District shared there has not been another list since the original list provided. The District provided a current list of those teachers initially nonreappointed who have since found positions for the 2019-20 school year. (See Appendix E)
- Visual Arts Sponsor
 - The District provided an update on the process for providing this supplement to several additional teachers.
 - 65 teachers will receive the supplement in the June 12, 2019, paycheck.
 - 19 teachers will receive an adjustment in the supplement amount.
 - 32 teachers will receive an increase in the supplement amount.
 - 23 teachers already received the correct supplement.
 - 6 teachers are still pending
 - 1 teacher had a different mutual agreement with the principal\
 - 1 teacher is not eligible for the supplement
 - The District plans to distribute a memo early in 2019-20 to clarify the Visual Arts Supplement criteria.
- Principal Autonomy Program
 - The District shared that they are not participating in the Principal Autonomy Program as outlined in Florida Statutes. The District indicated we have some schools of innovation who are doing things like the flexible reading block. These schools are not doing anything in violation of the Contract, just permitted to exercise flexibility with District requirements.
 - CTA requested a list of the schools with flexibility.
 - The District referred CTA to the District website.
- Budget Projections and Reserves
 - CTA previously requested information at the Budget Committee on the reserves for the last five (5) years. CTA received the information in an email last night in a format that required extensive sorting and filtering as well as time to digest.
 - The District stated it takes time to collect the requested data and provided CTA with five years of Operating Budget summaries.
 - CTA voiced frustration that the priorities they put forth at the Budget Committee were not addressed, adding that they will not be participating in future Budget Committee meetings.

- Reading Endorsement
 - The District provided CTA with the most recent communication to teachers regarding a series of classes that will lead to completion of the requirements for the reading endorsement. (See Appendix F)
 - CTA expressed concern regarding the need for principal recommendation while all elementary school teachers are required to attain the endorsement because they all provide reading intervention.
 - The District agreed to share this concern with leadership.
- DPLC Line Item in Budget
 - CTA indicated they never received a copy of the grant.
 - The District indicated they misunderstood the request. The District shared that the only line item in the 2018-19 budget was \$825,000. These funds provided substitutes for teachers participating in DPLC activities.
 - Targeted Leadership Consulting serves as the consultant to the DPLC initiative.
 - CTA maintains they want a copy of the grant as well as how much is spent on DPLC.
- CTA Proposals
 - Proposal #1 – Discipline
 - Withdrawn by CTA 4/24/19
 - Proposal #2 – Advanced Degree Supplement
 - The District states they are in compliance with the law and will continue to follow the law.
 - Proposal #3 – Substitutes/Splitting Classes
 - The parties addressed this through a settlement agreement.
 - CTA requested a copy of the form for payment to teachers for accepting students from a split class.
 - CTA indicated that some teachers were denied payment. The District requested CTA provide the District with the names of the teachers.
 - Employee Hotline
 - The District implemented the hotline in January 2019.
 - CTA sent a communication to its members regarding the use of the hotline and requested a count of the contacts to the hotline.
 - The District will provide data regarding contacts to the hotline, but believe it is going well.
 - Duty Day and Work Year (Preplanning)
 - CTA shared that preplanning has been a nightmare for years and even two (2) additional days would help. Meetings are not reasonable, teachers cannot complete work due to professional development, PLCs, department meetings, and sports/clubs meetings. If the schools want teachers to attend professional development, then they should offer it over the summer and pay them like the District used to do. Schools tell teachers that they will keep the school open at night and on the weekends so they can finish preparing their classrooms. Five (5) hours of training on the new Skyward software is unreasonable. CTA indicated they will encourage teachers to work to the contract as these unreasonable requirements constitute “wage theft”. Teachers have inadequate time to do all that needs to be done. This is a high priority for CTA
 - The District indicated no interest in this proposal as it is too costly.
 - Proposal #4 – Domain 4 Observations and Evidence
 - CTA indicated the District’s earlier counter proposal did not address the concerns. Teachers receive ratings without real evidence. While comments may be removed the ratings remain in place.

- The District will continue to review the proposal and remains open to suggestions.
- Teacher Rights and Responsibilities
 - CTA has concerns regarding deans and instructional coaches being asked to direct peers and conduct investigations of peers. For example, coaches may take attendance at PLCs and report back to the principal or send emails on behalf of principals.
 - The District would like additional time to investigate and review CTA examples. The District indicated no interest in the proposal; however, the District asked if CTA would be open to a letter of understanding (LOU) addressing the concerns and including this letter in the Contract.
 - CTA indicated they are not sure if an LOU would be the best solution.
- School Board Priorities
 - The parties reviewed the CTA budget priorities presented at the Budget Committee. CTA added school psychologists to Priority #1 – Salary and #5 – Leave of Absence.
- CBLT Team
 - CTA shared the teams do not have equal representation.
 - The District shared it will need to caucus and discuss this further.
- Evaluation – New Best and Brightest Legislation
 - CTA shared they sent a Demand to Bargain letter.
 - The District acknowledged receiving the letter and needs time to review the letter.
 - CTA stated this needs to be resolved before the new school year.
 - The District indicated they need additional time to review. In addition, the District is waiting for technical assistance from the Department of Education.
 - CTA requested a copy of the technical assistance when received.
- Performance Matters System Issues
 - The District shared that the vendor conducted load testing earlier this year, but only accounted for the students on the system, not the teachers who would also be on the system. Preliminary data shows increased scores and reliability despite the temporary outages. The District does not believe there will be any negative impact to teachers but we will not be able to confirm that until scores come out.
 - CTA wants to be sure that if there are any negative impacts, we help teachers so they do not miss the December 1st Best and Brightest deadline.
- Skyward Training at Boone High
 - The District shared that there was a miscommunication at the school level. This was corrected in less than 24 hours. In addition, the District checked and verified that no teachers took the course during the 24 hour period.
- Professional Development Information
 - The District spoke with the District contacts for professional development and inservice points. It is the District's understanding the process is moving forward.

Benefits

Senior Director of Risk Management Beth Curran presented the proposed changes to health insurance coverage as recommended by the Joint Fringe Benefits Committee. (See Appendix G)

Ms. Curran reviewed the changes in detail, which include changes in the following areas:

- Deductible (Individual/Family)
- Medical Out of Pocket Maximum
- Primary Care Physician (PCP)/Specialist Copays
- Advanced Imaging (Hospital Based)
- Behavioral Health
- Emergency Room (ER) Copay
- Prescription Drug Copays

Ms. Curran further explained that in-network behavioral health will no longer be restricted to Orlando Behavioral Health. Through the RFP (Request for Proposal) process that began last fall, the District moved behavioral health under the CIGNA group that provides a broader network.

Ms. Curran then reviewed with the team the current projections, which resulted in the need for plan design and premium changes. Our benefits consultants project a \$22 million shortfall in the Employee Benefits Trust which falls below the threshold for plan solvency. This translates to an 18.8 percent (18.8%) deficit.

The Joint Fringe Benefits Committee looks at the options with the biggest impact on the shortfall and the least impact on individual employees. These areas include deductibles and co-insurance. Under the Contract, the District must cover the first 10 percent (10%) of any deficit. This means the Board contribution to employee only premium increases from \$8,444 to \$9,288. The remaining 8.8 percent (8.8%) must be covered by premium increases, plan design changes or a combination of both.

In looking at deductibles and medical out-of-pocket maximum as well as participation, Ms. Curran shared the following information:

- Deductible
 - Individual – 31.1 percent met the individual deductible
 - Family – 28 percent met the family deductible
- Medical Out-of-Pocket Maximum
 - Individual – 2.7 percent met the medical out-of-pocket maximum
 - Family – 0.3 percent met the medical out-of-pocket maximum
- Participation
 - Employee Only – 62 percent
 - Employee plus Spouse – 18 percent
 - Employee plus Children – 4 percent
 - Full Family – 10 percent
 - Half Family (both spouses/partners work for OCPS) – 7 percent

The District summarized that for those employees with Employee Only premiums, the District is paying 96 percent of the premium and the employee is paying 4 percent of the premium. The District is asking for a one percent (1%) change in the employee contribution. Those employees on Plan A continue with a zero premium for Employee Only coverage.

Ms. Curran shared a chart reflecting the cost sharing of premium for surrounding Districts. (See Appendix H)

Salary

Next, the District presented the salary offer. This offer is based on the performance data from the 2017-18 school year – true historic data rather than projections based on the incomplete data from the instructional practice scores. (See Appendices I and J)

The offer includes a cost of living increase of \$500 for all instructional employees, and an additional \$1,125 for those rated as Effective, and an additional \$1,525 for those rated as Highly Effective. In addition, the offer includes a \$500 mid-year bonus for those employees hired on or before December 20, 2019, and employed on the day of payout in January.

In addition, the District proposes an increase in the starting salary from \$40,000 to \$40,500. The District also proposes eliminating the overlapping tiers and going with an open range composed of the minimum and maximum salary only. As a result of the increase in starting salary, the advanced degree supplements would increase by 1.25 percent. Lastly, the District shared copies of the proposed New Instructional Entry Placement Schedule and the New School Psychologist Placement Schedule. (See Appendices K and L)

CTA stated that the state gave a significant amount more but we see cuts. Last year the cost of living was \$550 and this year is \$500, and Effective was \$1,100 last year and \$1,125 this year. What is different from last year and this year? The starting salary is lower. We are taking a pay cut if we sign off on insurance changes.

CTA passed out several documents:

- FDOE Average Salaries for Teachers (See Appendix M)
- Orlando Sentinel May 11, 2019, edition, “Housing costs hit teachers hard” (See Appendix N)
- OCPS Teacher Experience 2018-19 (See Appendix O)
- OCPS Number of Teachers 2018-19 (See Appendix P)
- CTA Counter Proposal to District’s Salary Offer (See Appendix Q)

The District shared that the state inflated the percentage increase. The actual 3.87 percent increase includes funding for Best and Brightest, turnaround schools, safe schools and mental health – all dollars which are restricted. After deducting these categorical dollars the percentage increase drops to 2.17 percent with the addition of the 1 Mil the final increase is 2.45 percent. The District stated we are the fastest growing district. The FTE goes up but the funding from the state does not.

CTA asked what we received last year.

The District stated 47 cents per FTE.

CTA then walked the District through the counter proposal. CTA proposes the following:

- \$650 cost of living increase for all teachers
- An additional \$1,200 for teachers rated as Effective
- An additional \$1,625 for teachers rated as Highly Effective
- \$1,000 bonus to be paid out \$500 at the beginning of the year and \$500 in January

The District indicated they would review the offer during the lunch break. The District also asked if the costing included benefits.

CTA indicated it did not and asked for the percentage cost of benefits.

The District shared it is 18.527 percent, and asked if CTA wanted to provide a new costing of the proposal with benefits.

CTA stated the cost with benefits is \$39,437,451.

The parties returned to the table following a lunch break.

CTA shared an updated counter proposal to the District's salary offer. (See Appendix R)

The District shared that the counter proposal does not meet the statutory requirements as the cost of living adjustment exceeds 50 percent of the amount proposed for the teachers rated Effective. The District rejected the counter proposal as it exceeds the statutory requirements and it exceeds to budget allocation.

CTA stated the District received 47 cents per FTE last year and should have more to offer this year with an increase of \$75 per student funding. CTA shared comments made on its Facebook page including "spread the wealth, the offer is a kick in the face, we are tired of bonuses, best of luck, don't accept the offer, they have more money to pay us, those with 20-30 years get short". These are just representative responses.

The District shared the CTA offer is \$11 million more than we are authorized to spend. The District asked if the CTA offer includes an increase in advanced degree supplements?

CTA stated no. CTA stated that the budget item for salaries should be decreasing since more and more teachers are at the beginning of the salary scale.

The District shared that the District is not hiding anything with the budget. We offered everything we are authorized to offer. The District is also paying \$12 million towards health insurance. The impact on benefits is minimal. The \$500 bonus is covering this increase. CTA previously stated they wanted to keep the bonus low and focus on a better increase to salary.

CTA stated any increase in insurance is a pay cut. They want a raise.

The District stated the offer is four percent of payroll. The District asked if CTA wanted to move more money to a bonus or somewhere else.

CTA stated a bonus this year to offset insurance but what if you cannot give a bonus next year?

The District stated we are bargaining for this year.

CTA asked if the District would roll back insurance.

The District stated we have not changed premiums in years, maybe as far back as 2011.

The parties rejected each other's' offers.

CTA stated they will analyze the offer and get back to the District. CTA wanted to clarify that based on their research Hillsborough County does not have any 12 month school psychologists.

The District will research this and get back with CTA.

Future Meetings

CBLT

The next meeting is June 20, 2019, beginning at 8:30 AM.

Appendix A

Contract Compliance Revisions 2018-19

Identifying Party	Article	Page	Revision	CTA RESPONSE	Action
District	I.E.	3	<ul style="list-style-type: none"> Update facsimile? 	CTA response - Change to email	Joint Proposal 6/11/19
CTA	II. L. 1	6	<ul style="list-style-type: none"> Update link Do we need to review the form? 	The District needs to maintain links listed in contract District response?	Joint Proposal 6/11/19
District	II.M.6.a.2.)	7	<ul style="list-style-type: none"> Update to Evaluation 	CTA Response –agreed	Joint Proposal 6/11/19
CTA	II. M.6.b.2).4)	8	<ul style="list-style-type: none"> Discuss the need for joint committees 	CTA Response - CTA does not want “joint” committees except Fringe District response?	
CTA/District	III.B.5	9	<ul style="list-style-type: none"> Update Employee Relations Department name 	Agreed, this was sent from CTA	Joint Proposal 6/11/19
CTA/District	III.B.12	10	<ul style="list-style-type: none"> Update Employee Relations Department name 	Agreed, this was sent from CTA	Joint Proposal 6/11/19
CTA/District	III.C.2 / 3	12	<ul style="list-style-type: none"> Update Employee Relations Department name 	Agreed, this was sent from CTA	Joint Proposal 6/11/19
CTA/District	IV.B.5	16	<ul style="list-style-type: none"> Update Employee Relations Department name 	Agreed, this was sent from CTA	Joint Proposal 6/11/19
District	IV.F.4.	19	<ul style="list-style-type: none"> Board Packet 	CTA response - Board agenda packet is fine. Leave it	

Identifying Party	Article	Page	Revision	CTA RESPONSE	Action
CTA/District	IV.F.5	19	<ul style="list-style-type: none"> Could we have a copy of the School Board Policies ☺ (Not a revision, but a request) 	This is a request for District to follow contract and provide CTA with School board policies. District response?	
District	IV.M.	20	<ul style="list-style-type: none"> Teacher Education Council 	CTA response - Reestablish immediately	
District	VI.A.	22	<ul style="list-style-type: none"> Office of EEO 	CTA response - Add acronym? Have both	Joint Proposal 6/11/19
CTA	VI.G.5	24	<ul style="list-style-type: none"> Faculty <u>Advisory</u> Committee 	Correct-word omitted District response?	Joint Proposal 6/11/19
District	VI.I.	24	<ul style="list-style-type: none"> Online access 	CTA response - Have both copies and online access .We would need to bargain changes	
District	VI.L.	25	<ul style="list-style-type: none"> Emergency Procedures Manual – Infectious Disease 	CTA response - Does one exist? It should be updated/used	
CTA	VI.M	25	<ul style="list-style-type: none"> Add period after M 	District response?	Joint Proposal 6/11/19
District	VI.W.	27	<ul style="list-style-type: none"> Maintain address 	CTA response - Phrasing – sentence structure? Need clarification	
CTA/District	VII.M	30	<ul style="list-style-type: none"> Update Employee Relations Department name 	Agreed - Professional Standards –(CTA submitted this)	Joint Proposal 6/11/19
CTA	VIII.B	31	<ul style="list-style-type: none"> Fix = sign after period (fourth line) 	District response? punctuation	Joint Proposal 6/11/19

Identifying Party	Article	Page	Revision	CTA RESPONSE	Action
District	VIII.F.2.	33	<ul style="list-style-type: none"> 3.0 language 	CTA response – This is a bargaining issue and disputed. To be discussed at the table. This is not a housekeeping change	
District	VIII.M.	35	<ul style="list-style-type: none"> Office of Training and Development 	CTA response - What is the issue? Is this another change of department name? Need specifics please	Joint Proposal 6/11/19
CTA	IX.G.7	38	<ul style="list-style-type: none"> Add period and delete comma after volunteers (second line) 	Punctuation correction District response?	Joint Proposal 6/11/19
CTA	X.C.1.e	42	<ul style="list-style-type: none"> Update link 	District must maintain links District response?	Joint Proposal 6/11/19
CTA	X.K.1	49	<ul style="list-style-type: none"> Suggestion (third line): Appeals Committee / <u>Evaluation</u> Committee 	District Response?	
District	XIV.E.2.	61	<ul style="list-style-type: none"> Associate Superintendent 	CTA - Capitalization – fine with this	Joint Proposal 6/11/19
CTA	XIV.M	62	<ul style="list-style-type: none"> After field trips (second line) on / <u>or</u> 	Does District agree? This is typo	Joint Proposal 6/11/19
District	XV.A.	64	<ul style="list-style-type: none"> Definition of 12 month employee 	CTA response- To be discussed at table –not housekeeping	
District	XVI.B.3	69	<ul style="list-style-type: none"> Appendices 	CTA response - What is issue? Numbers?	Joint Proposal 6/11/19

Identifying Party	Article	Page	Revision	CTA RESPONSE	Action
CTA	XVI.B.4.d	70	<ul style="list-style-type: none"> Do we need the language? 	CTA Remove - District response?	Joint Proposal 6/11/19
District	XVI.F.9	73	<ul style="list-style-type: none"> Check???? 	CTA response - Agreed	Joint Proposal 6/11/19
District	XVI.K.7	77	<ul style="list-style-type: none"> Freezing of salary 	CTA response - Bargain	
District	XVII.O.	82	<ul style="list-style-type: none"> Institute for Professional Development 	CTA response - Why isn't this contract language being upheld?	
District	Appendix A-1	95 96	<ul style="list-style-type: none"> NBCT 	CTA response - Discuss	
District	Appendix A-2	97	<ul style="list-style-type: none"> Need to update/move? 	CTA response - Update	Joint Proposal 6/11/19
CTA	Appendix A-4	102	<ul style="list-style-type: none"> Delete list of Targeted schools Suggestion: provide link to update list of targeted schools 	Links must be maintained by District. District response?	Already addressed with TA#1/MOU#1 signed 8/2/18
CTA	Appendix A-6	104	<ul style="list-style-type: none"> Do we need to keep this appendix? 	District response?	
CTA	Appendix A-7	106	<ul style="list-style-type: none"> Remove 	District response?	Joint Proposal 6/11/19
CTA	Appendix A-8	106	<ul style="list-style-type: none"> Do we need to keep this appendix? 	District response?	Joint Proposal 6/11/19
District	Appendix B	107	<ul style="list-style-type: none"> Remove Dates 	CTA response - Confusing charts –review this page layout	
District	Appendix D, B.1	113	<ul style="list-style-type: none"> Remove Service Unit Executive Director 	CTA response - Agreed. Also, Sick Leave Bank appeals meetings be separated for each union.	Joint Proposal 6/11/19
District	Appendix E	115	<ul style="list-style-type: none"> Remove floating sentence 	CTA response –No, sentence stays	

Identifying Party	Article	Page	Revision	CTA RESPONSE	Action
District	Appendix G, G	117	<ul style="list-style-type: none"> Adjunct salary 	Bargain	
CTA	Appendix H.B	119	<ul style="list-style-type: none"> We need to discuss the number of preparations assigned to each teacher 	District response?	
CTA/District	Appendix I.A/B	119	<ul style="list-style-type: none"> Should dates be updated or eliminate language? 	CTA- remove dates and keep other language	Joint Proposal 6/11/19
District	Glossary	123	<ul style="list-style-type: none"> Primary Contract 	CTA Response - Discuss	

Appendix B

JOINT CTA/DISTRICT PROPOSAL
Contract Compliance Revisions
June 11, 2019

ARTICLE I
RECOGNITION

- E. Any official notice between the Association and the Board required under this Contract shall be made by U.S. mail, by ~~facsimile~~ email, or by hand delivery to a designated representative of the party.

ARTICLE II
NEGOTIATIONS PROCEDURES

- L. Provisions to submit issues to the CBLT

1. Employees shall submit issues to the CBLT using the Issues for Submission form found on the CBLT websites: <https://www.ocps.net/es/legislative/laborrelations/Pages/default.aspx>
https://ocps.net/UserFiles/Servers/Server_54619/File/Departments/Human%20Resources/Labor%20Relations/CTA/CTA%20Issues%20Submission%20Form%2018-19.pdf and [www.orangecta.com](http://orangecta.com)
<http://orangecta.fea.aft.org/>.

- M. Committees of the CBLT

6. Committees and Task Forces

- a. Standing Committees

The Collaborative Bargaining Leadership Team has established standing committees to field issues and concerns from their stakeholders. The committees meet on a regular basis to discuss issues and to collect data to support their recommendations. Each committee presents periodic reports and recommendations to the Collaborative Bargaining Leadership Team. The committees are as follows:

- 1.) Finance and Compensation
- 2.) ~~Assessment~~ Evaluation
- 3.) Human Resources
- 4.) Compliance
- 5.) Calendar
- 6.) Grants

ARTICLE III GRIEVANCE PROCEDURE

B. General Provisions

5. The Association shall inform the ~~Employee Relations~~ Human Resources Department designee(s) of the grievance number, school and grievant's name when a written grievance is filed.
12. If a grievance arises as the result of a condition which the administrator is without jurisdiction to resolve, the grievance shall be filed directly to the ~~Employee Relations~~ Human Resources Department designee(s), and placed at Step III of the grievance process and a meeting shall be held in an effort to resolve the matter, as provided for in Section C.3. of this article. Prior to scheduling the meeting, the written grievance shall be provided to the ~~Employee Relations~~ Human Resources Department designee(s), with a copy to the Association.

C. Grievances shall be processed as outlined below. The employee may choose to have representation at all steps of the process.

2. Step II: Written Grievance

Failure to reach an agreement or failure to respond in six (6) duty days will automatically move the grievance to Step III. The grievance form shall be obtained by the employee from the Association office. Changes to the grievance form shall be mutually agreed to by the parties.

If the discussion above does not resolve the issue satisfactorily, the employee may file a written grievance within ten (10) duty days following the employee's receipt of the administrator's response. The written grievance shall be presented by the employee during a meeting with the administrator.

The written grievance shall contain:

- Specific date of alleged violation
- Date of Step I meeting
- A concise statement of the facts upon which the grievance is based
- A reference to the specific section(s) of the Contract allegedly violated
- An explanation as to how the employee believes each cited section was violated
- A suggested remedy by the employee.

Copies of the grievance shall be sent to the ~~Employee Relations~~ Human Resources Department designee(s) and the Association. A response shall be provided by the administrator, in writing, within six (6) duty days from receipt.

3. Step III: District Level Hearing

If the grievant is not satisfied with the disposition of the grievance by the administrator, s/he may appeal the grievance to the Superintendent/designee. Such appeal shall be made within six (6) duty days of the receipt of the administrator's response, and include the scheduling of a meeting in an effort to resolve the dispute. The meeting shall take place within then (10) duty days of filing and shall include the grievant, his/her representative if requested by the grievant and a member of the ~~Employee Relations~~ Human Resources Department designee(s). Dialogue is encouraged to reach resolution prior to the meeting and both parties shall present any evidence to substantiate their positions in the matter. Within ten (10) duty days of the meeting, the Superintendent/designee shall respond to the grievance in writing.

ARTICLE IV ASSOCIATION RIGHTS

B. Site Association Representatives

5. The Association shall provide and maintain a current list of site Associations Representatives and provide such a list and updates to ~~Employee Relations~~ the Human Resources Department designee(s).

ARTICLE VI WORKING CONDITIONS

- A. No person shall on the basis of race, color, religion, sex, national origin, disability, age, marital status, sexual orientation, gender identity or expression, genetic information, or any other reason prohibited by law, be excluded from participation in, be denied the benefits of or be subjected to discrimination, or harassment with respect to such person's employment or application for employment.

Employees are encouraged to report any allegations of discrimination or sexual harassment to their administrators or the applicable district-level departments for prompt investigation. Any claims shall be referred to the ~~Office of Equal Employment Opportunity~~ District EEO Officer and the employee shall retain all rights to pursue his/her claim through the appropriate federal and/or state agency.

Employees shall not be retaliated against for appropriately reporting discrimination and/or sexual harassment.

- G. The administrator shall take steps, in cooperation with the employee, to provide reasonable precaution for the employee's safety.
5. Individual schools, through discussions between the administration and the ~~faculty committee~~ Faculty Advisory Committee, shall be responsible for developing alternative ways of emergency notification in applicable cases where employees do not have access to telephones or intercoms.
- M. Recognizing that acts of violence on campus create an unsafe and unstable working environment, the parties agree to continue to work together by means of a task force to find ways to reduce acts of violence.

ARTICLE VII

TEACHER RIGHTS AND RESPONSIBILITIES

- M. Teacher complaints of misconduct by administrators shall be investigated by ~~Employee Relations~~ Professional Standards. If the investigation exceeds thirty (30) calendar days from the date all material allegations are received, the ~~Employee Relations~~ Professional Standards office shall provide the Association with an update and every thirty (30) days thereafter until completed. ~~Employee Relations~~ Professional Standards will provide the Association with a report of the investigation within ten (10) duty days after the investigation has been completed.

ARTICLE VIII

CONTRACTS, CERTIFICATES AND OTHER CONDITIONS OF EMPLOYMENT

- B. The Board shall issue individual electronic contracts to each teacher which shall include their position name and current annual salary for the school year and such additional salary as may be prescribed and subject to collective bargaining. Teachers shall electronically sign contracts and have access to a copy. The individual contract shall be electronically signed by the teacher within twenty (20) duty days of its issuance. If any individual contract contains any provision inconsistent with this Contract, this Contract shall be controlling.
- M. The Board shall provide a record of in-service points earned for certificate extension to each teacher at least twice during each school year. A teacher may request in-service points for participation in training designed to enhance a teacher's competency. If the training has not been previously approved, the teacher may submit a written request to the ~~Office of Training and Development~~ Talent Acquisition and Human Resources Compliance Department for approval. The record shall include approved in-service courses, and when feasible, in-service hours earned but not approved for credit.

ARTICLE IX ASSIGNMENT AND TRANSFERS

G. The following provisions shall apply to the transfer of teachers:

7. When involuntary transfers become necessary, the administrator shall meet with the affected department(s)/program(s) to seek volunteers. Volunteers will be selected, based upon greatest seniority. If there is an insufficient number of volunteers, the selection shall be by seniority. In computing seniority for half-time employees, the salary credit formula shall be used. If two or more employees have the same seniority, the involuntary transfer shall be determined using the following sequence: contract type, degree, selection by lot.

ARTICLE X EVALUATION

C. Observations of a teacher's performance shall be made in accordance with the following provisions:

1. General Provisions:

- e. A list of trained teacher observers shall be made available on line.

https://ocps.net/departments/professional_development_services/evaluation_systems/district_trained_observers_list/

https://ocps.net/departments/professional_learning_department/evaluation_systems/district_trained_observers_list

ARTICLE XIV DUTY DAY

E. The Board shall encourage class sizes consistent with District goals, the nature of different subject matter, instructional objectives, the requirements of different instructional processes, the capacities of the physical facilities, state laws and regulations, and the special needs of students.

2. If the matter cannot be resolved within two weeks at the school level, it shall be referred by the administrator to the appropriate chief, area superintendent, or associate superintendent who will within two weeks assess the situation and make a final decision as to whether an adjustment in class size should be made. Said decision will be communicated to the teacher and will state the reasons.

M. Employees shall be scheduled for a minimum of 25 minutes for lunch, which shall be within the scheduled lunch periods for students except on field trips ~~on~~ or in unplanned emergencies. On student contact days, in work locations where there is no lunchroom or in job assignments which permit flexible lunch schedules, an employee may be given approximately one hour for lunch by mutual agreement with his/her administrator. In such cases, the workday for the employee may be proportionately extended to provide for equity with other employees, without violating this

Contract. On any non-student contact day, employees shall have a lunch period of one hour which may be off site.

ARTICLE XVI SALARY

B. Differential Pay

3. Differential pay/Supplemental activities shall be compensated as set forth in Appendices A-1 through A-4 which is incorporated into, and hereby made a part of, this Contract.

4. Supplement Handbook

~~d. The allocated supplement amounts in 2014-15 will be increased by 3% for 2015-16 and shall be effective July 1, 2015.~~

F. Method of Payment

9. It is understood that the last payment in the fiscal year may not be distributed until after the final duty day, ~~in which case employees will be expected to make arrangements for either mailing or pick-up of their last check.~~

APPENDIX A-2 SUPPLEMENT SCHEDULE ~~(EFFECTIVE 2015-16)~~

Laned High School Athletic Supplement Rates

(Non-Endorsed)					(Endorsed)				
	0-3	4-6	7-14	15+		0-3	4-6	7-14	15+
Athletic Management					Athletic Trainer, Certified	6451	7224	7999	9031
Athletic Trainer, Certified	5160	5779	6399	7224	Athletic Director CAA	5408	6056	6705	7571
Athletic Director	3035	3400	3765	4250	Athletic Director	3795	4250	4705	5313
Asst. Athletic Director	1518	1700	1882	2125	Asst. Athletic Director	1897	2125	2353	2656
Athletic Business Mgr.	2024	2267	2509	2834	Athletic Business Mgr.	2530	2834	3136	3541
Group II					Group II				
Football	3162	3541	3953	4427	Football	3795	4250	4743	5313
Football Asst.	2108	2362	2635	2952	Football Asst.	2530	2834	3162	3541
Group III					Group III				
Basketball	2530	2834	3162	3541	Basketball	3035	3400	3795	4250
Basketball Asst.	1686	1889	2108	2361	Basketball Asst.	2024	2267	2530	2834
Group IV					Group IV				
Baseball, Softball, Soccer, Swimming, Track, Wrestling,	2261	2482	2748	3102	Baseball, Softball, Soccer, Swimming, Track, Wrestling	2770	3102	3435	3878
Baseball Asst., Softball Asst. Soccer Asst., Swimming Asst., Track Asst., Wrestling Asst.	1477	1654	1832	2068	Baseball Asst., Softball Asst. Soccer Asst., Swimming Asst., Track Asst., Wrestling Asst.	1847	2068	2290	2585
Group V					Group V				
Spirit Cheerleading, Volleyball	1834	2055	2293	2568	Spirit Cheerleading, Volleyball	2201	2465	2751	3082
Competitive Cheer	918	1028	1146	1284	Competitive Cheer	1101	1233	1376	1541
Spirit Cheerleading Asst., Volleyball Asst.	1223	1370	1529	1712	Spirit Cheerleading Asst., Volleyball Asst.	1468	1644	1834	2055
Competitive Cheer Asst.	612	685	764	856	Competitive Cheer Asst.	734	822	918	1028
Group VI					Group VI				
Flag Football, Lacrosse	1760	1972	2184	2465	Flag Football, Lacrosse	2201	2465	2730	3081
Flag Football Asst.,	1054	1180	1317	1476	Flag Football Asst., Lacrosse Asst.	1265	1416	1581	1771
Group VII					Group VII				
Rhythmic Gym, Water Polo, Crew	1457	1632	1807	2040	Rhythmic Gym, Water Polo, Crew	1821	2040	2259	2550
Rhythmic Gym Asst., Water Polo Asst., Crew	971	1088	1204	1360	Rhythmic Gym Asst., Water Polo Asst., Crew	1214	1360	1506	1700
Group VIII					Group VIII				
Cross Country, Tennis, Golf, Weightlifting	1170	1310	1463	1638	Cross Country, Tennis, Golf, Weightlifting	1404	1573	1755	1965
Cross Country Asst., Tennis Asst., Golf Asst., Wtlifting	780	873	975	1092	Cross Country Asst., Tennis Asst., Golf Asst., Wtlifting Asst.	936	1049	1170	1311
Group IX					Group IX				
Special Olympics, Sports	1760	19724	2184	2465	Special Olympics, Sports	2201	2465	2730	3081
Group X					Group X				
Bowling	941	1054	1246	1522	Bowling	1176	1317	1496	1827
Bowling Asst.	627	702	830	1015	Bowling Asst.	784	897	997	1217

* Color Guard/Winter Guard Sponsor: Until such time as the parties have the resources to fund new supplements, the color/winter guard sponsor may be paid up to 3 Extra Curricular Activities. The Parties have established that the color/winter guard sponsor shall be paid at the rhythmic gymnastics level, once we have the funds.

Laned High School Fine Arts Supplements

	0-3 Years	4-6 Years	7-14 Years	15+ Years
Band Director	3795	4250	4743	5313
Band Director Assistant	2530	2834	3162	3541
Choral Director	2770	3102	3435	3878
Choral Director Assistant	1847	2068	2290	2585
Orchestra Director	2770	3102	3435	3878

Laned High School Co-Curricular Supplements

	0-3 Years	4-6 Years	7-14 Years	15+ Years
Digital Media/Newspaper	2770	3102	3435	3878
JROTC	2770	3102	3435	3878
Student Council	2770	3102	3435	3878
Student Council Assistant	1847	2068	2290	2585
Yearbook	3795	4250	4705	5313

Laned High School Extracurricular Supplements

	0-3 Years	4-6 Years	7-14 Years	15+ Years
Drama/Thespian	2770	3102	3435	3878
Drama/Thespian Assistant	1847	2068	2290	2585
Forensics	2770	3102	3435	3878
Jr. Class Sponsor	2770	3102	3435	3878
Senior Class Sponsor	2770	3102	3435	3878

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Other High School Supplements

Type	Supplement
Agribusiness (4)	1401
Agribusiness Extended	315
Club Sponsor (2)	453
Department Chair/Team Leader	74/person
Extracurricular Activities Sponsor	453
FFA	700
Freshman/Sophomore Class Sponsor	453
Lead Mentor	793
Magnet Program Coordinator	1530
New Instructional Personnel Induction Mentor	227/beginning instructional personnel
Professional Development Certification Program (PDCP) Mentor	453
Quiz Bowl	1360
Special Duty	782
Sports Abilities Team	453
Visual Arts Sponsor	906
Wellness Representative	782

Laned Middle School Athletics Supplement Rates

Non-Endorsed					Endorsed				
	0-3 Years	4-6 Years	7-14 Years	15+ Years		0-3 Years	4-6 Years	7-14 Years	15+ Years
MS Athletic Director	2034	2278	2582	2847	MS Athletic Director	2542	2847	3153	3560
Head Coach, Sports	1085	1214	1355	1518	Head Coach, Sports	1301	1457	1626	1821
Asst. Coach, Sports	723	810	903	1012	Asst. Coach, Sports	867	971	1085	1214
Special Olympics	1760	1972	2184	2465	Special Olympics	2201	2465	2730	3081

Laned Middle School Arts/Music Supplements

	0-3 Years	4-6 Years	7-14 Years	15+ Years
Associate Band Director	1847	2068	2290	2585
Associate Choral Director	911	1020	1138	1275
Band Director	2770	3102	3435	3878
Choral Director	1366	1530	1708	1913
Orchestra Director	1366	1530	1708	1913
Performing Arts Director	1366	1530	1708	1913

Middle School Extracurricular Supplements

Type	Supplement
Club Sponsor	510
Sports Abilities	510

Other Middle School Supplements

Type	Supplement
Agribusiness	1401
Agribusiness Extended	315
Department Chair	49/person
Extracurricular Activities Sponsor	453
FFA	700
Intramural Coordinator	1723
Lead Mentor	793
Magnet Program Coordinator	1020
New Instructional Personnel Induction Mentor	227 / beginning instructional personnel ◇
Professional Development Certification Program (PDCP) Mentor	453
Special Duty	782
Team Leader	1082
Visual Arts Sponsor	906
Wellness Representative	782

Laned Elementary Athletics Supplement Rates

Non-Endorsed					Endorsed				
	0-3 Years	4-6 Years	7-14 Years	15+ Years		0-3 Years	4-6 Years	7-14 Years	15+ Years
Special Olympics	1760	1972	2184	2465	Special Olympics	2201	2465	2730	3081

Other Elementary School Supplements

Type	Supplement
Club Sponsor	510
Elementary Activity Sponsor	510
Events Coordinator	782
Grade Level Chair	74/person
Lead Mentor	793
Magnet Program Coordinator	510
Music Sponsor	876
New Instructional Personnel Induction Mentor	227 / beginning instructional personnel ◇
Professional Development Certification Program (PDCP) Mentor	453
Safety Patrol Sponsor	1133
Special Duty	782
Sports Abilities Team	510
Visual Arts Sponsor	510
Wellness Representative	782

Laned Postsecondary Extracurricular Supplements

	0-3 Years	4-6 Years	7-14 Years	15+ Years
Student Advisory Board	2770	3102	3435	3878
Student Advisory Board Assistant	1847	2068	2290	2585
Digital Media/Newspaper	2770	3102	3435	3878
Tech Center Senior Class Sponsor	1847	2068	2290	2585

Other Postsecondary Supplements

Type	Supplement
Club Sponsor	510
Department Chair/Team Leader	74/person
Lead Mentor	793
New Instructional Personnel Induction Mentor	227 / beginning instructional personnel
Professional Development Certification Program (PDCP) Mentor	453
Wellness Representative	782

An employee holding a supplemented position may voluntarily relinquish the position provided s/he notifies the administrator at the earliest possible date. The administrator will notify the employee as soon as feasible if the employee will be terminated in the supplemental position. If the supplement receiver is terminated, the reason(s) will be provided upon request.

If an employee resigns the supplemental duty late or separates from it early, or for any other reason cannot complete all of the requirements to receive the full supplement, s/he shall be paid a prorated amount based on the period of time during which the supplement duties were performed.

Supplements for assistant coaches shall be two-thirds of the corresponding rate for coaches in the same sport.

When coaching both the boys' and girls' team of the same sport, a coach shall be paid full supplements for both sports upon the recommendation of the administrator and approval by the ~~Program Specialist for Athletics, Extracurricular Programs and Driver's Education~~ District Office for Athletics.

Coaches may obtain approved Department of Education coaching endorsement either through in-service points or equivalent college credit. Supplemental pay adjustments shall be retroactive to the beginning of the school year in which the endorsement is earned.

Athletic directors may be granted an amount of time equivalent to at least one teaching period per day to perform those duties, which cannot be accomplished after the duty day.

The District and the Association shall continue working through its joint supplement committee. The committee shall submit its recommendations to each of the ~~parties by May 1 for use of that bargaining year~~ CBLT.

The parties agree that supplements may be expanded or added to the Contract to fulfill requirements for Other Interscholastic Athletic Opportunities. If a new supplement is added, the parties will meet to negotiate the amount.

LANED HIGH SCHOOL ATHLETIC SUPPLEMENTS									
		Unendorsed				Endorsed			
Athletic Management		0-3 yrs	4-6 yrs	7-14 yrs	15+ yrs	0-3 yrs	4-6 yrs	7-14 yrs	15+ yrs
	Athletic Trainer, Cert	\$5,160	\$5,779	\$6,399	\$7,224	Athletic Trainer, Cert	\$6,451	\$7,224	\$9,031
	Athletic Director	\$3,035	\$3,400	\$3,765	\$4,250	Athletic Director CAA	\$5,408	\$6,056	\$7,571
	Asst. Athletic Dir	\$1,518	\$1,700	\$1,882	\$2,125	Athletic Director	\$3,795	\$4,250	\$5,313
	Athletic Business Mgr	\$2,024	\$2,267	\$2,509	\$2,834	Asst. Athletic Dir	\$1,897	\$2,125	\$2,656
						Athletic Business Mgr	\$2,530	\$2,834	\$3,136
Group II	Football	\$3,162	\$3,541	\$3,953	\$4,427	Football	\$3,795	\$4,250	\$5,313
	Football Asst	\$2,108	\$2,362	\$2,635	\$2,952	Football Asst	\$2,530	\$2,834	\$3,541
Group III	Basketball	\$2,530	\$2,834	\$3,162	\$3,541	Basketball	\$3,035	\$3,400	\$4,250
	Basketball Asst	\$1,686	\$1,882	\$2,108	\$2,362	Basketball Asst	\$2,024	\$2,267	\$2,834
Group IV	Baseball, Softball, Soccer, Swimming, Track, Wrestling	\$2,216	\$2,469	\$2,748	\$3,162	Baseball, Softball, Soccer, Swimming, Track, Wrestling	\$2,770	\$3,102	\$3,878
	Baseball, Softball, Soccer, Swimming, Track, Wrestling Asst	\$1,477	\$1,654	\$1,882	\$2,125	Baseball, Softball, Soccer, Swimming, Track, Wrestling Asst	\$1,847	\$2,068	\$2,585
Group V	Spirit Cheerleading, Volleyball	\$1,834	\$2,055	\$2,284	\$2,568	Spirit Cheerleading, Volleyball	\$2,201	\$2,465	\$3,082
	Competitive Cheerleading	\$918	\$1,028	\$1,138	\$1,284	Competitive Cheerleading	\$1,101	\$1,233	\$1,541
	Spirit Cheerleading, Volleyball Asst	\$1,223	\$1,370	\$1,517	\$1,712	Spirit Cheerleading, Volleyball Asst	\$1,468	\$1,644	\$2,055
	Competitive Cheerleading Asst	\$612	\$685	\$758	\$856	Competitive Cheerleading Asst	\$734	\$822	\$1,028
Group VI	Flag Football, Lacrosse	\$1,581	\$1,771	\$1,977	\$2,241	Flag Football, Lacrosse	\$1,897	\$2,125	\$2,656
	Flag Football, Lacrosse Asst	\$1,054	\$1,186	\$1,317	\$1,483	Flag Football, Lacrosse Asst	\$1,265	\$1,416	\$1,771
Group VII	Rhythmic Gymnastics, Water Polo, Crew	\$1,457	\$1,654	\$1,807	\$2,040	Rhythmic Gymnastics, Water Polo, Crew	\$1,821	\$2,040	\$2,550
	Rhythmic Gymnastics, Water Polo, Crew Asst	\$971	\$1,098	\$1,204	\$1,360	Rhythmic Gymnastics, Water Polo, Crew Asst	\$1,214	\$1,360	\$1,700
Group VIII	Cross Country, Tennis, Weightlifting, Golf	\$1,170	\$1,310	\$1,463	\$1,638	Cross Country, Tennis, Weightlifting, Golf	\$1,404	\$1,573	\$1,965
	Cross Country, Tennis, Weightlifting, Golf Asst	\$780	\$873	\$975	\$1,092	Cross Country, Tennis, Weightlifting, Golf Asst	\$936	\$1,049	\$1,311
Group IX	Special Olympics, Sports Abilities	\$1,760	\$1,972	\$2,184	\$2,465	Special Olympics, Sports Abilities	\$2,201	\$2,465	\$3,081
Group X	Bowling	\$941	\$1,054	\$1,246	\$1,522	Bowling	\$1,176	\$1,317	\$1,827
	Bowling Asst	\$627	\$702	\$830	\$1,015	Bowling Asst	\$784	\$879	\$1,217

LANED MIDDLE SCHOOL ATHLETIC SUPPLEMENTS									
Unendorsed					Endorsed				
	0-3 yrs	4-6 yrs	7-14 yrs	15+ yrs		0-3 yrs	4-6 yrs	7-14 yrs	15+ yrs
Activities Coordinator	\$2,034	\$2,278	\$2,522	\$2,847	Activities Coordinator	\$2,542	\$2,847	\$3,153	\$3,560
Head Coach Sports	\$1,085	\$1,214	\$1,355	\$1,518	Head Coach Sports	\$1,301	\$1,457	\$1,626	\$1,821
Asst. Coach Sports	\$723	\$810	\$907	\$1,012	Asst. Coach Sports	\$867	\$971	\$1,085	\$1,214
Special Olympics	\$1,760	\$1,972	\$2,184	\$2,465	Special Olympics	\$2,201	\$2,465	\$2,730	\$3,081

LANED ELEMENTARY SCHOOL ATHLETIC SUPPLEMENTS									
Unendorsed					Endorsed				
	0-3 yrs	4-6 yrs	7-14 yrs	15+ yrs		0-3 yrs	4-6 yrs	7-14 yrs	15+ yrs
Special Olympics	\$1,760	\$1,972	\$2,184	\$2,465	Special Olympics	\$2,201	\$2,465	\$2,730	\$3,081

NON ATHLETIC SUPPLEMENTS FOR HIGH SCHOOL INSTRUCTORS								
Position	Pay @ Years of Experience				Position	Pay		
	0-3	4-6	7-15	15 +				
Band Director	\$3,795	\$4,250	\$4,743	\$5,313	Department Chair ¹	\$74		
Band Director Asst	\$2,530	\$2,834	\$3,162	\$3,541	Extra Curricular Activities Sponsor ²	\$453		
Yearbook Sponsor	\$3,795	\$4,250	\$4,743	\$5,313	Special Duty ^{2 3}	\$782		
Senior Class Sponsor	\$2,770	\$3,102	\$3,435	\$3,878	Enmore Class Sponsor	\$453		
Student Council Sponsor	\$2,770	\$3,102	\$3,435	\$3,878	Freshman Class Sponsor	\$453		
Student Council Asst Sponsor	\$1,847	\$2,068	\$2,290	\$2,585	Agribusiness Sponsor	\$1,401		
Vocal Director	\$2,770	\$3,102	\$3,435	\$3,878	Agribusiness Extended	\$315		
Vocal Director Asst	\$1,847	\$2,068	\$2,290	\$2,585	FFA Sponsor	\$700		
Orchestra Director	\$2,770	\$3,102	\$3,435	\$3,878	Quiz Bowl Sponsor	\$1,360		
Drama/Thespian Sponsor	\$2,770	\$3,102	\$3,435	\$3,878	Lead Mentor	\$793		
Drama/Thespian Asst Sponsor	\$1,847	\$2,068	\$2,290	\$2,585	New Teacher Induction Mentor	\$227/beg teacher		
JROTC Sponsor	\$2,770	\$3,102	\$3,435	\$3,878	Professional Development Certification			
Forensics Sponsor	\$2,770	\$3,102	\$3,435	\$3,878	Program Mentor	\$453		
Newspaper Sponsor	\$2,770	\$3,102	\$3,435	\$3,878	Additional Period of Instruction °	\$4,600		
Junior Class Sponsor	\$2,770	\$3,102	\$3,435	\$3,878				

NON-ATHLETIC SUPPLEMENTS FOR MIDDLE SCHOOL INSTRUCTORS								
Position	Pay @ Years of Experience				Position	Pay		
	0-3	4-6	7-15	15 +	Department Chair ¹	\$49		
Band Director	\$2,770	\$3,102	\$3,435	\$3,878	Team Leader	\$1,062		
Band Director Asst	\$1,847	\$2,068	\$2,299	\$2,585	Extra Curricular Activities Sponsor	\$453		
Vocal Director	\$1,366	\$1,530	\$1,708	\$1,913	Special Duty ^{2 3}	\$782		
Vocal Director Asst	\$911	\$1,020	\$1,138	\$1,275	Agribusiness Sponsor μ	\$1,401		
Orchestra Director	\$1,366	\$1,530	\$1,708	\$1,913	Agribusiness Sponsor Extended Summer	\$315		
					FFA Sponsor	\$700		
					Lead Mentor	\$793		
					New Teacher Induction Mentor	\$227/protégé		
					Professional Development Certification			
					Program Mentor	\$453		
					Intramural Coordinator	\$1,723		

NON ATHLETIC SUPPLEMENTS FOR ELEMENTARY SCHOOL INSTRUCTORS	
Position	Pay
Events Coordinator	\$908
Music Sponsor	\$876
Elementary Activity Sponsor	\$510
Special Duty	\$782
Safety Patrol Sponsor	\$1,133
Grade Level Chair/Individual Grade Experience Team Leader ¹	\$74
Lead Mentor	\$793
New Teacher Induction Mentor	\$227/protégé
Professional Development Certificaton Program Mentor	\$453

NON-ATHLETIC SUPPLEMENTS FOR POST SECONDARY CENTER INSTRUCTORS				
Position	Pay @ Years of Experience			
	0-3	4-6	7-15	15 +
Student Advisory Board Sponsor	\$2,770	\$3,102	\$3,435	\$3,878
Student Advisory Board Asst. Sponsor	\$1,847	\$2,068	\$2,290	\$2,585
Newspaper Sponsor	\$2,770	\$3,102	\$3,435	\$3,878
Tech Center Senior Class Sponsor	\$1,847	\$2,068	\$2,290	\$2,585
Position	Pay			
Tech Center Team Leader ¹	\$74			
Lead Mentor	\$793			
New Teacher Induction Mentor	\$227/beginning teacher			
Professional Development Certification Program Mentor	\$453			

APPENDIX A-6
WHOLE SCHOOL TRANSFORMATION
RECRUITMENT AND RETENTION SUPPLEMENT

~~The Florida Department of Education shall award grants to implement Turnaround Option Plans (TOP Phase III). Funds shall be awarded by October 1, 2017. OCPS is submitting six schools for the funding: Lockhart Elementary School, Memorial Middle School, Lake Weston Elementary School, Catalina Elementary School, Tangelo Park Elementary School and Rosemont Elementary School. If any of these six schools are awarded the grant, and funding is contingent upon receiving the grant, the supplement shall be paid retroactively to the teachers start date of the school year 2017-18.~~

~~Teachers assigned to the schools will receive an annual supplement of \$20,000, paid biweekly, for a full year of teaching. Teachers joining these schools after the start of the school year will have this \$20,000 prorated based upon the teacher's start date. Any renewal of this supplement is contingent on the State's continued funding of this program for any of the six schools listed above. To the extent the State discontinues the grant, the teachers will not receive the supplement.~~

~~Teachers must have and maintain a summative evaluation rating of no less than effective to remain at these schools. No teacher who receives needs improvement or unsatisfactory student learning growth scores shall be permitted to teach at the above identified schools.~~

~~Teachers shall have an eight hour duty day, including a 25 minute duty free lunch. The additional thirty minutes shall be added to the teachers, individual planning time prior to the start of the student day. Non-instructional minutes during the student day are to be used as common planning for collaboration with other teachers, data meetings, professional development as well as individual planning.~~

~~Notwithstanding, any other provision of the Contract to the contrary, the District shall have the discretion as to who is selected to work at these schools. Current teachers who are assigned to the above identified schools who meet the evaluation criteria will not need to apply in order to remain at their assigned school. During the time the TOP Phase III plan remains in effect, the District shall have the discretion to transfer any teacher out of the school at any time. Further, the District is under no obligation to keep any teacher at any one of these six schools or to reappoint any teacher to one of these schools, regardless of the teacher's evaluation score. It is understood by both parties that the removal of a teacher from any one of these six schools during the 2017-18 school year for the reasons listed above will not be subject to the grievance/arbitration procedure in Article III of the Contract.~~

~~Teachers may also voluntarily transfer out of any one of the six schools any time during the 2017-18 school year. If the teacher is currently assigned to one of the six schools and wishes to transfer out of the school, the District shall make a reasonable effort to transfer the teacher to a position in close proximity to their current school. If the teacher transfers into one of these six schools and later decides they wish to transfer away from this school, the same proximity consideration shall be given this teacher(s). These transfers shall be in conjunction with provisions in Article IX, Sections A and B.~~

~~Teachers who transfer out of any one of these six schools, whether voluntarily or involuntarily, shall no longer receive this annual recruitment supplement, and their duty day will revert to a 7.5 hour day.~~

~~The supplement is for the 2017-18 school year only. If the grant is renewed the terms of this agreement shall be renegotiated.~~

~~*The District would like to front the funding for this supplement from Title I funds (roll forward funds) for teachers at Memorial Middle School from the beginning of the 2017-18 school year. If Memorial Middle is one of the schools awarded the TOP Phase III, money from the grant will fund the supplement.~~

~~APPENDIX A-7~~
~~SCHOOL IMPROVEMENT GRANT (SIG)~~
~~WHEATLEY ELEMENTARY~~

~~Funds are available to continue the School Improvement Grant at Phyllis Wheatley Elementary School for school year 2017-18. Teachers who are in an active employment status at Phyllis Wheatley Elementary as of the last student day will receive a second \$1,450 on the last paycheck of the school year.~~

~~APPENDIX A-8~~
~~RECRUITMENT AND RETENTION BONUS~~
~~JONES, EVANS AND OAK RIDGE HIGH SCHOOLS~~

~~All teachers assigned to Jones High, Evans High and Oak Ridge High will be eligible for a recruitment and retention bonus. According to Florida Department of Education stipulations, this money must be paid by the end of August, 2018.~~

~~Teachers who are in an active employment status at these schools as of the last student day of 2017-18 shall receive a retention bonus of \$1,500 in the last paycheck of the school year.~~

~~Teachers assigned to Jones High, Evans High and Oak Ridge High in an active employment status as of August 13, 2018, shall receive an recruitment bonus of \$1,500 to be paid in the paycheck in August, 2018.~~

APPENDIX D SICK LEAVE BANK

B. Administration and Governance

1. A SLB Committee designated by the Superintendent will administer the SLB and determine the validity of claims against the SLB. The Sick Leave Bank Committee shall include health care professionals (two non-voting) from the plans in the Benefits Trust, the CTA president or designee, the OESPA president or designee, ~~the Orange County Service Unit Executive Director~~ and three District administrators. Such determination shall be expedited in cases of extreme hardship.

APPENDIX I UNIVERSAL VOLUNTARY PRE-K SUMMER PROGRAM

- A. ~~The dates for Summer VPK for the 2007—2008 school year are June 10, 2008 to July 30, 2008. Three hundred (300) instructional hours are required for Summer VPK.~~
- B. ~~For the 2007—2008 school year, the The duty day for the Summer VPK program shall be 9.5 hours in length.~~

Appendix C



445 W. Amelia Street • Orlando, Florida 32801 • (407) 317-3200 • www.ocps.net

June 11, 2019

Ms. Wendy Doromal, President
Orange County Classroom Teachers Association, Inc. (OCCTA)
1020 Webster Avenue
Orlando, FL 32804

RE: Appeals Committee Decision Tiebreaker Process

Pursuant to our discussion on April 24, 2019, Orange County Public Schools (OCPS), hereinafter the "District", provides this Letter of Understanding (LOU) to the Orange County Classroom Teachers Association, Inc., hereinafter the "Union". This document memorializes our discussion during bargaining regarding the Appeals Committee Decision Tiebreaker Process. The District and the Union agree as follows:

- The parties will establish the Appeals Committee Decision Tiebreaker Process to address those evaluation appeals that result in a tie vote at the Appeals Committee level.
- The process requires those appeals to be presented to the Tiebreaker Team made up of the OCCTA President or his/her designee and the Senior Executive Director for Human Resources or his/her designee.
- Each party will be allowed to bring no more than two (2) subject matter experts (SMEs) to the provide information related to the evaluation appeal.
- The parties agree to meet within ten (10) duty days of the Appeals Committee's tie decision to review the appeal.
- Pursuant to Article X.K., an appeal processed through the Appeals Committee is not subject to the grievance/arbitration procedure.
- The decision of the Tiebreaker Team is final and binding on all parties.

The parameters outlined in this LOU will expire June 30, 2021, or upon mutual agreement between the District and the Union.

Regards,

James Preusser
Senior Executive Director, Human Resources

Accepted and Agreed:

OCCTA

Date

OCPS

Date

Appendix D

March 15, 2019

MEMORANDUM

TO: CABINET
PRINCIPALS AND ADMINISTRATORS

FROM: STEPHANIE HERON
DIRECTOR, EMPLOYMENT SERVICES

SUBJECT: REAPPOINTMENT AND NON-REAPPOINTMENT
OF INSTRUCTIONAL PERSONNEL FOR 2019-20

This memorandum contains “Special Instructions” and sample reappointment/non-reappointment letters for your use during the reappointment process for the 2019-20 school year.

The instructions and letters in this memorandum are to be used in Phase Two of Reappointment, beginning April 8 and ending April 11.

Contact your Senior Manager, Employment Services if you have questions regarding the reappointment process and staffing issues. If you have questions regarding reappointment codes or letters, call your Employment Coordinator.

REAPPOINTMENT

1. Continuing Contract Teachers - Board action is not required.

- Do not receive a reappointment letter.

2. PSC Teachers – Board action is required.

- Do not receive a reappointment letter.

*Phase Two addresses the reappointment of Annual, Probationary and Temporary contract teachers.

REAPPOINTMENT (continued)

3. Annual Contract Teachers

Letter to recommend Annual contract teachers for reappointment. Annual contract teachers must be notified in writing by the principal/administrator if they will be recommended for reappointment for the next year. **Issue on a date occurring Apr 8 – Apr 11.**

This letter matches the 'A' reappointment code

Letter of Reappointment – Annual Contract Teacher

(Letterhead)

**(Date occurring
Apr 8 – Apr 11)**
(Personnel #)

Dear •:

Thank you for your dedication and service to Orange County Public Schools. Please be advised that it is my intent to recommend to the Superintendent that you be reappointed for the 2019-20 school year.

Sincerely,

c: Employment Services

4. Probationary Contract Teachers

Letter to recommend Probationary contract teachers for reappointment. Probationary contract teachers must be notified in writing by the principal/administrator if they will be recommended for reappointment for the next year. **Issue on a date occurring Apr 8 – Apr 11.**

This letter matches the 'A' reappointment code

Letter of Reappointment – Probationary Contract Teacher

(Letterhead)

**(Date occurring
Apr 8 - 11)**
(Personnel #)

Dear •:

Thank you for your dedication and service to Orange County Public Schools. Please be advised that it is my intent to recommend to the Superintendent that you be reappointed for the 2019-20 school year.

Sincerely,

c: Employment Services

NON REAPPOINTMENT

Non Reappointment of an Annual Contract Teacher

Recommendation for non reappointment of a teacher for 2019-20 shall be based on:

1. Non Reappointment for Performance (**contact Professional Standards for assistance**) or
2. Non Reappointment for Other than Performance Reasons

1. Letter of Non Reappointment of an Annual Contract Teacher for Performance

To be given to Annual contract teachers who **are not** recommended for reappointment for *performance reasons*.

Issue on a date occurring Apr 8 – Apr 11.

This letter matches the 'N' non reappointment code

NOTE: Remember that the recommendation of non reappointment for performance reasons must correspond with the overall assessment rating on the instructional assessment.

Non Reappointment for Performance – Annual Contract Teacher

(Letterhead)

(Date occurring Apr 8 – Apr 11)
(Personnel #)

Dear •:

Pursuant to Article VIII, Section F of the Contract between the School Board of Orange County and the Classroom Teachers Association, Inc., please be advised that it is not my intention to recommend you to the Superintendent for reappointment for the ensuing year. This decision is based on performance related reasons.

Sincerely,

c: Employment Services

NON REAPPOINTMENT (continued)

2. Letter of Non Reappointment of an Annual Contract Teacher for Other than Performance Reasons

To be given to Annual contract teachers who **are not** recommended for reappointment for *other than performance related reasons*. **Issue on a date occurring Apr 8 – Apr 11.**

This letter matches the 'D' non-reappointment code

NOTE:

If an annual contract teacher is non-reappointed for other than performance reasons and requests the reason for the non-reappointment, issue the second letter within 10 days. See the sample letter on page 5.

Remember, this letter must also be signed by the Area Superintendent **prior to issuance.**

Letter of Non Reappointment for Other than Performance Reasons – Annual Contract Teacher

(Letterhead)

(Date occurring Apr 8 – Apr 11)

(Personnel #)

Dear •:

Pursuant to Article VIII, Section F of the Contract between the School Board of Orange County and the Classroom Teachers Association, Inc., please be advised that it is not my intention to recommend you to the Superintendent for reappointment for the ensuing year.

Employment Services will send a list of instructional vacancies for the 2019-20 school year to assist you in identifying available positions.

If you do not secure a position for the 2019-20 school year, your employment will terminate effective August 2, 2019.

Sincerely,

Principal

Area Superintendent

c: Employment Services

NON REAPPOINTMENT (continued)

ISSUE ONLY IF REQUESTED - Second Letter for Annual Contract Teacher Non Reappointed for Other than Performance Reasons

If an annual contract teacher requests the reason for recommendation of non reappointment, the CTA contract specifies that a written response shall be provided within 10 days. Use the following sample letter to comply with the teacher's request. This sample letter must be used only for a recommendation of non reappointment for other than a performance related reason.

You may select the appropriate reason from the list provided below to complete this letter. If the list does not meet your needs, contact the appropriate Senior Manager in Employment Services or Professional Standards to discuss language for your letter.

<p>(Letterhead)</p> <p>(Date within 10 days of request) (Personnel #)</p> <p>Dear _____:</p> <p>Pursuant to Article VIII, Section F.3 of the Contract between the School Board of Orange County and the Classroom Teachers Association Inc., the recommendation for your non-reappointment for the ensuing year is for the following reason:</p> <p><i>(Indicate the appropriate reason from the list provided.)</i></p> <p>Sincerely,</p> <p>c: Employment Services</p>
--

LIST OF APPROPRIATE REASONS FOR NON-REAPPOINTMENT

- ◆ Lack of vacancy at this school during Reappointment.
- ◆ The position at this school requires stronger technology skills.
- ◆ The position at this school requires commitment to a new program.
- ◆ The position at this school requires a different match for the instructional team.
- ◆ The position at this school requires a different set of skills in working with parents and/or community.
- ◆ The position requires ability to establish a different working relationship with staff.
- ◆ The position requires a different set of skills in working with the student population at this school.

NON REAPPOINTMENT (continued)

Non Reappointment of a Probationary Contract Teacher

Recommendation for non reappointment of a teacher for 2019-20 shall be based on:

1. Non Reappointment for Performance (**contact Professional Standards for assistance**) or
2. Non Reappointment for Other than Performance Reasons

1. Letter of Non Reappointment of a Probationary Contract Teacher for Performance

To be given to Probationary contract teachers who **are not** recommended for reappointment for *performance reasons*.
Issue on a date occurring Apr 8 – Apr 11.

This letter matches the 'N' non reappointment code

NOTE: Remember that the recommendation of non reappointment for performance reasons must correspond with the overall assessment rating on the instructional assessment.

Non Reappointment for Performance – Probationary Contract Teacher

(Letterhead)

**(Date occurring
Apr 8 – Apr 11)**
(Personnel #)

Dear •:

Please be advised that it is not my intention to recommend you to the Superintendent for reappointment for the ensuing year. This decision is based on performance related reasons.

Sincerely,

c: Employment Services

NON REAPPOINTMENT (continued)

2. Letter of Non Reappointment of a Probationary Contract Teacher for Other than Performance Reason

To be given to Probationary contract teachers who **are not** recommended for reappointment for *other than performance related reason*. **Issue on a date occurring Apr 8 – Apr 11.**

This letter matches the 'D'
non-reappointment code

Letter of Non Reappointment for Other than Performance Reason – Probationary Contract Teacher

(Letterhead)

**(Date occurring
Apr 8 – Apr 11)**

(Personnel #)

Dear •:

Please be advised that it is not my intention to recommend you to the Superintendent for reappointment for the ensuing year.

If you do not secure a position for the 2019-20 school year, your employment will terminate effective August 2, 2019.

Sincerely,

c: Employment Services

TERMINATION OF TEMPORARY CONTRACT TEACHERS

Letter of Termination for Temporary Contract Teachers

To be given to Temporary contract teachers
on a date occurring Apr 8 – Apr 11.

Teachers on a temporary contract are notified
in writing of expiration of employment due to
contract.

This letter matches the 'T'
non-reappointment code

NOTE: A position held by a temporary contract
teacher that will be filled in the 2019-20
school year is considered a vacancy.

Letter of Termination for Temporary Contract Teachers

(Letterhead)

**(Date occurring
Apr 8 – Apr 11)**
(Personnel #)

Dear •:

Thank you for your dedication and service
to Orange County Public Schools. Please
be advised that your employment with
Orange County Public Schools expires no
later than the end of your temporary
contract. This date shall be no later than
July 26, 2019.

You are eligible for rehire for the 2019-20
school year. Orange County Public
Schools will begin interviewing and
extending offers to temporary contract
teachers on April 8, 2019.

Sincerely,

c: Employment Services

Special Instructions

- | | |
|----------------|---|
| Apr 8 – Apr 11 | Work locations generate the ZREA (Reappointment Instructional Status) report to enter the appropriate reappointment codes for instructional staff. |
| Apr 8 – Apr 11 | <p>Give letters of reappointment/non-reappointment or termination to:</p> <ul style="list-style-type: none">◆ Annual contract teachers recommended for reappointment◆ Probationary contract teachers recommended for reappointment◆ Annual contract teachers not recommended for reappointment for performance reasons (<i>contact Professional Standards for assistance</i>)◆ Probationary contract teachers not recommended for reappointment for performance reasons (<i>contact Professional Standards for assistance</i>)◆ Annual contract teachers not recommended for reappointment for other than performance reasons (<i>Area Superintendent signature required</i>)◆ Probationary contract teachers not recommended for reappointment for other than performance reasons◆ All Temporary contract teachers must be terminated |
| Apr 12 | Work locations send their employment coordinator copies of all letters of reappointment, non reappointment, termination, resignation and retirement. |

Appendix E

Teachers with Acceptance Agreements

As of: 06/10/19

Reappt Code	Acceptance Agreement	Employee Name	Pernr	Email
D	Olympia HS	Agha, Lubna	118683	118683@ocps.net
D	Shingle Creek ES	Anderson, Doreen	122148	122148@ocps.net
D	Palmetto ES/Shingle Cr	Aquino Esquilin, Xiomara	120106	120106@ocps.net
D	Shingle Creek ES	Armstrong, Summer	119857	119857@ocps.net
D	Liberty MS	Aviles, Catherine	117134	117134@ocps.net
D	Bay Meadows ES	Bianco, Amanda	109066	109066@ocps.net
D	Eccleston ES	Bowden, Cynthia	121228	121228@ocps.net
D	Millennia ES	Brown, Amber	110705	110705@ocps.net
D	Meadowbrook MS	Brown, Kasib	96263	96263@ocps.net
D	Freedom MS	Brown, Sundai	92867	92867@ocps.net
D	Ocoee HS	Cameus, Widlyne	60131	60131@ocps.net
D	Bay Meadows ES	Cook, Tamara	96307	96307@ocps.net
D	Palmetto ES	Demetrius, Sinead	121988	121988@ocps.net
D	Innovation MS	Diaz, Zorymil	121632	121632@ocps.net
D	Edgewater HS	Dilks, Gabrielle	121706	121706@ocps.net
D	Edgewater HS	Ferguson, Dominique	100806	100806@ocps.net
D	Meadow Woods ES	Fonseca Lozada, Mayledis	122000	122000@ocps.net
D	Bay Meadows ES	Ginsburg, Samantha	121685	121685@ocps.net
D	Eccleston ES	Glaspie, Erika	119776	119776@ocps.net
D	Orange Center ES	Guenther, Lindsey	116720	116720@ocps.net
D	McCoy ES	Guizarry, Janet	122896	122896@ocps.net
D	Robinswood MS	Henry, Ricardo	121065	121065@ocps.net
D	Dr. Phillips HS	Hytchins, Chioudly	115474	115474@ocps.net
D	Pine Hills ES	Izquierdo, Arielle	115724	115724@ocps.net
D	Dr. Phillips HS	Johnson, Andrew	115055	115055@ocps.net
D	Apopka HS	Mayer, Maryalice	108343	108343@ocps.net
D	Liberty MS	McEndarfer, Theresa	121183	121183@ocps.net
D	Oak Hill ES	Pedro Candelario, Elisete	109609	109609@ocps.net
D	Tangelo Park ES	Pfeiffer, Tamara	116772	116772@ocps.net
D	Dr. Phillips HS	Rinaldi, Asia	121842	121842@ocps.net
D	Lakeview MS	Rinehart, Chellyn	118510	118510@ocps.net
D	University HS	Rivera, Yaritza	101432	101432@ocps.net
D	Southwest MS	Rokicki, Kristina	117578	117578@ocps.net
D	Lake George ES	Rowley, Brandon	103080	103080@ocps.net
D	Memorial MS	Rusho, David	119823	119823@ocps.net
D	Jackson MS	Shadle, Bart	122221	122221@ocps.net
D	McCoy ES	Shahrouri, Shatha	120462	120462@ocps.net
D	Millennia Gardens ES	Sweeney, Sonya	94465	94465@ocps.net
D	Pinewood ES	Thompson, Jessica	61541	61541@ocps.net
D	Millennia ES	Velez, Victoria	100956	100956@ocps.net
D	Hiawassee ES	White, Latosha	118818	118818@ocps.net

Appendix F



Orange County Public Schools

Date: May 30, 2019
To: All Principals
From: Meg Bowen, Director
Elementary Curriculum and Instruction
Pamela Villalba, Director
Secondary Curriculum and Instruction
Recipients: Administrators, Reading Coaches and Instructional Staff
Subject: Reading Endorsement Courses – FY 2019-2020

Reading Endorsement

In an effort to accommodate Reading Endorsement needs for grade 3, an expanded listing of staggered courses throughout the 19-20 school year will be provided in the following order:

Competency/Course	Dates	Format
Competency 1, Foundations of Language and Cognition	08/19/19 - 10/07/19	online*
Competency 1, Foundations of Language and Cognition	10/09/19 - 11/04/19	online*
Competency 2, Foundations of Research-Based Practices	10/14/19 -12/02/19	online
Competency 2, Foundations of Research-Based Practices	11/11/19 - 01/08/20	online
Competency 3, Foundations of Assessment	12/09/19 - 02/03/20	online
Competency 3, Foundations of Assessment	01/07/20 - 03/10/20	online
Competency 4/5, Differentiating Reading Instruction and Demonstration of Accomplishment	03/10/20 - 04/06/20	hybrid
Competency 4/5, Differentiating Reading Instruction and Demonstration of Accomplishment	03/16/20 - 05/04/20	hybrid
<i>*Competency 1 requires one mandatory initial face-to-face meeting before online instruction</i>		

Preference will be given to grade 3 teachers, or other school staff per principal recommendation and individual school need. Preference will then be given to secondary teachers considered 'out-of-field' in Reading. Endorsement can be completed within the 19-20 school year. Children are not permitted to attend the face-to-face meetings.

Interested teachers must complete the [Reading Endorsement FY 2019-20 Survey](#) no later than August 8, 2019. Individuals already in process will be accommodated within their existing cohorts.

For more information contact Alyson Boger, Reading Specialist for Reading Endorsement, alyson.boger@ocps.net.

Appendix G

DISTRICT PROPOSAL
Insurance Benefits
June 11, 2019

APPENDIX C

HEALTH INSURANCE COVERAGE

- A. Employees shall be able to choose from in-network and out-of-network doctors, hospitals and pharmacies. In addition, a select in-network option shall be available.
1. The Board agrees to provide, a health insurance program with various health plan options through the Orange County Public Schools Employee Benefits Trust. Fifty percent of the cost will be paid by the Board for half-time employees who elect coverage. Annual individual premium cost increases exceeding 8% over the prior year will be equally shared by the District and employees. Such shared costs may be accomplished by either employee premium cost sharing or plan revisions, or both.
 2. Annual out-of-pocket maximums and deductibles:

2018-2019 2019-20 Health Insurance Plans					
Plan A (Local Plus Network)		Plan B (Open Access Plus HRA)		Plan C (OAPIN)	
No premium cost for Employee Only Coverage (full-time)		PPO Like: Open Access Plus HRA (In and Out of Network)		Employee Paid Premium \$18,642.26 /paycheck, \$373.25 /year	
		In-Network Benefits			
Out of Pocket Maximums	Medical: \$5,000 <u>\$5,500</u> Individual/ \$10,000 <u>\$11,000</u> Family	Out of Pocket Maximums	Medical: \$4,500 <u>\$5,500</u> Individual/ \$9,000 <u>\$11,000</u> Family	Out of Pocket Maximums	Medical: \$4,500 <u>\$5,500</u> Individual/ \$9,000 <u>\$11,000</u> Family
	Pharmacy: \$1,000 Individual/\$2,000 Family		Pharmacy: 1,000 Individual/\$2,000 Family		Pharmacy: 1,000 Individual/\$2,000 Family
	Behavioral Health: \$500 Individual/ \$500 Family		Behavioral Health: \$500 Individual/ \$1,000 Family		Behavioral Health: \$500 Individual/ \$1,000 Family
Deductibles	\$250 <u>300</u> Individual/ \$500 <u>600</u> Family	In-Network Deductibles	\$2,000 Individual/ \$1,000 <u>4,000</u> Family	Deductibles	\$100 <u>250</u> Individual/ \$200 <u>500</u> Family
		Out of Network Coverage			
		Out of Network Deductibles	Medical: \$3,000 Individual/\$6,000 Family		
		Out of Network Maximums	Medical: \$9,000 Individual/\$18,000 Family		
			Pharmacy: Unlimited		

- * Family deductibles and out-of-pocket maximums are two (2) times the individual deductible and out-of-pocket maximum amounts.
- ** In-network out-of-pocket annual maximums shall include any deductibles, copayments, and coinsurance. Once a member has met their out of pocket maximum, the plan will pay 100% of the covered charges for the remainder of the plan year.

In-network and out-of-network deductibles and out-of-pocket maximums shall accumulate separately. Deductibles paid for services rendered during the last three months of a plan year (July, August, and September) shall apply toward the next plan year.

3. In the PPO-like Plan B, HRA product in-network co-insurance shall be 80 percent (with the member paying 20 percent) and out-of- network co-insurance shall be 70 percent (with the member paying 30 percent) of the in-network fee schedule.
4. In-network copayments for the contracted provider network for each Primary Care Physician (PCP) and for each Specialist visit covered by the healthcare products are covered as listed in the chart below.

Plan Name	Plan A: Local Plus In- Network	Plan B: Open Access Plus HRA In and Out of Network Plan	Plan C: OAPIN
Specialist and Primary Care Visit Copays (in-network only)			
Primary Care (PCP)	\$20 <u>35</u>	\$30	\$25 <u>30</u>
Specialist	\$35 <u>55</u>	\$65	\$45 <u>55</u>
Specialist CCN*	N/A	\$45	N/A

* Cigna Care Network Specialist

5. For plan year ~~2018-2019~~ 2019-20 the PPO-like, Plan B: Open Access Plus HRA In and Out-of-Network and HMO-like Plan C: OAPIN Plan shall provide a prescription plan with a ~~\$7~~ 9 charge for generic drugs for a 30-day supply; a ~~\$40~~ 55 charge for formulary drugs for a 30-day supply; and a ~~\$75~~ 90 charge for drugs more than \$1,500 for a 30-day supply at participating network pharmacies. Certain non-formulary drugs may be provided at a participating network pharmacy for a \$60 charge for a 30-day supply when medical necessity has been verified with a Prior Authorization form filed with

the Pharmacy Benefit Management Company. See your physician for step therapy details.

For plan year ~~2018-2019~~ 2019-20 the HMO-like, Plan A: Local Plus In-network product shall provide a prescription plan with a ~~\$7~~ 9 charge for generic drugs for a 30-day supply; a 10% coinsurance/minimum ~~\$40~~ 55 co-pay charge for formulary drugs for a 30-day supply; a 10% coinsurance/minimum ~~\$75~~ 90 co-pay for medications more than \$1,500 for a 30 day supply at participating network pharmacies. Certain non-formulary drugs may be provided at a participating network pharmacy for 50% coinsurance/minimum \$60 co-pay charge when medical necessity has been verified with a Prior Authorization form filed with the Pharmacy Benefit Management Company. See your physician for step therapy details.

Maintenance medications must be purchased through the mail order at Caremark.com or via the CVS Pharmacy Retail 90 program. Members shall be charged the full cost of the medication if mail order or CVS Retail 90 is not utilized for maintenance medication. In Plan B: HRA employees using out-of-network pharmacies for prescription drugs will pay copay plus the difference in cost between out-of-network and network cost to the plan (excluding maintenance medications which must be purchased at mail order). There are no out of network benefits for pharmacy in Plan A: Local Plus In-Network or Plan C: OAPIN.

6. Hospice treatment in network coinsurance shall match coinsurance amounts in the plans.
7. Second opinions are covered as outlined in the plan.
8. Emergency Room visits copayments are as follows:
 - HMO-like products Plan A and C - ~~\$300~~ 400
 - PPO-like products Plan B ~~\$300~~ 400 plus 20% co-insurance

Emergency Room copayment shall be waived if the plan member is admitted to the hospital. If a plan member has a documented referral to the ER by an urgent care center or physician and is not admitted to the hospital, he/she may use the appeal process as outlined in the Plan Document for possible reimbursement of the Emergency Room copayment.

9. ~~Advanced Radiological Imaging copayments are as follows and apply in outpatient settings as well as in the Emergency Room.~~ Advanced Radiological Imaging includes but is not limited to MRIs, CT scans, PET scans, and radiological stress tests.
 - ~~HMO-like products Plan A and C : \$100~~

• ~~PPO-like products Plan B: \$100 plus co-insurance~~

<u>Plan Name</u>	<u>Plan A:</u> <u>Local Plus In-</u> <u>Network</u>	<u>Plan B:</u> <u>Open Access Plus HRA</u> <u>In and Out of Network</u> <u>Plan</u>	<u>Plan C:</u> <u>OAPIN</u>
<u>Hospital Based</u> <u>including Emergency</u> <u>Room</u>	<u>10% after deductible</u>	<u>20% after deductible</u>	<u>20% after deductible</u>
<u>Freestanding imaging</u> <u>center</u>	<u>\$100</u>	<u>\$100 + 20%</u>	<u>\$100</u>

- ~~CB.~~ Medically necessary home health care services shall be provided through a contracted provider network as specified in the plan.
- ~~DC.~~ In both the PPO-like and HMO-like product child health supervision services in network shall be \$20 per visit.
- ~~ED.~~ A mammography benefit shall be provided. Preventive care will be covered at no cost to the member. The services must be coded from the provider as a preventive.
- ~~EE.~~ The daily room rate allowance shall be at least \$175 for out-of-network hospitals.
- ~~EF.~~ A pre-certification/utilization review program will be utilized, requiring the submission of a written form to the Third-Party Administrator five working days prior to non-emergency surgery (in- or out-patient). Concurrent review will be performed during admission to a hospital. Pre-certification will be mandatory for non-emergencies and could result in a reduction in covered benefits if not followed. The Third-Party Administrator (TPA) must be contacted within 48 hours following any emergency admission.
- G. Durable Medical Equipment will be subject to deductible and coinsurance for all plans.
- H. In cases involving life-threatening illnesses where the recommended experimental or investigative treatment or procedure is not covered by the Plan Document, a case management review may be requested by the affected member.
1. Such requests shall be referred to a medical review panel to review the recommended alternative experimental or investigative treatment or procedure. The five members of the panel shall be: a representative from the Association, a representative from the Board and three medical representatives agreed to by the parties. The Association and the Board representatives shall have no voting power. These five panel members

shall mutually agree on other panel members from medical specialties who might be needed to resolve each special case.

2. An experimental or investigative treatment or procedure may be recommended by the panel if all of the following criteria are met:

- a. The illness is life-threatening
- b. The experimental or investigative treatment or procedure is recommended as having merit by a licensed board-certified specialist, in lieu of conventional medical procedures recognized by a national medical authority such as (but not limited to) the National Institute of Health, the American Medical Association, or the Food and Drug Administration.
- c. The experimental or investigative treatment or procedure is conducted by a Joint Commission accredited hospital and a licensed board-certified specialist.
- d. The experimental or investigative treatment or procedure is recognized as having merit by national medical experts.
- e. The affected employee must fit the provider's qualifications to be a candidate for such treatment or procedure.
- f. The affected employee is fully informed of the treatment or procedure and acknowledges that the treatment or procedure is experimental or investigative.
- g. The affected employee requests to participate in the treatment or procedure after analyzing the benefits and the risk.

3. The panel shall make a case management recommendation to the Trustees for final action. The Trustees may reject the recommendation if it does not meet the above criteria. The panel shall meet, deliberate and recommend and the Trustees of the Benefits Trust will take final action in an expeditious manner.

- I. Employees who select an alternative to health insurance as set forth in Article XVII, Section B shall have the option of the following:

1. ~~Beginning plan year 2018-2019, a~~ A disability program providing an eligible benefit (based on the teacher's annual salary) not to exceed \$1,500 per month and vision insurance.

- J. Any wellness program will be optional to all instructional employees. All such programs will be confidential and all employee information will be protected by a third party per HIPPA regulations. Incentives shall be negotiated through the bargaining process.
- K. A telehealth program will be offered through the medical coverage which allows members to access a physician either by phone or secure video to help treat non-emergency medical conditions. For all plans, there is a \$10 copayment.

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Appendix H

	EE	ER		EE	ER		EE	ER		EE	ER
Miami Dade											
Local Plus (\$750)	0%	100%	OAP20 (\$1000)			OAP10 (\$750)					
<\$35K	0%	100%	<\$35K	2%	98%	<\$35K	22%	78%			
\$35K-\$55K	0%	100%	\$35K-\$55K	3%	97%	\$35K-\$55K	26%	74%			
\$55K-\$75K	0%	100%	\$55K-\$75K	5%	95%	\$55K-\$75K	28%	72%			
\$75K-\$90K	0%	100%	\$75K-\$90K	6%	94%	\$75K-\$90K	29%	71%			
>\$90K	0%	100%	>\$90K	11%	89%	>\$90K	32%	68%			
Palm Beach											
Low HMO (\$0)	10%	90%	High HMO (\$0)	16%	84%	CDHP (\$2500)	14%	86%			
Broward											
Premier HMO (\$500)	0%	100%	Premier Plus HMO (\$350)	0%	100%	CDHP (\$3500)	0%	100%			
Brevard (\$1500)											
	19%	81%									
Duval											
No Deductible (\$0)	14%	86%	Low Deductible (\$500)	0%	100%	HDHP (\$1350)	0%	100%			
Lake											
3359 (\$500)	9%	91%	3559 (\$750)	5%	95%	5771 (\$1500)	0%	100%	3166 (\$1500)	0%	100%
Osceola											
Local Plus (\$1000)	0%	100%	Enhance Local Plus (\$700)	7%	93%	OAP (\$1000)	19%	81%			
Seminole											
HDHP (\$1500)	9%	91%	OAP Buy Up (\$500)	21%	79%						

Appendix I

CTA Offer 2019-20
Costing Summary

		CTA Offer COLA + Performance
COLA Amount		\$500
Effective	12%	\$1,125
Highly Effective	83%	\$1,525
Cost		\$27,703,262
w/Benefits		\$32,835,845
Total Cost		\$27,870,517
w/Benefits		\$33,034,088

******* CONFIDENTIAL *******

**Internal Document
(Bargaining working
documents)
DO NOT DISTRIBUTE**

Bonus - January 2020			
EE Count		\$500	w/ FICA
Instructional	14,348	\$7,174,000	\$7,722,811

DISTRICT PROPOSAL

Salary

June 11, 2019

ARTICLE XVI

SALARY

- A. Salaries shall be as set forth in Appendix A, which is incorporated into, and hereby made a part of this Contract and shall be retroactive to the beginning of the current school year. For school year ~~2017-18~~ 2018-19, there will be no retroactive pay for any teacher who leaves the district prior to final ratification.
1. There will be ~~an across the board increase~~ a cost of living adjustment of ~~\$550~~ \$500 for all personnel regardless of instructional practice score.
 2. Teachers with a summative performance rating of Effective shall receive an additional ~~\$1,100~~ \$1,125.
 3. Teachers with a summative performance rating of Highly Effective shall receive an additional \$1,525.
 4. The ~~across the board payment~~ cost of living adjustment shall be paid beginning with the first check after ratification of this Contract. Raises based on performance shall be paid after the Student Growth scores have been finalized and combined with the Instructional Practice score to create the Summative Evaluation score. This will occur after all assessment scores used in the calculation of local student learning growth models are received by the district, verified, and final calculations completed.
- H. Employees shall be paid entry salary with no experience until such time as verification for experience is received by the Board. Upon verification of experience any adjustment of salary shall be made by the end of the next payroll period. Any salary adjustment for experience credit shall be retroactive to the first duty day of the employee's primary contract, in the fiscal year in which the verification is received.
5. Former employees who are re-hired, other than those who retired from the District, shall return to their previous salary less any differential as outlined in Article XVI. B., or be placed on the new teacher entry placement schedule, whichever is greater.

APPENDIX A

Salary Structure for Performance Pay for All Instructional Personnel Except School Psychologists

<u>2018-19 2019-20 Open Range Schedule</u>		
	Minimum	Maximum
Tier 1 Range	<u>\$40,000</u>40,500	<u>\$43,725</u>46,025
Tier 2 Range	<u>\$41,630</u>	<u>\$49,585</u>
Tier 3 Range	<u>\$47,920</u>	<u>\$56,978</u>
Tier 4 Range	<u>\$55,285</u>	<u>\$74,000</u>

- ~~Twelve month employees: Add .20 of Salary.~~
- Non Degreed Registered Nurses: 3 years of work experience shall serve in lieu of a Bachelor's Degree.
- Adjuncts/Technical Adult: Placement at Level A and based on degree or its equivalent. The degree or its vocational equivalent is as defined in Article VIII, Section ~~ML~~.
- New hires shall be placed on the schedule at the same level as teachers with comparable years of instructional experience.

Salary Structure for Performance Pay for School Psychologists

<u>2019-20 Open Range Schedule</u>	
<u>Minimum</u>	<u>Maximum</u>
<u>\$56,050</u>	<u>\$92,787</u>

APPENDIX A-2 SUPPLEMENT SCHEDULE

~~2018-19~~ 2019-20 ADVANCED DEGREES SUPPLEMENTS

Masters: ~~\$2,815,850~~ \$2,815,850

Specialist: ~~\$4,317,371~~ \$4,317,371

Doctorate: ~~\$5,693,764~~ \$5,693,764

In order to receive credit for advanced degrees, (Masters, Specialist and Doctorate) employees must provide an official transcript of record showing the award of the earned degree to Employment Services.

Twelve month employees add 0.20 to above amounts.

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Appendix J

DISTRICT PROPOSAL
Mid-Year Bonus
June 11, 2019

The Orange County Classroom Teachers Association, the School Board of Orange County, Florida, and the Superintendent of Schools recognize and value the work performed by the employees of Orange County Public Schools and wish to demonstrate their appreciation by awarding instructional personnel with a one-time, mid-year bonus in the amount of \$500 per employee.

This bonus will be paid to all instructional personnel hired in benefited positions by December 20, 2019, and in an active employment status on the date the bonus is paid.

Bonuses will be scheduled to be paid in the last paycheck in January 2020, depending on the employee's payroll cycle.

Appendix K

**New Teacher Entry
Placement Schedule
2019-20**

Years	Current 2018-19 Placement Schedule	Placement Schedule COLA \$500 (Rounded)
0	40,000	\$40,500
1	40,000	\$40,500
2	40,100	\$40,600
3	40,200	\$40,700
4	40,200	\$40,700
5	40,300	\$40,800
6	40,300	\$40,800
7	40,400	\$40,900
8	40,400	\$40,900
9	40,500	\$41,000
10	40,500	\$41,000
11	40,680	\$41,175
12	41,165	\$41,675
13	41,655	\$42,150
14	42,150	\$42,650
15	42,655	\$43,150
16	43,165	\$43,675
17	43,685	\$44,175
18	44,510	\$45,000
19	45,355	\$45,850
20	46,220	\$46,725
21	47,095	\$47,600
22	47,995	\$48,500
23	48,910	\$49,400
24	49,845	\$50,350
25	50,795	\$51,300
26	51,765	\$52,275
27	53,580	\$54,075
28	55,395	\$55,900
29	57,210	\$57,700
30	59,025	\$59,525
31	60,840	\$61,350
32	62,655	\$63,150
33	64,678	\$65,175
34	65,466	\$65,975
Advanced Degrees		
Masters	\$2,815	2,850
Specialist	\$4,317	4,371
Doctorate	\$5,693	5,764

Appendix L



DISTRICT PROPOSAL
New School Psychologist Placement Schedule
2019-20
June 11, 2019

Years	Current 2018-19 Placement Schedule	Placement Schedule COLA \$500
0	\$55,550	\$56,050
1	\$55,550	\$56,050
2	\$55,550	\$56,050
3	\$56,164	\$56,664
4	\$56,922	\$57,422
5	\$57,665	\$58,165
6	\$58,598	\$59,098
7	\$59,529	\$60,029
8	\$60,460	\$60,960
9	\$61,391	\$61,891
10	\$62,324	\$62,824
11	\$63,255	\$63,755
12	\$64,186	\$64,686
13	\$65,117	\$65,617
14	\$66,050	\$66,550
15	\$66,981	\$67,481
16	\$67,912	\$68,412
17	\$68,843	\$69,343
18	\$69,776	\$70,276
19	\$70,707	\$71,207
20	\$71,638	\$72,138
21	\$72,569	\$73,069
22	\$73,502	\$74,002
23	\$74,433	\$74,933
24	\$75,364	\$75,864
25	\$76,296	\$76,796
26	\$77,228	\$77,728
27	\$77,829	\$78,329
28	\$78,879	\$79,379
Re-employed Retirees with more than 12 years of experience will be brought in at \$64,686.		
Advanced Degree		(11-month)
Masters	\$3,378	\$3,135
Specialist	\$5,180	\$4,808
Doctorate	\$6,832	\$6,341

Appendix M

AVERAGE SALARIES FOR TEACHERS 2018-19, FINAL SURVEY 3 DATA

(A professional paid on the Instructional Salary Schedule negotiated by a Florida School District)

DISTRICT #	DISTRICT NAME	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)
00	FLORIDA	\$ 48,486	175,732	10
01	ALACHUA	\$ 44,759	1,477	10
02	BAKER	\$ 43,902	295	10
03	BAY	\$ 44,490	1,767	10
04	BRADFORD	\$ 41,913	239	10
05	BREVARD	\$ 46,316	4,709	10
06	BROWARD	\$ 51,678	15,971	10
07	CALHOUN	\$ 39,972	155	10
08	CHARLOTTE	\$ 46,359	935	10
09	CITRUS	\$ 47,253	987	10
10	CLAY	\$ 43,787	2,567	10
11	COLLIER	\$ 55,211	3,112	10
12	COLUMBIA	\$ 44,042	625	10
13	MIAMI-DADE	\$ 51,395	19,477	10
14	DESOTO	\$ 44,619	265	10
15	DIXIE	\$ 42,200	123	10
16	DUVAL	\$ 47,424	7,777	10
17	ESCAMBIA	\$ 44,312	2,301	10
18	FLAGLER	\$ 50,937	712	10
19	FRANKLIN	\$ 39,557	87	10
20	GADSDEN	\$ 38,825	364	10
21	GILCHRIST	\$ 49,507	152	10
22	GLADES	\$ 48,297	161	10
23	GULF	\$ 44,246	122	10
24	HAMILTON	\$ 40,256	96	10
25	HARDEE	\$ 46,466	320	10
26	HENDRY	\$ 44,547	410	10
27	HERNANDO	\$ 45,993	1,468	10
28	HIGHLANDS	\$ 46,197	742	10
29	HILLSBOROUGH	\$ 51,083	13,910	10
30	HOLMES	\$ 42,834	223	10
31	INDIAN RIVER	\$ 48,358	1,163	10
32	JACKSON	\$ 42,759	454	10
33	JEFFERSON	\$ 49,696	69	10
34	LAFAYETTE	\$ 48,297	71	10
35	LAKE	\$ 45,496	2,634	10
36	LEE	\$ 46,730	5,623	10

DISTRICT #	DISTRICT NAME	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)
37	LEON	\$ 44,103	2,070	10
38	LEVY	\$ 43,344	312	10
39	LIBERTY	\$ 41,557	98	10
40	MADISON	\$ 40,544	165	10
41	MANATEE	\$ 48,472	3,100	10
42	MARION	\$ 46,105	2,580	10
43	MARTIN	\$ 45,807	1,213	10
44	MONROE	\$ 57,285	668	10
45	NASSAU	\$ 45,964	749	10
46	OKALOOSA	\$ 50,653	1,828	10
47	OKEECHOBEE	\$ 45,968	376	10
48	ORANGE	\$ 48,146	12,880	10
49	OSCEOLA	\$ 45,236	4,036	10
50	PALM BEACH	\$ 49,602	12,554	10
51	PASCO	\$ 43,079	4,791	10
52	PINELLAS	\$ 48,409	6,560	10
53	POLK	\$ 46,823	6,728	10
54	PUTNAM	\$ 45,928	638	10
55	ST. JOHNS	\$ 46,632	2,438	10
56	ST. LUCIE	\$ 45,160	2,389	10
57	SANTA ROSA	\$ 47,035	1,956	10
58	SARASOTA	\$ 54,719	2,977	10
59	SEMINOLE	\$ 48,235	4,254	10
60	SUMTER	\$ 49,329	551	10
61	SUWANNEE	\$ 50,641	360	10
62	TAYLOR	\$ 43,359	171	10
63	UNION	\$ 40,246	165	10
64	VOLUSIA	\$ 46,273	4,063	10
65	WAKULLA	\$ 41,259	316	10
66	WALTON	\$ 46,356	623	10
67	WASHINGTON	\$ 46,291	251	10
68	DEAF/BLIND	\$ 47,520	136	10
71	FL VIRTUAL	\$ 51,127	1,755	12
72	FAU LAB SCH	\$ 47,799	157	10
73	FSU LAB SCH	\$ 43,466	162	10
74	FAMU LAB SCH	\$ 41,905	45	10
75	UF LAB SCH	\$ 41,071	54	10

Appendix N

In metro Orlando, housing prices hit teachers especially hard, new study shows



By KATE SANTICH

ORLANDO SENTINEL | MAY 10, 2019

No one ever said school teachers are in it for the money, but a new study that looks at education salaries and rising housing prices finds that more teachers are now struggling to cover the rent and mortgage, especially compared to their college-educated peers.

In the metro Orlando area, more than a quarter of teachers who are the primary wage earners for their families are now “cost-burdened” – meaning they spend more than 30 percent of their income on housing.

The study, from [ApartmentList.com](https://www.apartmentlist.com), analyzed data from the Census Bureau’s American Community Survey and other research to paint a financial picture of the nation’s teachers. It found a growing housing affordability crisis has forced many teachers into hardship.

“We have teachers who have to live with their parents because they’re paying back student loans, or they rent with other people because they just can’t afford to live by themselves,” said Wendy Doromal, president of the Orange County Classroom Teachers Association. “I think that’s why, in Florida, we’re going to see more of an exodus of teachers in the coming years.”

Florida schools began the 2018-2019 year with about 4,000 teaching position vacancies. By next fall, the state Department of Education projects, vacancies will reach 10,300.

Skyrocketing housing prices in recent years are bringing the issue to the fore. In 1990, for instance, teachers nationwide were actually better off than their college-educated peers when it came to housing – with 14 percent of teachers considered

cost-burdened compared to 17 percent of the non-teachers. By 2017, though, the trend had reversed. In that year, 20 percent of teachers were burdened by housing costs, compared to 16 percent of the non-teachers.

The reason? According to the study, the magnitude of the pay gap between teachers and other college-educated professionals is striking – even when you include the earnings that many teachers make from second jobs.

In the Orlando area, for instance, the median total income of teachers is 25 percent lower than that of full-time workers with bachelor's degrees who aren't teachers. Among those with master's degrees or higher, the gap grows even larger.

And while some teachers don't work second jobs – and so put in fewer work days per year than their non-teaching peers – the study found that trend is changing too. From 1990 to 2017, the share of the nation's teachers who report working more than 50 hours per week increased by 43 percent, the share who report being at work during the summer increased by 46 percent, and the share who report working at least 50 weeks per year increased by 17 percent.

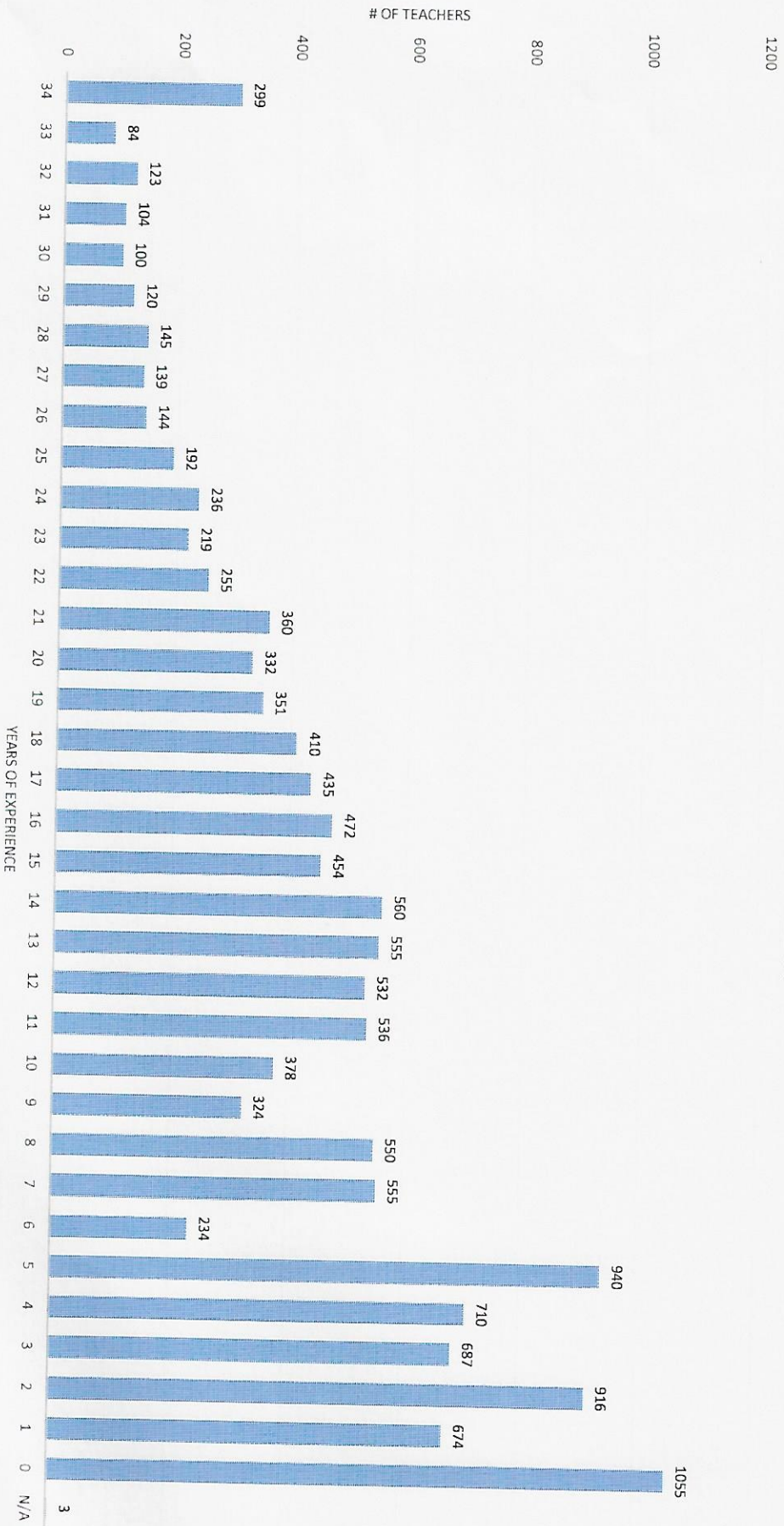
“While teaching has long been a comparatively low-paying profession, rapid increases in housing costs have exacerbated the struggle of teachers,” writes housing economist Chris Salviati, the study's author. “Teacher earnings also vary substantially by location.”

At the upper end, teachers in Los Angeles, Boston and New York earn median incomes of \$65,000 or more, while those in Orlando, Tampa, Charlotte and Phoenix earn median incomes of \$45,000 or less. Generally, Salviati said, teachers are paid more in places where housing costs are highest, but there are exceptions.

Miami, for example, is one of the nation's more expensive markets, but it has the fourth lowest median teacher salary among the nation's largest metropolitan areas.

Appendix O

Number of Teachers 2018- 2019



Appendix P

EXPERIENCE 2018-2019	
Experience (In Years)	# of Teachers
34	299
33	84
32	123
31	104
30	100
29	120
28	145
27	139
26	144
25	192
24	236
23	219
22	255
21	360
20	332
19	351
18	410
17	435
16	472
15	454
14	560
13	555
12	532
11	536
10	378
9	324
8	550
7	555
6	234
5	940
4	710
3	687
2	916
1	674
0	1055
N/A	3

Appendix Q

CTA COUNTER OFFER
2019-2020

	COLA AND PERFORMANCE	TOTAL
COLA Amount 100%	\$650	\$9,326,200
Effective 1,721 teachers 12%	\$1,200	\$2,065,200
Highly Effective 11,908 teachers 83%	\$1,625	\$19,350,500
Other (only get the \$650) 717 teachers 5% (\$466,050)		
Total Cost		\$30,741,900

	Bonus Beginning of Year	Bonus January	Total
EE Count	\$500	\$500	\$1,000
Instructional 14,348	\$7,174,000	\$7,174,000	\$14,348,000

Appendix R

**CTA COUNTER OFFER
2019-2020**

	COLA AND PERFORMANCE	TOTAL	TOTAL w/ Benefits
COLA Amount 14,438 Teachers 100% [717 teachers receive COLA only] (\$466,050 5%)	\$650	\$9,326,200	\$11,054,065
Effective 1,721 teachers 12%	\$1,200	\$2,065,200	\$2,447,820
Highly Effective 11,908 teachers 83%	\$1,625	\$19,350,500	\$22,935,567
Total Cost		\$30,741,900	\$36,437,452

	Bonus Beginning of Year	Bonus January	Total
EE Count	\$500	\$500	\$1,000
Instructional 14,348	\$7,174,000	\$7,174,000	\$14,348,000