

# MINUTES

CTA CBLT

CTA Office

June 20, 2019

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## In Attendance

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Nicholas Anderson	CTA	Myrlene Jackson-Kimble	District	Elizabeth Silva	District
LeighAnn Blackmore	District	John McHale	District	Mary-Grace Surrena	CTA
Albert Davies	CTA	Judith Padres	District	Tom Winters	CTA
Wendy Doromal	CTA	James Preusser	District	Stephanie Wyka	District
Matthew Hazel	CTA	Maribel Rigsby	CTA		

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## Introductions, Announcements & Appointment of Gatekeeper/Timekeeper

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CBLT

The District served as Chair and Matthew Hazel served as Gatekeeper/Timekeeper. CTA requested the addition of CTA Proposals to the agenda.

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## Comprehensive Package Proposal

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District

The District presented a Comprehensive Package Proposal. The package includes the original salary and insurance benefits offer as well as the following elements:

- Salary and Benefits
  - The District shared that there is no change to the initial 6/11/19 proposal except the date for the bonus check being moved to the first paycheck in November.
  - CTA is discouraged that no additional money is being offered. CTA believes that salary has been over-budgeted for the last five years which is supplementing the reserves, and in essence, is creating reserves that are recurring.
- School Psychologists
  - Reduce work year from 258 days to 238 days with no reduction in annual salary
    - For 2019-20
      - July 1 through June 23
      - 6 paid holidays and 1 additional paid day
      - Do not work October Professional Day, Thanksgiving week, Winter Holidays, President's Day, Spring Break
      - As a result of the 11-month calendar, school psychologists would no longer accrue annual leave, will receive 11 sick days instead of 12 and the advanced degree supplement would be increased by 10% instead of 20%.
      - School psychologists with an annual leave balance would be paid out and individuals with excess hours, over the maximum allowed, would be given an opportunity to use this leave by a certain date.

- CTA asked about school psychologists being designated 11-month employees while in actuality, working all 12-months.
  - District stated that the 11-month designation related to the number of contracted days scheduled to work.
  - Article XV Work Year, Appendix B Paid Holidays (See Appendix A)
- CTA indicated they wanted to hand out their proposal immediately after the District shares the entire comprehensive package proposal.
- Bonus (See Appendix B)
  - Provide a \$500 bonus for instructional personnel hired on or before October 11, 2019 and in an active employment status as of the date of payout
  - Payout to occur in the first check in November
- Duty Day (Preplanning)
  - The District shared a counter proposal addressing preplanning. (See Appendix C) Beginning in 2020-21, scheduled activities during preplanning will be limited to the equivalent of no more than two (2) duty days. This does not apply to new hires to the District and/or work location, schools assigned to the School Transformation Office, schools identified as Corrective Program Schools, or mandated training.
  - CTA expressed concern regarding the last sentence regarding mandated training.
  - The District voiced a willingness to recraft this sentence.
  - The District stated this is the proposal, and if CTA has a concern then CTA should provide a counter proposal for the District's review. There is no hidden agenda from the District; the District is trying to get to common ground.
  - CTA stated this does not solve the problem. CTA believes principals are taking advantage of teachers. CTA stated this is far, far from their proposal. CTA asked who mandates the training – the District, the School, the Superintendent.
- Appeals Committee Decision Tiebreaker Process
  - The District presented Letter of Understanding outlining process. (See Appendix D)
  - CTA, stated in the past, when there was an appeal and there is a tie the District "wins". This is a priority as there is a teacher still waiting on her appeal.
  - The District stated they have this intention in mind.

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## CTA Response to Comprehensive Package Proposal

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CTA

- Domain 4 (See Appendix E)
  - CTA indicated that Domain 4 of the Evaluation System is problematic because it sometimes gets personal by nature. The proposal states Domain 4 ratings are based on evidence submitted by the teacher, as well as appeals language.
  - The District clarified this is a counter to the District's counter proposal presented at the April 5, 2019, bargaining session, and Article X, Section K is new language.
  - CTA stated this is a way to try to fix the problem.
  - The District agreed to review this proposal.

- Salary
  - CTA stated the salary proposal is a big deal. They receive calls saying do not take the offer, teachers do see the offer as enough. CTA shared the proposal is less than last year and an insurance increase is a significant pay cut. CTA presented a counter proposal to the District's salary proposal. (See Appendix F) CTA believes this counter proposal affords instructional staff an increase over the raises provided last school year stating that the District proposal results in continued, below-average salary for OCPS teachers in comparison to the average state-wide salary for teachers. CTA stated that it is difficult for teachers to grasp a salary proposal that is less than last year while OCPS received a substantial increase in state funding (\$47 to \$75). CTA indicated that they must prove to their membership that there is no more money available.
  - The District thanked CTA for their comments. The District shared the reason the District rejected CTAs earlier offer is because it did not meet the definitions in the statute.
  - CTA clarified the numbers and indicated the counter offer represents approximately \$37 million.
  - The District clarified this counter offer is without benefits and does not include increased cost of the contract-required increase to advanced degree supplements.
  - CTA asked if the fund balance is actually 23.16 percent.
- Records Request
  - CTA stated they requested five (5) years of the fund balance and the restricted funds at an earlier Budget Committee meeting chaired by the School Board. The District did not provide the specific information; instead, CTA received a document dump. CTA believes the District could have easily supplied a one-page summary. CTA does not know how the District keeps saying they do not have more money. Once CTA spent hours disaggregating the data, it became apparent that OCPS has the largest fund balance when compared to other large Florida districts.
  - The District responded that first and foremost CTA asked for five (5) years. The requested information went to the Records Department and the District provided every piece of information requested. Does CTA expect the District to highlight the information contained within the documents? It is incorrect to say the request was not fulfilled, the District provided CTA with the information. The District and CTA have a fundamental difference of how much money we have available. The response to the records request was not going to be available for some time, so the District went to records and forwarded the information to CTA.
  - CTA shared that since there is a school board member in attendance that CTA wants to make it clear that CTA asked for one (1) page for the last five (5) years what the fund balance was.
  - The District responded that it takes time for records to provide information. The District provided the information and indicated to CTA that the District would provide the information as quickly as possible.
- Insurance Benefits
  - CTA shared that when you look at the COLA and performance pay increase and compare that to the increase in deductible in Plan A, a teacher would see a \$410 pay cut if covering spouse and child; people who are having to cover spouse and children will be getting a pay cut. This poses a serious question for long-term retention and recruitment. How do we expect to be competitive with other districts?

The District invited Senior Director of Risk Management Beth Curran to present an update on health insurance.

Ms. Curran shared that the Employee Benefits Trust is the fiscal agent of our health plans. All premiums go into the Trust and the Trust pays out all of the claims and related expenses. We are required by the Florida Department of Insurance Regulation (FS112.08) to maintain a balance equal to 60 days' worth of claims to remain solvent. If we do not make changes such as those proposed, our Trust is out of compliance.

Our benefits consultants, Gallagher Benefit Services, estimate we will finish our new plan year with an 18.8 percent deficit if we don't make plan changes. In order to address this deficit, the District, by Contract, picks up the first 10 percent of the increase. This means the District will increase the Employee Only premium contribution from \$8,444 to \$9,289. This increase applies to all employees participating in our health plan regardless of plan. The current District contribution equates to approximately \$192 million. After increasing the District contribution, there remains an 8.8 percent deficit. The District must address this deficit through premium increases, plan design changes or a combination of both. The Joint Fringe Benefits Committee looked at two primary areas where plan design changes would have minimal impact on employees – deductibles and medical out-of-pocket maximums. Based on claims analysis completed by Gallagher, 68.9 percent of employees do not meet plan deductibles and 97.3 percent of employees do not meet medical out-of-pocket maximums.

The Committee also looked at surrounding school districts. For example, Seminole County schools has a high deductible plan and employees pay \$955 per check for family coverage, and the Orange County premium is \$555 per check for Plan C, while the Local Plus plan (Plan A) is only \$211.35 per check for family coverage. For Osceola County schools, there are two plans – the Local Plus plan with a \$450 premium per check and the Open Access plan with a \$660 premium per check. The benefits offered through Osceola have higher deductibles and lower coinsurance than the coverage available through Orange.

The Committee worked to balance the impact to the overall benefits with the budget. The proposed changes impact all employees with premiums and/or benefits; however, Employee only coverage for Plan A is still paid 100% by the District. Employees enroll their family members in our plan due to the richness of the plan, but we also get the increased cost of claims.

It should not be a surprise that insurance costs are increasing; we have been looking at the data all year and sharing that information with CTA. The establishment of Plan A was to help make it affordable for families. The District perspective is that we are competitive with the surrounding districts. This is evidenced by several employees who left the District last summer and returned before preplanning when they learned of the higher cost of insurance in neighboring districts.

The District invited Director of the Office of Management and Budget Judith Padres to present information on the Assigned vs. Unassigned Fund Balance.

Ms. Padres shared the Operating Budget Summary of the Adopted Operating Budget for FY 18-19 (See Appendix G) shows the Ending Fund Balance, this includes "Restricted", "Assigned", "Unassigned/Contingency" and "Unassigned".

The Restricted and Assigned funds are category specific. The District uses these funds for the Skyward software, SAP software update, and school carryover funds. Schools use carryover funds for supplements and the schools can use these dollars to save positions that are not otherwise funded through the budget process.



The projected results for 2017-18 reflects \$73 million in unassigned dollars and the adopted budget for 2018-19 reflects a decrease to \$59 million. Of the \$59 million, \$52 million represents the three percent required for contingency, which leaves \$7 million for nonrecurring expenses.

CTA stated that the District decided how much is placed in the fund balance.

The District shared that for budgeting purposes, schools use average teacher salaries so actual teacher salaries of those teachers assigned to specific schools do not positively or negatively impact the schools' budget.

CTA indicated that over the last three years, the District budget shows an average \$30 million over budget for instructional salaries. Comparing the original approved budget to the year-end final budget submitted to the Florida Department of Education. If the District has that much extra money that is not spent, there should be more money for salary increases.

The District asked for a specific reference point for the above comment from CTA. The statement is overbroad and the District's subject matter expert has not seen the document. The District will not be able to respond until we have a chance to review the document.

CTA stated the point they are trying to make is that if the monies approved for teacher salary is unspent, consistently, this money is really recurring and should not be allocated as Unassigned in the fund balance. The Unassigned fund balance should not be treated as "do not touch" as the dollars were originally recurring until the District moved the dollars to a nonrecurring account.

The District indicated it would review the budget documents so the District can provide an appropriate response. CTA referenced budgeted amounts versus final amounts spent.

The District identified the source of CTAs question and provided data for the respective fiscal years. The money is not dollars left on the table by CTA. Schools may be using these dollars for technology, other encumbered purchases or last minute spending needs.

CTA asked if it was possible to see where and how these leftover monies were spent.

The District responded that it was not possible.

The District stressed that last year the District received 47 cents per FTE versus the 2.17 percent this year, and the District's offer is four percent of payroll. The District identified savings and made cuts to fund the increase. In addition, last year saw no increase in health insurance premiums and this year the Committee recommended an increase in cost sharing of one percent.

CTA asked about the one mil revenue.

The District responded that the District uses the one mil to support arts programs and will look further at the language. The one mil is in effect through 2023 and it is not recurring. When you deduct the categoricals from the base student allocation, the actual increase is 2.17 percent. With the one mil, the total increase is 2.45 percent. The 1 mil represents approximately \$120 million to retain highly effective teachers and the arts program. Charter schools also receive a portion of the one mil revenue.

CTA asked if the over-budgeted amount was assigned school to school.

The District shared that the assigned fund balance is broken up by school. The District budgets for salary based on the average for teachers across the District. The assigned fund balance also includes funds that are encumbered but not spent. Principal Myrlene Jackson-Kimble shared that at her school she had 11 maternity leaves in one year, so in addition to her budget she had to replace those teachers; however, they teachers on leave were still budgeted. At her school, she held back funds to support summer programs.

CTA asked if there is a breakdown of how the District spends the fund balance; if CTA accepts the District's proposal CTA has to explain what they settled. CTA asked if there is somewhere to see how funds are encumbered.

The District responded that it is voluminous. It is good fiscal practice to wait and see the balance after all expenses are accounted for to ensure we have sufficient funds. We have to have contingent funds available to make sure we have sufficient funds should the state cut our funding. Most of the fund balance is assigned, school carryover from year to year. The unassigned reserves decreased from \$72 million to \$59 million that includes the required three percent contingency.

The District then discussed benefits. The District proposal includes the District contributing over \$9,000 per employee towards insurance premiums. The District stated that no public sector employer provides that much. The District reminded CTA that the insurance proposal is for all employees, not just CTA. Ms. Curran stated that the increase in premium is the least of the benefit changes. The District stated it is a one-percentage point increase in cost sharing to create the least disruption to employees. The District has a significant shortfall on insurance, currently at an \$11 million deficit. The District is projecting the shortfall will be even greater by the end of the plan year.

CTA stated they are hearing a four percent increase and actually getting a little less.

The District shared that if we do not maintain the required level for reserves in the insurance trust, the state could say we are not viable, end the trust, and force the District into a fully insured plan. This would give the District no opportunity to design the plan or determine premiums.

The District stated that we are not hiding money or using available dollars in different places. The difference this year is there are different factors impacting the offer than we had last year.

CTA asked if it were possible to separate the recurring from nonrecurring dollars placed in the unassigned funds.

The District indicated it would require a doubling of the fund structure, a huge task, and we are not aware of other districts doing this with the fund structure.

CTA stated the raise CTA is getting, at best, is a wash. The COLA is eaten by the insurance adjustment. If CTA accepts this proposal, CTA has to tell each teacher that are making less in real dollars.

The District shared that no one is getting four percent. The average pay increase across the nation is two percent, the other districts are not getting this much and no other district is contributing to benefits like OCPs. The District went to the School Board, and the School Board instructed the Superintendent and CFO to find the money, there is nothing else on the wage side. The one mil is going to run out. You see that with what the state is giving we are still behind, we are doing what we can, and if we do not do anything about benefits, we have grave concerns. This is what we have and salary and benefits, and we are willing to work with you on other proposals.

CTA stated they saw insurance increases coming and said CTA needed a salary increase with it. CTA cannot give you more money; CTA cannot do anything about the insurance, but not giving us anything else for teachers will not work. What else can we offer teachers?

The District understands, and came to CTA with the salary and benefits offer. CTA stated school psychologists is a top priority and the District went to leadership and brought back a counter proposal as well as a proposal on preplanning.

CTA restated that if there is no more money, they need to be able to give teachers something. The members do not like the salary and benefits offer.

The District restated the District gave CTA two proposals.

CTA stated they gave the District many proposals and the District only came back with two. Teachers' biggest complaint is with working conditions.

The District indicated the preplanning proposal addresses working conditions. This is what CTA said was a high priority.

CTA indicated what CTA has stated previously. Preplanning is not used as it was intended. CTA stated the District is sucking money out of teachers.

The District presented a revision to the original preplanning proposal. (See Appendix H) This proposal adds an additional day to the contract year, and clarifies mandated training.

CTA provided a list of additional items for consideration including: school psychologists, Domain 4 (original CTA proposal), appeals tiebreaker, peers acting as supervisors, increasing covered damages from \$400 to \$1,000, and nonreappointment based on evaluation scores.

The District clarified the concern with the preplanning proposal has to do with the "state/district mandated training". The District presented another revision to the preplanning proposal.

CTA asked whether salary would increase with the additional preplanning day increasing the work year from 196 days to 197 days.

The District indicated that annual salary would increase the equivalent of one duty day with the additional workday added to the teacher's contract year.

CTA indicated the revisions to the preplanning proposal are great for teachers; but the salary and benefits offer is a bitter pill. CTA likes the proposal, but it is not enough to overcome the salary and benefits proposal.

The District indicated the offer is all the District has available. After the District rejected many of CTAs proposals including CTAs counter proposal on a salary increase, the District went back to leadership and came up with the comprehensive package including offers on school psychologists and preplanning. If CTA does not feel they can accept the package, the District will have to take it off the table. The District believes the total package is a very good package.

CTA stated the District's school psychologist counter proposal is very different and CTA would not be able to sign at this time.

The District expressed understanding, but disagreed. Any employee, who moves to a reduced calendar from a 12-month calendar, also accepts a reduced annual salary. The District is not proposing a reduction in annual salary for school psychologists.

CTA stated they needed something else for teachers.

The District indicated they do not think CTA realizes how big a gain the preplanning proposal is for teachers.

CTA indicated they appreciate that the District is trying to give CTA something, but very disappointed in the deal offered. CTA has said over and over it is a pay increase to cover the pay cut. CTA is pleased that preplanning is tightly defined and please that finally after two years we agreed on school psychologists, not ideal but better than the current situation. CTA accepted the Comprehensive Package Proposal as modified.

The District thanked CTA and indicated the District understands CTAs position. The District stated they did go to leadership to get the offers on preplanning and school psychologists. The District committed to having the Insurance team help with teachers needs regarding insurance.

The District closed with stating on behalf of both committees, how much the District appreciates the hard work. It was good to hear the feedback. The District thanked CTA President Wendy Doromal for her leadership on the CTA side of the table.

The parties signed the following tentative agreements, memorandum of understanding and letter of understanding:

- Tentative Agreement #2 addressing Salary Increases (See Appendix I)
- Tentative Agreement #3 addressing Insurance Benefits (See Appendix J)
- Memorandum of Understanding #4 addressing \$500 Bonus (See Appendix K)
- Tentative Agreement #4 addressing School Psychologists (See Appendix L)
- Tentative Agreement #5 addressing Preplanning (See Appendix M)
- Letter of Understanding addressing Domain 4 and the Appeals Tiebreaker Process (See Appendix N)

# Appendix A

**District Counter Proposal  
to CTA Proposal Addressing School Psychologists  
June 20, 2019**

**CTA Proposal**

**ARTICLE XV WORK YEAR**

A. Ten-month employees shall have 196 duty days of which 180 shall include student contact. Eleven-month employees shall have 216 duty days. The total number of paid holidays for ten and 11-month employees shall be six. Twelve-month employees shall be scheduled to work all weekdays other than nine paid holidays, except as provided in Section K of this Article and Appendix B. Paid holidays and the School Calendars shall be as set forth in Appendix C, which is hereby incorporated into and made a part of this Contract.

K. The 12-month calendar for school psychologists shall include 250 duty days.

**Appendix B**

**TWELVE MONTH EMPLOYEES (School Psychologists)**

<u>Holiday</u>
<u>Independence Day</u>
<u>Labor Day</u>
<u>Thanksgiving Holidays (Teacher Holidays)</u>
<u>Winter Holidays (Teacher Holidays)</u>

**District Counter Proposal**

**ARTICLE XV WORK YEAR**

A. Ten-month employees shall have 196 duty days of which 180 shall include student contact. Eleven-month employees shall have 216 duty days. The calendar for school psychologists shall have 238 days. The total number of paid holidays for ten and 11-month employees shall be six. School Psychologists receive one additional paid day off. Twelve-month employees shall be scheduled to work all weekdays when the Ronald Blocker Educational Leadership Center is open for business other than nine paid holidays, except as provided in Section K of this Article and Appendix B. Paid holidays and the School Calendars shall be as set forth in Appendix C, which is hereby incorporated into and made a part of this Contract.

~~K. The 12-month calendar for school psychologists shall include 250 duty days.~~

## Appendix B

### TWELVE MONTH EMPLOYEES (School Psychologists)

<u>Holiday</u>
<u>Independence Day</u>
<u>Labor Day</u>
<u>Thanksgiving Holidays (Teacher Holidays)</u>
<u>Winter Holidays (Teacher Holidays)</u>

### SCHOOL PSYCHOLOGISTS

Holiday
Independence Day
Labor Day
Thanksgiving
New Year's Day
Martin Luther King Jr. Day
Memorial Day *

\* Additional Paid Day Off

# Appendix B



## **DISTRICT PROPOSAL**

### **Bonus**

**June 20, 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 bonus in the amount of \$500 per employee.

This bonus will be paid to all instructional personnel hired in benefited positions by October 11, 2019, and in an active employment status on the date the bonus is paid.

Bonuses will be scheduled to be paid in the first paycheck in November 2019, depending on the employee's payroll cycle.

# Appendix C

**District Counter Proposal  
to CTA Proposal Addressing Article XIV Duty Day and Article XV Work Year  
June 20, 2019**

**CTA Proposal**

**Article XIV, Duty Day:**

- T. Teachers shall attend faculty meetings as called by the administrator. Any meetings called to solicit funds from teachers shall be pre-announced as to the meeting's purpose and teacher attendance shall be voluntary. Faculty meetings shall be called for specific reasons, and except during preplanning and post-planning, shall not exceed approximately one hour per week except for emergencies. Scheduled faculty meetings, trainings and other meetings scheduled during preplanning will be reasonable in length limited to 4 hours on Wednesday and no more than 1 hour on Monday and one hour on Friday so as not to significantly impede the teachers' time for preparation for the coming school year.

**Article XV, Work Year:**

- B. The 10-month calendar shall include the following:
1. Five ~~Eight~~ days of pre-planning prior to the first student attendance day, one of which will be a Staff Development Day the first three of which may be used for Professional Development days, and two days of post-planning following the last student attendance day.

**District Counter Proposal**

**Article XIV, Duty Day:**

- T. Teachers shall attend faculty meetings as called by the administrator. Any meetings called to solicit funds from teachers shall be pre-announced as to the meeting's purpose and teacher attendance shall be voluntary. Faculty meetings shall be called for specific reasons, and except during preplanning and post-planning, shall not exceed approximately one hour per week except for emergencies. Beginning in 2020-21, scheduled faculty meetings, trainings and other meetings scheduled activities during preplanning will be reasonable in length limited to 4 hours on Wednesday and no more than 1 hour on Monday and one hour on Friday the equivalent of no more than two (2) duty days so as not to significantly impede the teachers' time for preparation for the coming school year. This does not apply to new hires to the District and/or work location, schools assigned to the School Transformation Office, schools identified as Corrective Program Schools, or District or State mandated training.

## **Article XV, Work Year:**

B. The 10-month calendar shall include the following:

1. ~~Five Eight Six (6)~~ days of pre-planning prior to the first student attendance day, one of which will be a Staff Development Day ~~the first three of which may be used for Professional Development days~~, and two days of post-planning following the last student attendance day.

DRAFT

# Appendix D



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 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 one year from the date of execution, 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 E

**CTA PROPOSAL**  
**06/19/2019**

**ARTICLE X**  
**Evaluation**

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

5. Domain 4: All Category 2A teachers will receive one non-evaluative observation and one evaluative observation for Domain 4. The non-evaluative observation will be conducted by the end of the first semester. Category 2B and Category 1 teachers will receive two evaluative observations for Domain 4.

a. Domain 4 ratings will be based on evidence submitted by the teacher.

K. Appeals

1. An employee may elect to appeal a procedural concern and Domain 4 ratings to the supervising administrator. If the issue is unresolved, the employee may elect to appeal any unresolved procedural issue(s) and Domain 4 ratings through either the Appeals Committee or the grievance/arbitration procedure – but not both. Instructional Practice appeals shall be submitted by an instructional employee by June 15, Student Learning Growth appeals shall be submitted by an instructional employee within thirty (30) duty days of receiving the Student Learning Growth score.



# Appendix F

CTA SALARY PROPOSAL JUNE 20, 2019

	BASE PAY and Performance	TOTAL
BASE PAY 14,348	\$625	\$8,967,500
EFFECTIVE estimated 1,721 teachers	\$1,250	\$2,151,250
HIGHLY EFFECTIVE 12,627 teachers	\$1,700	\$21,465,900

BONUS

EE COUNT	BONUS JANUARY	TOTAL
14,348	\$500	\$7,174,000

TOTAL		\$39,758,650
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Orange

2710 - Nonspendable Fund Balance

Year	2710-Budgeted	2710-Actual
2010-11	\$3,015,602	(\$3,015,602)
2011-12	\$3,032,220	(\$3,032,220)
2012-13	\$3,293,508	(\$3,293,508)
2013-14	\$3,351,893	(\$3,351,893)
2014-15	\$3,318,550	(\$3,318,550)
2015-16	\$3,318,550	(\$3,318,550)
2016-17	\$3,107,784	(\$3,107,784)
2017-18	\$3,328,353	(\$3,328,353)

2720 - Restricted Fund Balance

Year	2720-Budgeted	2720-Actual
2010-11	\$25,380,804	(\$25,380,804)
2011-12	\$23,025,198	(\$23,025,198)
2012-13	\$27,647,503	(\$27,647,503)
2013-14	\$8,671,626	(\$8,671,626)
2014-15	\$34,707,063	(\$34,707,063)
2015-16	\$27,647,503	(\$27,647,503)
2016-17	\$33,850,447	(\$33,850,447)
2017-18	\$28,672,308	(\$28,672,308)

2730 - Committed Fund Balance

Year	2730-Budgeted	2730-Actual
2010-11	\$268,306,488	(\$268,306,488)
2011-12	\$0	\$0
2012-13	\$252,609,178	(\$252,609,178)
2013-14	\$321,454,820	(\$321,454,820)
2014-15	\$320,827,204	(\$320,827,204)
2015-16	\$300,430,697	(\$300,430,697)
2016-17	\$249,568,939	(\$249,568,939)
2017-18	\$164,841,796	(\$164,841,796)

2740 - Assigned Fund Balance

Year	2740-Budgeted	2740-Actual
2010-11	\$56,956,520	(\$56,956,520)
2011-12	\$34,393,319	(\$34,393,319)
2012-13	\$36,552,322	(\$36,552,322)
2013-14	\$61,799,653	(\$61,799,653)
2014-15	\$41,170,121	(\$41,170,121)
2015-16	\$96,212,173	(\$96,212,173)
2016-17	\$80,311,859	(\$80,311,859)
2017-18	\$418,660,657	(\$418,660,657)

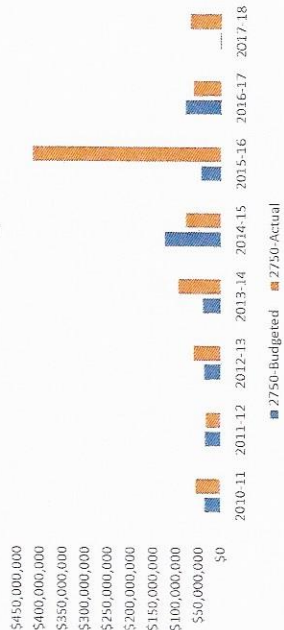
2750 - Unassigned Fund Balance

Year	2750-Budgeted	2750-Actual
2010-11	\$36,928,407	(\$36,928,407)
2011-12	\$36,552,322	(\$36,552,322)
2012-13	\$38,356,281	(\$38,356,281)
2013-14	\$41,170,121	(\$41,170,121)
2014-15	\$126,615,904	(\$126,615,904)
2015-16	\$80,311,859	(\$80,311,859)
2016-17	\$46,028,150	(\$46,028,150)
2017-18	\$81,773,614	(\$81,773,614)

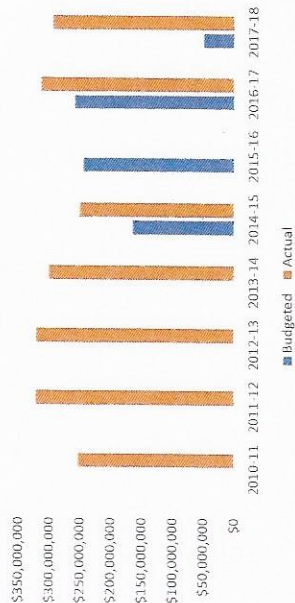
2017-18 Total Fund Balance as Percentage of Revenues  
Total Revenues

23.16%  
1,690,428,011.14

Unassigned Fund Balance: Budgeted vs Actual



2740 - Assigned Fund Balance, Budgeted v Actual



**Broward****2710- Unspendable**

	Budgeted	Actual	Difference	Actual as Percent of Budgeted
2010-11		\$12,497,674	(\$12,497,674)	#DIV/0!
2011-12		\$5,658,057	(\$5,658,057)	#DIV/0!
2012-13	\$10,015,166	\$11,311,701	(\$1,296,535)	112.95%
2013-14	\$8,015,166	\$9,619,388	(\$1,604,222)	120.01%
2014-15	\$8,015,166	\$9,016,080	(\$1,000,914)	112.49%
2015-16	\$8,128,000	\$6,039,973	\$2,088,027	74.31%
2016-17	\$8,128,000	\$7,969,457	\$158,543	98.05%
2017-18	\$7,400,000	20,049,112.74	(\$12,649,113)	270.93%

**2720- Restricted**

2010-11		\$17,098,056	(\$17,098,056)	#DIV/0!
2011-12		\$23,335,485	(\$23,335,485)	#DIV/0!
2012-13	\$18,000,000	\$27,815,637	(\$9,815,637)	154.53%
2013-14	\$18,000,000	\$28,169,642	(\$10,169,642)	156.50%
2014-15		\$28,105,115	(\$28,105,115)	#DIV/0!
2015-16		\$18,254,810	(\$18,254,810)	#DIV/0!
2016-17	\$4,271,091	\$20,378,053	(\$16,106,962)	477.12%
2017-18	\$6,348,000	8,490,465.72	(\$2,142,466)	133.75%

**2730-Committed**

2010-11		\$2,103,118	(\$2,103,118)	#DIV/0!
2011-12		\$1,689,664	(\$1,689,664)	#DIV/0!
2012-13	\$1,314,664	\$1,020,034	\$294,630	77.59%
2013-14	\$55,347,329	\$55,018,639	\$328,690	99.41%
2014-15	\$54,999,295	\$54,634,639	\$364,656	99.34%
2015-16	\$54,546,149	\$54,327,295	\$218,854	99.60%
2016-17	\$54,327,295	\$54,327,295	\$0	100.00%
2017-18	\$54,327,295	54,327,294.91	\$0	100.00%

**2740- Assigned**

2010-11		\$25,496,233	(\$25,496,233)	#DIV/0!
2011-12		\$9,273,060	(\$9,273,060)	#DIV/0!
2012-13	\$31,668,293	\$10,116,738	\$21,551,555	31.95%
2013-14	\$28,752,179	\$30,176,590	(\$1,424,411)	104.95%
2014-15	\$35,300,000	\$23,198,539	\$12,101,461	65.72%
2015-16	\$39,806,540	\$27,430,453	\$12,376,087	68.91%
2016-17	\$48,300,000	\$31,312,666	\$16,987,334	64.83%
2017-18	\$41,300,000	20,333,539.22	\$20,966,461	49.23%

**2750- Unassigned**

2010-11	\$44,369,164	\$54,640,208	(\$10,271,044)	123.15%
2011-12	\$44,369,164	\$51,112,949	(\$6,743,785)	115.20%
2012-13	\$51,112,949	\$44,400,000	\$6,712,949	86.87%
2013-14	\$46,500,000	\$46,500,000	\$0	100.00%
2014-15	\$48,200,000	\$50,000,000	(\$1,800,000)	103.73%
2015-16	\$50,000,000	\$50,000,000	\$0	100.00%
2016-17	\$52,000,000	\$52,000,000	\$0	100.00%
2017-18	\$55,000,000	57,367,926.06	(\$2,367,926)	104.31%

2017-18 Total Fund Balance as Percentage of Revenues

7.56%

Total Revenues

2,122,968,465.84



Dade					
2710-Unspendable	Budgeted	Actual	Difference	Actual as Percent of Budgeted	
2010-11		\$8,580,003	(\$8,580,003)	#DIV/0!	
2011-12		\$6,363,499	(\$6,363,499)	#DIV/0!	
2012-13		\$7,138,186	(\$7,138,186)	#DIV/0!	
2013-14		\$7,843,042	(\$7,843,042)	#DIV/0!	
2014-15		\$6,163,686	(\$6,163,686)	#DIV/0!	
2015-16		\$7,713,199	(\$7,713,199)	#DIV/0!	
2016-17		\$6,867,699	(\$6,867,699)	#DIV/0!	
2017-18		7,899,004.77		#DIV/0!	
<b>2720-Restricted</b>					
2010-11		\$8,408,687	(\$8,408,687)	#DIV/0!	
2011-12		\$5,146,178	(\$5,146,178)	#DIV/0!	
2012-13		\$1,522,081	(\$1,522,081)	#DIV/0!	
2013-14		\$1,321,389	(\$1,321,389)	#DIV/0!	
2014-15		\$5,357,664	(\$5,357,664)	#DIV/0!	
2015-16		\$8,643,758	(\$8,643,758)	#DIV/0!	
2016-17		\$10,145,774	(\$10,145,774)	#DIV/0!	
2017-18		10,436,050.00		#DIV/0!	
<b>2740- Assigned</b>					
2010-11	\$55,056,955	\$33,815,086	\$21,241,869		61.42%
2011-12		\$51,758,393	(\$51,758,393)	#DIV/0!	
2012-13	\$28,423,022	\$17,732,439	\$10,690,583		62.39%
2013-14	\$7,000,000	\$18,094,290	(\$11,094,290)		258.49%
2014-15	\$28,627,184	\$19,216,947	\$9,410,237		67.13%
2015-16	\$25,979,332	\$38,565,752	(\$12,586,420)		148.45%
2016-17	\$21,183,655	\$56,529,535	(\$35,345,880)		266.85%
2017-18	\$37,035,831	158,377,502.49	(\$121,341,671)		427.63%
<b>2750-Unassigned</b>					
2010-11	\$76,864,574	\$170,908,424	(\$94,043,850)		222.35%
2011-12	\$83,630,910	\$80,874,967	\$2,755,943		96.70%
2012-13	\$78,658,463	\$57,957,366	\$20,701,097		73.68%
2013-14	\$75,211,900	\$29,273,602	\$45,938,298		38.92%
2014-15	\$81,209,642	\$93,815,528	(\$12,605,886)		115.52%
2015-16	\$82,058,578	\$120,377,409	(\$38,318,831)		146.70%
2016-17	\$92,513,635	\$148,726,010	(\$56,212,375)		160.76%
2017-18	\$99,562,443	249,164,491.26	(\$149,602,048)		250.26%
2017-18 Total Fund Balance as Percentage of Revenues		15.18%			
Total Revenues		2,805,096,444.35			

Duval					
2710- Unspendable	Budgeted	Actual	Difference	Actual as Percent of Budgeted	
2010-11	\$2,228,351	\$2,433,344	(\$204,993)		109.20%
2011-12	\$2,433,344	\$2,412,909	\$20,435		99.16%
2012-13	\$2,412,909	\$2,305,407	\$107,502		95.54%
2013-14	\$2,305,407	\$2,482,200	(\$176,793)		107.67%
2014-15	\$2,482,233	\$1,859,904	\$622,330		74.93%
2015-16	\$1,859,904	\$2,021,334	(\$161,430)		108.68%
2016-17	\$2,021,334	\$2,872,140	(\$850,806)		142.09%
2017-18	\$2,872,140	3,209,971.32	(\$337,832)		111.76%
2720- Restricted				#DIV/0!	
2010-11		\$24,395,151	(\$24,395,151)	#DIV/0!	
2011-12		\$17,798,486	(\$17,798,486)	#DIV/0!	
2012-13		\$16,505,090	(\$16,505,090)	#DIV/0!	
2013-14		\$8,569,216	(\$8,569,216)	#DIV/0!	
2014-15		\$13,534,332	(\$13,534,332)	#DIV/0!	
2015-16		\$17,705,000	(\$17,705,000)	#DIV/0!	
2016-17		\$15,819,494	(\$15,819,494)	#DIV/0!	
2017-18		18,879,700.70	(\$18,879,701)	#DIV/0!	
2730-Committed				#DIV/0!	
2010-11	\$1,500,000		\$1,500,000		0.00%
2011-12	\$1,500,000		\$1,500,000		0.00%
2740- Assigned				#DIV/0!	
2010-11		\$11,271,093	(\$11,271,093)	#DIV/0!	
2011-12	\$26,748,559	\$12,843,123	\$13,905,437		48.01%
2012-13	\$25,241,005	\$11,419,895	\$13,821,110		45.24%
2013-14		\$16,131,426	(\$16,131,426)	#DIV/0!	
2014-15		\$20,332,287	(\$20,332,287)	#DIV/0!	
2015-16		\$20,291,080	(\$20,291,080)	#DIV/0!	
2016-17		\$21,511,189	(\$21,511,189)	#DIV/0!	
2017-18		18,822,236.34	(\$18,822,236)	#DIV/0!	
2750-Unassigned				#DIV/0!	
2010-11	\$25,603,086	\$126,636,129	(\$101,033,044)		494.61%
2011-12		\$117,744,668	(\$117,744,668)		
2012-13	\$1,331,040	\$100,290,445	(\$98,959,404)		7534.74%
2013-14	\$63,868,048	\$85,473,957	(\$21,605,909)		133.83%
2014-15	\$49,382,543	\$80,853,831	(\$31,471,288)		163.73%
2015-16	\$47,350,485	\$64,798,419	(\$17,447,935)		136.85%
2016-17	\$47,905,072	\$40,568,703	\$7,336,369		84.69%
2017-18	\$39,087,403	20,121,666.36	\$18,965,737		51.48%

2017-18 Total Fund Balance as Percentage of Revenues  
Total Revenues

6.31%  
967,272,107.90



Hillsborough

2710 - Nonspendable Fund Balance	Budgeted	Actual	Difference	Actual as Percentage of Budgeted
2010-11	\$4,354,984	\$4,741,920	(\$386,937)	108.88%
2011-12	\$4,741,920	\$4,955,269	(\$213,349)	104.50%
2012-13	\$4,955,269	\$5,222,545	(\$267,276)	105.39%
2013-14	\$4,315,549	\$5,088,435	(\$772,885)	117.91%
2014-15	\$5,034,435	\$5,064,022	(\$29,587)	100.59%
2015-16	\$5,034,435	\$4,253,300	\$781,135	84.48%
2016-17	\$5,034,435	\$4,754,012	\$280,423	94.43%
2017-18	\$5,034,435	4,457,554.33	\$576,881	88.54%
<b>2720 - Restricted Fund Balance</b>				
2010-11	\$139,925,150	\$25,164,095	\$114,761,055	17.98%
2011-12	\$25,164,095	\$25,476,889	(\$312,794)	101.24%
2012-13	\$25,400,000	\$30,382,827	(\$4,982,827)	119.62%
2013-14	\$20,471,006	\$31,062,880	(\$10,591,874)	151.74%
2014-15	\$29,304,800	\$22,308,417	\$6,996,383	76.13%
2015-16	\$25,304,800	\$22,848,735	\$2,456,066	90.29%
2016-17	\$25,304,800	\$34,198,879	(\$8,894,079)	135.15%
2017-18	\$20,001,822	31,805,310.40	(\$11,803,488)	159.01%
<b>2730 - Committed Fund Balance</b>				
2010-11	\$42,233,498		\$42,233,498	0.00%
<b>2740 - Assigned Fund Balance</b>				
2010-11	\$105,181,342	\$236,055,461	(\$130,874,119)	224.43%
2011-12	\$122,172,484	\$172,408,677	(\$50,236,192)	141.12%
2012-13	\$165,000,000	\$137,866,585	\$27,133,415	83.56%
2013-14	\$52,135,556	\$97,684,424	(\$45,548,868)	187.37%
2014-15	\$43,502,582	\$20,609,368	\$22,893,214	47.38%
2015-16	\$18,514,795	\$19,919,569	(\$1,404,774)	107.59%
2016-17	\$16,607,399	\$2,767,767	\$13,839,632	16.67%
2017-18	\$16,609,433	9,887,022.30	\$6,722,410	59.53%
<b>2750 - Unassigned Fund Balance</b>				
2010-11		\$95,100,000	(\$95,100,000)	
2011-12	\$95,100,000	\$95,796,573	(\$696,573)	100.73%
2012-13	\$95,796,573	\$95,796,573	\$0	100.00%
2013-14	\$95,796,573	\$95,796,573	\$0	100.00%
2014-15	\$95,796,573	\$98,041,062	(\$2,244,489)	102.34%
2015-16	\$98,053,366	\$99,053,366	(\$1,000,000)	101.02%
2016-17	\$99,053,366	\$99,053,366	(\$0)	100.00%
2017-18	\$99,053,366	100,053,366.00	(\$1,000,000)	101.01%

2017-18 Total Fund Balance as Percentage of Revenues 8.75%  
Total Revenues 1,670,685,859.41

## Palm Beach

2710 - Nonspendable Fund Balance	Budgeted	Actual	Difference	Actual as Percentage of Budgeted
2010-11		\$12,497,674	\$12,497,674	0.00%
2011-12		\$5,658,057	\$5,658,057	0.00%
2012-13		\$11,311,701	\$11,311,701	0.00%
2013-14		\$9,619,388	\$9,619,388	0.00%
2014-15		\$9,016,080	\$9,016,080	0.00%
2015-16		\$6,039,973	\$6,039,973	0.00%
2016-17		\$7,969,457	\$7,969,457	0.00%
2017-18		8,219,895.25		
2720 - Restricted Fund Balance				
2010-11		\$17,098,056	\$17,098,056	0.00%
2011-12		\$23,335,485	\$23,335,485	0.00%
2012-13		\$27,815,637	\$27,815,637	0.00%
2013-14		\$28,169,642	\$28,169,642	0.00%
2014-15		\$28,105,115	\$28,105,115	0.00%
2015-16		\$18,254,810	\$18,254,810	0.00%
2016-17		\$20,378,053	\$20,378,053	0.00%
2017-18		\$25,475,883		
2740 - Assigned Fund Balance				
2010-11		\$102,701,871	\$102,701,871	0.00%
2011-12	\$10,271,044	\$86,560,340	\$76,289,296	842.76%
2012-13		\$49,747,099	\$49,747,099	0.00%
2013-14		\$29,223,296	\$29,223,296	0.00%
2014-15		\$30,011,115	\$30,011,115	0.00%
2015-16		\$52,955,496	\$52,955,496	0.00%
2016-17		\$58,198,390	\$58,198,390	0.00%
2017-18		69,530,988.89		
2750 - Unassigned Fund Balance				
2010-11	\$44,369,164	\$54,640,208	\$10,271,044	123.15%
2011-12	\$44,369,164	\$51,112,949	\$6,743,785	115.20%
2012-13	\$51,112,949	\$44,400,000	(\$6,712,949)	86.87%
2013-14	\$46,500,000	\$46,500,000	\$0	100.00%
2014-15	\$48,200,000	\$50,000,000	\$1,800,000	103.73%
2015-16	\$50,000,000	\$50,000,000	\$0	100.00%
2016-17	\$52,000,000	\$52,000,000	\$0	100.00%
2017-18	\$55,000,000	55,000,000.00	\$0	100.00%

2017-18 Total Fund Balance as Percentage of Revenues

9.81%

Total Revenues

1,613,662,345.59



**AVERAGE SALARIES FOR SELECT INSTRUCTIONAL STAFF  
2018-19, FINAL SURVEY 3 DATA**

DIST #	DISTRICT NAME	GUIDANCE			LIBRARIAN/MEDIA SPECIALIST			SCHOOL PSYCHOLOGIST			SOCIAL WORKER			INSTRUCTIONAL STAFF		
		AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)
00	FLORIDA	\$ 52,259	6,223	10	\$ 54,308	1,983	10	\$ 60,662	1,455	11	\$ 49,326	1,460	10	\$ 48,784	202,419	10
01	ALACHUA	\$ 47,862	57	10	\$ 50,693	42	10				\$ 24,242	3	10	\$ 45,215	1,697	10
02	BAKER	\$ 46,021	10	10	\$ 51,919	6	10	\$ 60,487	2	11				\$ 44,272	329	10
03	BAY	\$ 47,649	68	10	\$ 47,725	30	10	\$ 57,521	7	10	\$ 45,785	10	10	\$ 44,995	2,010	10
04	BRADFORD	\$ 51,450	9	10	\$ 51,200	4	10	\$ 63,490	1	11				\$ 42,089	271	10
05	BREVARD	\$ 48,002	182	10	\$ 49,421	84	10	\$ 62,064	36	11	\$ 44,056	34	10	\$ 46,804	5,420	10
06	BROWARD	\$ 57,329	649	10	\$ 59,346	114	10	\$ 62,866	136	11	\$ 54,842	147	10	\$ 51,799	17,933	10
07	CALHOUN	\$ 42,115	3	10	\$ 49,327	3	10				\$ 60,148	1	12	\$ 41,005	172	10
08	CHARLOTTE	\$ 51,026	38	10	\$ 48,312	17	10	\$ 63,470	9	10	\$ 51,472	12	10	\$ 47,312	1,082	10
09	CITRUS	\$ 53,252	37	11	\$ 51,948	18	10	\$ 55,086	10	11	\$ 42,758	11	10	\$ 48,088	1,139	10
10	CLAY	\$ 47,233	101	11	\$ 48,316	42	10	\$ 65,619	18	12	\$ 52,404	12	10	\$ 44,343	2,909	10
11	COLLIER	\$ 60,806	130	10	\$ 64,438	50	10	\$ 65,904	25	10	\$ 67,989	3	11	\$ 56,027	3,475	10
12	COLUMBIA	\$ 48,878	20	10	\$ 49,604	13	10	\$ 46,575	2	10	\$ 47,685	6	11	\$ 44,022	742	10
13	MIAMI-DADE	\$ 54,379	761	10	\$ 61,830	126	10	\$ 56,426	202	11	\$ 52,777	164	10	\$ 51,352	22,011	10
14	DESOTO	\$ 45,024	9	10	\$ 46,688	4	10	\$ 64,997	1	10	\$ 55,162	2	11	\$ 45,074	303	10
15	DIXIE	\$ 56,958	4	11										\$ 43,320	139	10
16	DUVAL	\$ 47,823	266	10	\$ 53,538	60	10	\$ 66,489	59	12	\$ 51,797	59	11	\$ 47,888	8,832	10
17	ESCAMBIA	\$ 45,071	84	10	\$ 44,606	45	10	\$ 70,277	12	12	\$ 57,526	10	11	\$ 39,446	3,040	10
18	FLAGLER	\$ 63,670	24	11	\$ 60,814	7	11	\$ 50,808	9	11	\$ 50,572	2	11	\$ 51,583	832	10
19	FRANKLIN	\$ 45,649	2	10										\$ 39,953	91	10
20	GADSDEN	\$ 43,047	16	10	\$ 38,506	8	10	\$ 48,927	4	11	\$ 43,255	6	10	\$ 39,036	441	10
21	GILCHRIST	\$ 50,015	8	10	\$ 58,981	1	10	\$ 61,467	1	10				\$ 49,398	172	10
22	GLADES	\$ 58,448	4	10	\$ 59,350	2	10							\$ 49,258	173	10
23	GULF	\$ 51,644	4	11	\$ 53,188	4	10	\$ 59,064	1	10	\$ 50,411	4	10	\$ 45,467	148	10
24	HAMILTON	\$ 49,735	4	11	\$ 53,018	2	10				\$ 36,941	2	10	\$ 41,766	120	10
25	HARDEE	\$ 52,975	10	10	\$ 50,004	6	10	\$ 56,015	2	10	\$ 43,362	2	10	\$ 46,650	373	10
26	HENDRY	\$ 48,555	13	11	\$ 57,557	7	10	\$ 75,659	2	12				\$ 42,651	508	10
27	HERNANDO	\$ 49,129	50	10	\$ 54,863	8	10	\$ 59,024	9	11	\$ 46,907	20	10	\$ 46,321	1,638	10
28	HIGHLANDS	\$ 52,996	18	10	\$ 58,711	2	10	\$ 61,918	3	10	\$ 47,204	9	10	\$ 47,081	833	10
29	HILLSBOROUGH	\$ 56,023	469	11	\$ 59,097	216	10	\$ 59,746	181	11	\$ 49,550	210	10	\$ 51,729	16,070	10
30	HOLMES	\$ 47,872	8	10	\$ 50,787	4	10				\$ 39,847	1	10	\$ 43,462	248	10
31	INDIAN RIVER	\$ 55,770	25	11	\$ 53,322	21	10	\$ 45,729	11	10	\$ 48,208	13	10	\$ 48,705	1,383	10
32	JACKSON	\$ 48,235	19	10	\$ 50,060	10	10	\$ 66,840	1	11				\$ 43,293	505	10
33	JEFFERSON	\$ 48,060	2	10	\$ 61,343	1	10							\$ 49,741	74	10
34	LAFAYETTE	\$ 59,865	3	10	\$ 49,765	1	10							\$ 48,520	80	10
35	LAKE	\$ 49,952	93	10	\$ 50,703	38	10	\$ 57,609	17	10	\$ 48,886	15	10	\$ 46,148	3,091	10
36	LEE	\$ 50,018	159	10	\$ 53,156	12	10	\$ 57,449	25	10	\$ 47,314	61	10	\$ 47,134	6,325	10
37	LEON	\$ 47,623	66	10	\$ 45,275	33	10	\$ 47,423	17	10	\$ 46,283	15	10	\$ 44,425	2,398	10
38	LEVY	\$ 46,806	13	10				\$ 57,284	1	11	\$ 56,334	1	10	\$ 43,327	358	10
39	LIBERTY	\$ 50,753	3	10										\$ 41,890	113	10



DIST #	DISTRICT NAME	GUIDANCE			LIBRARIAN/MEDIA SPECIALIST			SCHOOL PSYCHOLOGIST			SOCIAL WORKER			INSTRUCTIONAL STAFF		
		AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT LENGTH (in Months)
40	MADISON	\$ 41,888	5	11	\$ 47,835	3	10	\$ 69,769	20	11	\$ 59,686	23	10	\$ 41,043	189	10
41	MANATEE	\$ 55,904	102	10	\$ 57,767	47	10	\$ 71,127	17	12	\$ 47,111	16	10	\$ 47,525	3,610	10
42	MARION	\$ 51,281	99	10	\$ 49,161	46	10	\$ 72,867	8	12	\$ 59,068	6	11	\$ 47,042	3,047	10
43	MARTIN	\$ 49,557	39	11	\$ 49,332	19	10	\$ 64,530	5	10	\$ 71,633	3	11	\$ 46,677	1,396	10
44	MONROE	\$ 61,290	26	10	\$ 65,575	4	10	\$ 58,198	11	11	\$ 44,080	5	10	\$ 56,864	770	10
45	NASSAU	\$ 54,160	28	11	\$ 51,880	15	10	\$ 60,147	11	11	\$ 45,703	7	10	\$ 46,683	845	10
46	OKALOOSA	\$ 55,596	67	10	\$ 58,835	4	10	\$ 70,300	2	11	\$ 52,016	1	11	\$ 50,909	2,027	10
47	OKEECHOBEE	\$ 54,732	15	11	\$ 53,280	5	10	\$ 74,016	114	12	\$ 53,237	81	10	\$ 46,719	432	10
48	ORANGE	\$ 51,843	388	10	\$ 55,861	155	10	\$ 64,560	37	10	\$ 48,510	29	10	\$ 49,061	15,661	10
49	OSCEOLA	\$ 47,251	153	10	\$ 51,772	49	10	\$ 60,715	102	10	\$ 41,016	117	11	\$ 45,454	4,817	10
50	PALM BEACH	\$ 50,668	411	10	\$ 56,131	163	10	\$ 48,459	44	11	\$ 40,437	69	10	\$ 50,105	14,250	10
51	PASCO	\$ 44,186	183	10	\$ 41,126	38	10	\$ 49,703	83	10	\$ 46,386	50	12	\$ 43,190	5,497	10
52	PINELLAS	\$ 48,838	228	10	\$ 51,732	110	10	\$ 59,974	5	12	\$ 47,235	126	10	\$ 48,769	7,650	10
53	POLK	\$ 53,596	247	11	\$ 53,217	82	10	\$ 64,386	50	12	\$ 46,859	46	10	\$ 47,012	8,162	10
54	PUTNAM	\$ 48,446	27	10	\$ 53,258	7	10	\$ 55,107	18	11	\$ 42,698	12	11	\$ 46,799	753	10
55	ST. JOHNS	\$ 47,370	98	10	\$ 51,126	38	10	\$ 63,371	17	11	\$ 46,954	13	10	\$ 47,347	2,841	10
56	ST. LUCIE	\$ 53,653	122	11	\$ 53,339	35	10	\$ 49,949	11	10	\$ 47,702	7	10	\$ 46,388	2,802	10
57	SANTA ROSA	\$ 52,081	61	10	\$ 54,854	30	10	\$ 67,686	21	11	\$ 76,770	12	11	\$ 47,613	2,147	10
58	SARASOTA	\$ 55,893	100	10	\$ 52,887	7	10	\$ 57,512	34	10	\$ 50,594	24	10	\$ 54,894	3,289	10
59	SEMINOLE	\$ 52,069	123	10	\$ 52,064	12	10	\$ 69,026	4	11	\$ 53,945	1	10	\$ 48,534	4,674	10
60	SUMTER	\$ 54,093	23	10	\$ 53,917	6	10	\$ 74,061	2	12	\$ 50,351	645	10	\$ 50,351	645	10
61	SUWANNEE	\$ 64,185	13	11	\$ 50,204	4	10				\$ 51,444	389	10	\$ 51,444	389	10
62	TAYLOR	\$ 58,979	4	11	\$ 40,716	3	10				\$ 57,660	2	10	\$ 44,401	195	10
63	UNION	\$ 43,824	5	10	\$ 51,415	66	10				\$ 44,889	1	10	\$ 40,508	183	10
64	VOLUSIA	\$ 49,639	136	10	\$ 44,036	8	10	\$ 56,010	26	11	\$ 54,012	16	11	\$ 47,141	4,681	10
65	WAKULLA	\$ 46,592	2	10	\$ 56,446	12	10	\$ 48,193	3	10	\$ 43,707	2	10	\$ 41,577	353	10
66	WALTON	\$ 51,039	19	10	\$ 48,096	6	10	\$ 74,220	2	11				\$ 47,083	715	10
67	WASHINGTON	\$ 48,774	9	10	\$ 54,555	2	10	\$ 70,988	4	12				\$ 46,743	287	10
68	DEAF/BLIND	\$ 63,671	7	10							\$ 48,846	5	10	\$ 48,412	188	10
71	FL VIRTUAL	\$ 61,349	21	12										\$ 52,591	1,961	12
72	FAU LAB SCH	\$ 56,963	13	11	\$ 47,830	1	10							\$ 48,574	177	10
73	FSU LAB SCH	\$ 46,088	3	10	\$ 48,034	1	10							\$ 42,336	177	10
74	FAMU LAB SCH	\$ 48,589	2	11	\$ 26,040	1	10				\$ 28,000	1	10	\$ 41,219	55	10
75	UF LAB SCH	\$ 43,602	3	10	\$ 43,486	1	10							\$ 37,798	76	10





**AVERAGE SALARIES FOR SELECT DISTRICT LEVEL ADMINISTRATIVE STAFF  
2018-19, FINAL SURVEY 3 DATA**

DISTRICT #	DISTRICT NAME	SUPERINTENDENT		DEPUTY/ASSOCIATE/ASSISTANT AREA SUPERINTENDENT FOR ADMIN		SCHOOL BOARD MEMBER	
		AVERAGE SALARY	NUMBER EMPLOYED	AVERAGE SALARY	NUMBER EMPLOYED	AVERAGE SALARY	NUMBER EMPLOYED
00	FLORIDA	\$ 155,269	72	\$ 130,543	96	\$ 34,278	359
01	ALACHUA	\$ 163,333	1	\$ 116,437	1	\$ 38,499	5
02	BAKER	\$ 106,283	1			\$ 23,442	5
03	BAY	\$ 132,542	1	\$ 85,621	1	\$ 36,500	5
04	BRADFORD	\$ 104,832	1			\$ 27,746	5
05	BREVARD	\$ 210,000	1	\$ 117,383	2	\$ 40,080	5
06	BROWARD	\$ 342,370	9	9	9	9	9
07	CALHOUN	\$ 99,544	1	\$ 86,450	1	\$ 26,349	5
08	CHARLOTTE	\$ 160,110	1			\$ 36,272	5
09	CITRUS	\$ 128,428	1	\$ 110,182	1	\$ 35,194	5
10	CLAY	\$ 154,000	1	\$ 112,420	1	\$ 37,003	5
11	COLLIER	\$ 245,671	1	\$ 143,351	1	\$ 40,224	5
12	COLUMBIA	\$ 116,819	1	\$ 100,099	2	\$ 26,540	6
13	MIAMI-DADE	\$ 352,874	1			\$ 44,749	9
14	DESOTO	\$ 107,644	1			\$ 28,490	5
15	DIXIE	\$ 100,312	1			\$ 26,729	5
16	DUVAL	\$ 275,000	1	\$ 143,542	13	\$ 44,356	7
17	ESCAMBIA	\$ 143,471	1	\$ 142,685	1	\$ 39,402	5
18	FLAGLER	\$ 139,700	1			\$ 33,754	5
19	FRANKLIN	\$ 99,377	1			\$ 26,303	4
20	GADSDEN	\$ 115,214	1			\$ 31,256	3
21	GILCHRIST	\$ 112,265	1			\$ 26,775	4
22	GLADES	\$ 101,703	1			\$ 24,337	5
23	GULF	\$ 102,834	1	\$ 86,969	1	\$ 26,689	5
24	HAMILTON	\$ 95,377	1			\$ 26,537	5
25	HARDEE	\$ 106,279	1	\$ 100,524	1	\$ 27,590	5
26	HENDRY	\$ 114,159	1	\$ 102,675	2	\$ 28,810	5
27	HERNANDO	\$ 124,000	1	\$ 104,950	1	\$ 36,614	5
28	HIGHLANDS	\$ 123,534	1	\$ 103,509	1	\$ 33,641	5
29	HILLSBOROUGH	\$ 228,995	1	\$ 149,037	5	\$ 44,687	7
30	HOLMES	\$ 101,443	1			\$ 27,054	5
31	INDIAN RIVER	\$ 161,200	1			\$ 33,331	5
32	JACKSON	\$ 109,305	1	\$ 92,668	1	\$ 29,861	5
33	JEFFERSON	\$ 100,240	1			\$ 26,532	5
34	LAFAYETTE	\$ 98,079	1			\$ 25,535	5
35	LAKE	\$ 195,000	1	\$ 108,000	1	\$ 39,744	5
36	LEE	\$ 212,000	1			\$ 42,873	7



DISTRICT #	DISTRICT NAME	SUPERINTENDENT		DEPUTY/ASSOCIATE/ASSISTANT AREA SUPERINTENDENT FOR ADMIN		SCHOOL BOARD MEMBER	
		AVERAGE SALARY	NUMBER EMPLOYED	AVERAGE SALARY	NUMBER EMPLOYED	AVERAGE SALARY	NUMBER EMPLOYED
37	LEON	\$ 134,465	1			\$ 38,927	5
38	LEVY	\$ 153,195	1			\$ 28,993	5
39	LIBERTY	\$ 98,164	1			\$ 25,625	5
40	MADISON	\$ 101,920	1			\$ 26,976	5
41	MANATEE	\$ 186,000	1	\$ 135,145	1	\$ 40,435	5
42	MARION	\$ 145,550	1			\$ 40,071	5
43	MARTIN	\$ 129,511	1	\$ 121,349	1	\$ 35,538	5
44	MONROE	\$ 166,800	1	\$ 126,800	1	\$ 31,837	5
45	NASSAU	\$ 119,773	1			\$ 32,103	5
46	OKALOOSA	\$ 134,500	1	\$ 116,378	1	\$ 31,229	5
47	OKEECHOBEE	\$ 109,125	1	\$ 95,540	1	\$ 29,005	5
48	ORANGE	\$ 329,493	1	\$ 141,313	16	\$ 44,749	8
49	OSCEOLA	\$ 202,470	1	\$ 135,763	4	\$ 39,854	5
50	PALM BEACH	\$ 290,000	1	\$ 120,143	10	\$ 44,443	7
51	PASCO	\$ 151,609	1	\$ 126,551	1	\$ 41,674	5
52	PINELLAS	\$ 282,093	1	\$ 136,605	5	\$ 37,091	7
53	POLK	\$ 238,000	1	\$ 128,918	3	\$ 32,982	9
54	PUTNAM	\$ 115,721	1			\$ 31,559	5
55	ST. JOHNS	\$ 165,000	1	\$ 134,360	1	\$ 37,843	5
56	ST. LUCIE	\$ 182,320	1	\$ 142,500	3	\$ 39,109	5
57	SANTA ROSA	\$ 131,604	1	\$ 114,894	1	\$ 32,450	7
58	SARASOTA	\$ 197,216	1			\$ 41,062	5
59	SEMINOLE	\$ 237,801	1			\$ 41,040	5
60	SUMTER	\$ 147,139	1			\$ 34,333	5
61	SUWANNEE	\$ 113,205	1	\$ 99,588	2	\$ 29,150	5
62	TAYLOR	\$ 102,964	1			\$ 27,214	5
63	UNION	\$ 100,002	1			\$ 26,469	5
64	VOLUSIA	\$ 175,000	1	\$ 107,476	3	\$ 39,142	5
65	WAKULLA	\$ 120,493	1			\$ 28,144	5
66	WALTON	\$ 115,501	1			\$ 30,972	5
67	WASHINGTON	\$ 103,896	1			\$ 27,499	5
68	DEAF/BLIND	\$ 129,000	1				
71	FL VIRTUAL	\$ 290,000	1				
72	FAU LAB SCH						
73	FSU LAB SCH	\$ 143,857	1				
74	FAMU LAB SCH	\$ 117,141	1				
75	UF LAB SCH	\$ 134,900	1				

# Appendix G



# Operating Budget Summary

## Adopted Operating Budget

FY18-19

Description	FY15-16 Actual Results	FY16-17 Actual Results	FY17-18 Adopted Budget	FY17-18 Projected Results	FY18-19 Adopted Budget
<b>Revenues</b>					
Federal	9,124,962	10,862,871	10,651,635	12,337,315	12,339,396
State	783,517,938	822,086,503	855,425,552	886,694,905	901,484,283
Local	761,518,049	759,773,263	775,613,952	791,395,791	821,994,713
<b>Total Revenue</b>	<b>1,554,160,949</b>	<b>1,592,722,636</b>	<b>1,641,691,140</b>	<b>1,690,428,011</b>	<b>1,735,818,392</b>
<b>Other Sources Of Funds</b>					
Transfers In	4,731,503	6,835,381	21,363,369	5,234,148	22,582,402
Non-Revenue Receipts	1,118,940	1,153,775	900,000	1,036,590	900,000
<b>Total Other Sources Of Funds</b>	<b>5,850,443</b>	<b>7,989,156</b>	<b>22,263,369</b>	<b>6,270,738</b>	<b>23,482,402</b>
<b>Beginning Fund Balance</b>					
Nonspendable	3,318,550	3,207,834	3,528,353	3,515,731	4,014,438
Restricted	34,707,063	31,459,531	26,758,385	26,894,480	21,576,887
Assigned	249,568,939	257,565,822	298,306,488	283,453,225	293,892,876
Reserve for FTE Repayment	-	-	-	-	-
Adjustment to Actual	-	-	-	-	-
Unassigned	80,311,859	126,427,469	78,315,762	93,045,552	72,008,745
<b>Total Beginning Fund Balance</b>	<b>367,906,411</b>	<b>418,660,657</b>	<b>406,908,988</b>	<b>406,908,988</b>	<b>391,492,946</b>
<b>TOTAL</b>	<b>1,927,917,803</b>	<b>2,019,372,449</b>	<b>2,070,863,497</b>	<b>2,103,607,736</b>	<b>2,150,793,740</b>
<b>Appropriations</b>					
<b>Schools, Centers and System-wide</b>					
Elementary Schools	515,575,470	530,973,332	549,974,798	549,648,841	578,129,809
Middle Schools	204,996,433	210,096,053	227,772,846	227,316,025	231,916,272
High Schools	256,459,801	265,050,581	286,687,271	285,553,952	292,460,948
Special Centers	39,292,841	41,324,288	70,237,082	45,045,439	69,183,484
Charter Schools	93,103,770	101,757,026	103,082,956	107,537,865	116,262,684
Career and Technical Education	37,710,996	32,020,372	32,263,374	36,620,610	32,210,284
Systemwide Instructional Services	75,782,763	93,907,489	79,759,238	102,053,259	108,528,115
Categorical Appropriations	37,112,719	36,588,256	39,932,926	53,181,115	47,979,944
<b>Sub-Total</b>	<b>1,260,034,793</b>	<b>1,311,717,398</b>	<b>1,389,710,490</b>	<b>1,406,957,106</b>	<b>1,476,671,540</b>
<b>Central &amp; Regional Units, District-wide &amp; Capital Projects</b>					
Central & Regional Units	207,739,792	219,642,604	230,248,040	223,769,422	227,893,428
District-wide Costs	17,558,928	17,540,590	24,634,123	23,407,025	29,643,240
Salary Lapse Factor	-	-	(16,658,472)	-	(16,283,445)
Non-Recurring Appropriations	9,341,768	39,580,598	67,065,027	28,595,072	75,921,000
General Fund Capital Projects	14,581,865	17,077,638	30,168,035	26,686,165	32,687,068
<b>Sub-Total</b>	<b>249,222,353</b>	<b>293,841,431</b>	<b>335,456,753</b>	<b>302,457,684</b>	<b>349,861,291</b>
<b>Total Expenditures/Appropriations</b>	<b>1,509,257,146</b>	<b>1,605,558,829</b>	<b>1,725,167,243</b>	<b>1,709,414,791</b>	<b>1,826,532,830</b>
<b>Other Uses Of Funds</b>					
Transfers Out	-	6,904,633	-	2,700,000	-
<b>Total Other Uses Of Funds</b>	<b>-</b>	<b>6,904,633</b>	<b>-</b>	<b>2,700,000</b>	<b>-</b>
<b>Ending Fund Balance</b>					
Nonspendable	3,207,834	3,515,731	3,528,353	4,014,438	4,014,438
Restricted	31,459,531	26,894,480	20,688,338	21,576,887	19,456,062
Assigned	257,565,822	283,453,225	268,306,488	293,892,876	240,851,445
Assigned-Next Year Budget	-	-	-	-	-
Unassigned/Contingency	46,624,828	47,781,679	49,250,734	50,712,840	52,074,552
Unassigned	79,802,641	45,263,873	3,922,340	21,295,904	7,864,413
<b>Total Ending Fund Balance</b>	<b>418,660,657</b>	<b>406,908,988</b>	<b>345,696,253</b>	<b>391,492,946</b>	<b>324,260,910</b>
<b>TOTAL</b>	<b>1,927,917,803</b>	<b>2,019,372,449</b>	<b>2,070,863,496</b>	<b>2,103,607,736</b>	<b>2,150,793,740</b>

# Appendix H

**District Counter Proposal  
to CTA Proposal Addressing Article XIV Duty Day and Article XV Work Year  
June 20, 2019**

**CTA Proposal**

**Article XIV, Duty Day:**

- T. Teachers shall attend faculty meetings as called by the administrator. Any meetings called to solicit funds from teachers shall be pre-announced as to the meeting's purpose and teacher attendance shall be voluntary. Faculty meetings shall be called for specific reasons, and except during preplanning and post-planning, shall not exceed approximately one hour per week except for emergencies. Scheduled faculty meetings, trainings and other meetings scheduled during preplanning will be reasonable in length limited to 4 hours on Wednesday and no more than 1 hour on Monday and one hour on Friday so as not to significantly impede the teachers' time for preparation for the coming school year.

**Article XV, Work Year:**

- B. The 10-month calendar shall include the following:
1. Five Eight days of pre-planning prior to the first student attendance day, one of which will be a Staff Development Day the first three of which may be used for Professional Development days, and two days of post-planning following the last student attendance day.

**District Counter Proposal**

**Article XIV, Duty Day:**

- T. Teachers shall attend faculty meetings as called by the administrator. Any meetings called to solicit funds from teachers shall be pre-announced as to the meeting's purpose and teacher attendance shall be voluntary. Faculty meetings shall be called for specific reasons, and except during preplanning and post-planning, shall not exceed approximately one hour per week except for emergencies. Beginning in 2020-21, scheduled faculty meetings, trainings and other meetings scheduled activities during preplanning will be reasonable in length limited to 4 hours on Wednesday and no more than 1 hour on Monday and one hour on Friday the equivalent of no more than two and one-half (2 1/2) duty days so as not to significantly impede the teachers' time for preparation for the coming school year. This does not apply to new hires to the District and/or work location, schools assigned to the School Transformation Office, or schools identified as Corrective Program Schools.



## Article XV, Work Year:

- A. Ten-month employees shall have ~~196~~ 197 duty days of which 180 shall include student contact. Eleven-month employees shall have ~~216~~ 217 duty days. The total number of paid holidays for ten and 11-month employees shall be six. Twelve-month employees shall be scheduled to work all weekdays other than nine paid holidays. Paid holidays and the School Calendars shall be as set forth in Appendix C, which is hereby incorporated into and made a part of this Contract.
- B. The 10-month calendar shall include the following:
  - 1. ~~Five~~ Eight ~~Six~~ (6) days of pre-planning prior to the first student attendance day, one of which will be a voluntary Staff Development Day ~~the first three of which may be used for Professional Development days,~~ and two days of post-planning following the last student attendance day.

Note: To implement the increase from 196 duty days to 197 duty days, or 216 duty days to 217 duty days, the 2020-21 annual salary for impacted instructional personnel will increase the equivalent of one day's pay based on the annual salary for the 2019-20 year.

# Appendix I

John E. Paussey  
Lee D. Blackmon  
Theresa Hall  
Elizabeth Silva  
Myelene Kimble  
Stephanie Wynn  
H. H. C.

## DISTRICT PROPOSAL

Salary  
June 11, 2019

### ARTICLE XVI

#### SALARY

TA# 2  
MOU# —  
Date 6/20/19

W. L. Darnell  
M. C. Jones  
Theresa E. Hall  
Nicholas J. Jones

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.

m. Higgsby

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**

<b>2018-19 2019-20 Open Range Schedule</b>		
	<b>Minimum</b>	<b>Maximum</b>
<b>Tier 1 Range</b>	<b><u>\$40,000</u><u>40,500</u></b>	<b><u>\$43,725</u><u>76,025</u></b>
<b>Tier 2 Range</b>	<b><u>\$41,630</u></b>	<b><u>\$49,585</u></b>
<b>Tier 3 Range</b>	<b><u>\$47,920</u></b>	<b><u>\$56,978</u></b>
<b>Tier 4 Range</b>	<b><u>\$55,285</u></b>	<b><u>\$74,000</u></b>

- ~~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**

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



## APPENDIX A-2

### SUPPLEMENT SCHEDULE

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

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

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

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

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.

Eleven month employees add 0.10 to the above amounts.

Twelve month employees add 0.20 to above amounts.

# Appendix J

*Jon E. Preuss*  
*Jeff Blackwood*  
*Theresa [unclear]*  
*Elizabeth [unclear]*  
*Myelene Kimble*  
*Stephanie [unclear]*  
*[unclear]*

**DISTRICT PROPOSAL**  
**Insurance Benefits**  
**June 11, 2019**

TA# 3  
 MOU# —  
 Date 6/20/19

**APPENDIX C**  
**HEALTH INSURANCE COVERAGE**

*W.C. Darnall*  
*M.G. [unclear]*  
*Thomas [unclear]*  
*[unclear]*  
*m. [unclear]*

- 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 <del>\$18,642</del> <u>\$26.26</u> /paycheck, <u>\$373.25</u> /year	
		In-Network Benefits			
Out of Pocket Maximums	Medical: <del>\$5,000</del> <u>\$5,500</u> Individual/ <del>\$10,000</del> <u>\$11,000</u> Family	Out of Pocket Maximums	Medical: <del>\$4,500</del> <u>\$5,500</u> Individual/ <del>\$9,000</del> <u>\$11,000</u> Family	Out of Pocket Maximums	Medical: <del>\$4,500</del> <u>\$5,500</u> Individual/ <del>\$9,000</del> <u>\$11,000</u> Family
	Pharmacy: <del>\$1,000</del> Individual/ <del>\$2,000</del> Family		Pharmacy: <del>1,000</del> Individual/ <del>\$2,000</del> Family		Pharmacy: <del>1,000</del> Individual/ <del>\$2,000</del> Family
	Behavioral Health: <del>\$500</del> Individual/ <del>\$500</del> Family		Behavioral Health: <del>\$500</del> Individual/ <del>\$1,000</del> Family		Behavioral Health: <del>\$500</del> Individual/ <del>\$1,000</del> Family
Deductibles	<del>\$250</del> <u>300</u> Individual/ <del>\$500</del> <u>600</u> Family	In-Network Deductibles	<del>\$2,000</del> Individual/ <del>\$1,000</del> <u>4,000</u> Family	Deductibles	<del>\$100</del> <u>250</u> Individual/ <del>\$200</del> <u>500</u> Family
		Out of Network Coverage			
		Out of Network Deductibles	Medical: <del>\$3,000</del> Individual/ <del>\$6,000</del> Family		
		Out of Network Maximums	Medical: <del>\$9,000</del> Individual/ <del>\$18,000</del> 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)	<del>\$20</del> <u>\$35</u>	\$30	<del>\$25</del> <u>\$30</u>
Specialist	<del>\$35</del> <u>\$55</u>	\$65	<del>\$45</del> <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.
- ~~GF.~~ 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.
  - 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.

# Appendix K

TA# 1

MOU# 4

Date 6/20/19

**DISTRICT PROPOSAL**  
**Bonus**  
**June 20, 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 bonus in the amount of \$500 per employee.

This bonus will be paid to all instructional personnel hired in benefited positions by October 11, 2019, and in an active employment status on the date the bonus is paid.

Bonuses will be scheduled to be paid in the first paycheck in November 2019, depending on the employee's payroll cycle.

*Jo E. Preussey*  
*Leah Blackmore*  
*Theresa Hart*  
*Elizabeth Silva*  
*Nyrene Kimble*  
*Stephanie Wyle*

*W.C. Darnell*  
*M. S. Sene*  
*Nickola*  
*Thomas E. Vasa*  
*Adrian*  
*Matthew Kurl*  
*M. Mierby*

# Appendix L



TA# 4  
MOU# —  
Date 6/20/19

**District Counter Proposal  
to CTA Proposal Addressing School Psychologists  
June 20, 2019**

**CTA Proposal**

**ARTICLE XV WORK YEAR**

A. Ten-month employees shall have 196 duty days of which 180 shall include student contact. Eleven-month employees shall have 216 duty days. The total number of paid holidays for ten and 11-month employees shall be six. Twelve-month employees shall be scheduled to work all weekdays other than nine paid holidays, except as provided in Section K of this Article and Appendix B. Paid holidays and the School Calendars shall be as set forth in Appendix C, which is hereby incorporated into and made a part of this Contract.

K. The 12-month calendar for school psychologists shall include 250 duty days.

**Appendix B**

**TWELVE MONTH EMPLOYEES (School Psychologists)**

<u>Holiday</u>
<u>Independence Day</u>
<u>Labor Day</u>
<u>Thanksgiving Holidays (Teacher Holidays)</u>
<u>Winter Holidays (Teacher Holidays)</u>

**District Counter Proposal**

**ARTICLE XV WORK YEAR**

A. Ten-month employees shall have 196 duty days of which 180 shall include student contact. Eleven-month employees shall have 216 duty days. The calendar for school psychologists shall have 228 days. The total number of paid holidays for ten and 11-month employees shall be six. School Psychologists receive one additional paid day off. Twelve-month employees shall be scheduled to work all weekdays when the Ronald Blocker Educational Leadership Center is open for business other than nine paid holidays, except as provided in Section K of this Article and Appendix B. Paid holidays and the School Calendars shall be as set forth in Appendix CB, which is hereby incorporated into and made a part of this Contract.



K. The 12-month calendar for school psychologists shall include 250 duty days.

## Appendix B

### TWELVE MONTH EMPLOYEES (School Psychologists)

Holiday
Independence Day
Labor Day
Thanksgiving Holidays (Teacher Holidays)
Winter Holidays (Teacher Holidays)

### SCHOOL PSYCHOLOGISTS

Holiday
Independence Day
Labor Day
Thanksgiving
New Year's Day
Martin Luther King Jr. Day
Memorial Day *

\* Additional Paid Day Off

Note: The 2019-20 annual salary for school psychologists will remain the same as the annual salary for 2018-19.

# Appendix M

**District Counter Proposal  
to CTA Proposal Addressing Article XIV Duty Day and Article XV Work Year  
June 20, 2019**

**CTA Proposal**

TA# 5  
MOU# —  
Date 6/20/19

**Article XIV, Duty Day:**

- T. Teachers shall attend faculty meetings as called by the administrator. Any meetings called to solicit funds from teachers shall be pre-announced as to the meeting's purpose and teacher attendance shall be voluntary. Faculty meetings shall be called for specific reasons, and except during preplanning and post-planning, shall not exceed approximately one hour per week except for emergencies. Scheduled faculty meetings, trainings and other meetings scheduled during preplanning will be reasonable in length limited to 4 hours on Wednesday and no more than 1 hour on Monday and one hour on Friday so as not to significantly impede the teachers' time for preparation for the coming school year.

**Article XV, Work Year:**

- B. The 10-month calendar shall include the following:
1. Five ~~Eight~~ days of pre-planning prior to the first student attendance day, one of which will be a Staff Development Day the first three of which may be used for Professional Development days, and two days of post-planning following the last student attendance day.

**District Counter Proposal**

**Article XIV, Duty Day:**

- T. Teachers shall attend faculty meetings as called by the administrator. Any meetings called to solicit funds from teachers shall be pre-announced as to the meeting's purpose and teacher attendance shall be voluntary. Faculty meetings shall be called for specific reasons, and except during preplanning and post-planning, shall not exceed approximately one hour per week except for emergencies. Beginning in 2020-21, scheduled faculty meetings, trainings and other meetings scheduled activities during preplanning will be reasonable in length limited to 4 hours on Wednesday and no more than 1 hour on Monday and one hour on Friday the equivalent of no more than two and one-half (2 1/2) duty days so as not to significantly impede the teachers' time for preparation for the coming school year. This does not apply to new hires to the District and/or work location, schools assigned to the School Transformation Office, or schools identified as Corrective Program Schools.



## Article XV, Work Year:

- Joe E. Pruss*
- A. Ten-month employees shall have ~~196~~ 197 duty days of which 180 shall include student contact. Eleven-month employees shall have ~~216~~ 217 duty days. The total number of paid holidays for ten and 11-month employees shall be six. Twelve-month employees shall be scheduled to work all weekdays other than nine paid holidays. Paid holidays and the School Calendars shall be as set forth in Appendix C, which is hereby incorporated into and made a part of this Contract.
- B. The 10-month calendar shall include the following:
1. ~~Five Eight Six (6)~~ Six (6) days of pre-planning prior to the first student attendance day, one of which will be a voluntary Staff Development Day ~~the first three of which may be used for Professional Development days~~, and two days of post-planning following the last student attendance day.

Note: To implement the increase from 196 duty days to 197 duty days, or 216 duty days to 217 duty days, the 2020-21 annual salary for impacted instructional personnel will increase the equivalent of one day's pay based on the annual salary for the 2019-20 year.

*W. L. Dornell*  
*Anthony*  
*Thomas*  
*Nicholas*  
*Matthew*  
*M. Higby*



# Appendix N



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

June 20, 2019

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

RE: Evaluation System Domain 4 and Appeals Committee Decision Tiebreaker Process

Pursuant to our discussion on June 20, 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 Domain 4 of the Instructional Evaluation System and the Appeals Committee Decision Tiebreaker Process. The District and the Union agree as follows:

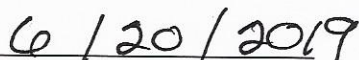
- The parties agree to meet and discuss Domain 4 of the Instructional Evaluation System and the Appeals Committee Decision Tiebreaker Process, no later than twenty-one (21) days after ratification of the 2019-20 collective bargaining agreement.
- The intent of the parties is to reach mutual agreement on Domain 4 of the Instructional Evaluation System and the Appeals Committee Decision Tiebreaker Process no later than September 30, 2019.

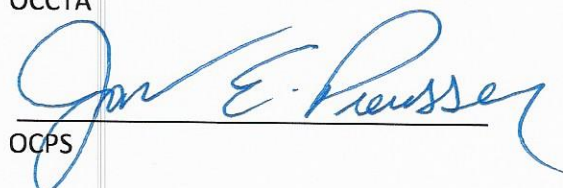
Regards,

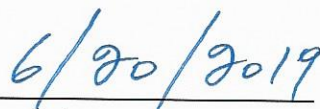
James Preusser  
Senior Executive Director, Human Resources

Accepted and Agreed:

  
OCCTA

  
Date

  
OCPS

  
Date