

**OFFICIAL AGREEMENT**

**BETWEEN**

**THE SEMINOLE EDUCATION ASSOCIATION, INC.**

**AND**

**THE SCHOOL BOARD OF SEMINOLE COUNTY  
SANFORD, FLORIDA**

~~**July 1, 2013 – June 30, 2016**~~  
**(July 1, 2013 – June 30, 2017)**

**Amended May 18, 2016**

PREAMBLE	-	Present Contract
ARTICLE I	-	Present Contract
ARTICLE II	-	Present Contract
ARTICLE III	-	Present Contract
ARTICLE IV	-	Association and Teacher Rights and Responsibilities
Section A.1.- Section F.4.	-	Present Contract

G. Association Release Time

1. Should the Association decide to have a full-time release president, the Board shall place this teacher in the status of teacher on assignment. The Board will continue to pay the president's regularly contracted salary and benefits. The president shall continue to receive a step increase, if eligible, while on assignment.

2. The Association shall pay to the School Board the total cost of the average new hire teacher salary and benefits used for budgeting purposes as determined annually by the District's Finance Department. Payment shall be remitted on August 1, December 1, and March 1 of each fiscal year.

3. Upon completion of the term(s) as president, the teacher shall be given his/her position in the same school. If this is not possible, he/she may be given a comparable position.

4. The Association President shall have the discretion to designate use of up to ten (10) paid Association (administrative) Leave days each year by giving advance written notice to the Superintendent or the Superintendent's designee of the day(s) to be used, the person(s) using the leave, and a general purpose for use of the leave. The cost center administrator or director may limit the number of individuals released per this provision to avoid excessive interruptions of programs and services. To avoid these interruptions, the Association President shall provide the cost center administrator with ten (10) day notice of when an employee will be out on a leave day. The Association shall reimburse the district an amount equal to the gross pay for the absent person(s)'s substitute(s) if a substitute was used during the absence(s). If such reimbursement is due, the Association shall pay it within fourteen (14) calendar days of having received an invoice from the district for such payment.

5. The Superintendent or the Superintendent's designee has the authority to grant release time to any employee carrying out Association business when the Superintendent deems it in the best interest of the school district to do so.

Section H. - Section P.	-	Present Contract
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ARTICLE V	-	Class Sizes, Teaching Loads and Assignments
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A. To produce optimal results for both pupils and teachers, the classes should be appropriate to the intellectual/emotional needs of pupils, the skills of teachers, the type of learning desired, and the nature of the subject matter.

1. In making staffing pattern decisions, the administration shall give careful consideration to these factors, to the views of the faculty and the F.T.E. funds available for a particular school.

2. The School Board and the Association agree that the class size limits will be consistent with those set by Florida Statutes.

~~B. Class composition regarding grouping will be determined in each school by the administration with input, when provided, from teachers and/or guidance counselors. The school administration will make a reasonable effort to equally distribute amongst all classes ESE, ELL, and all tiered students with input when provided, from teachers and/or guidance counselors.~~

C. No teacher will be ~~regularly~~ assigned to teach for more than four (4) consecutive ~~teaching periods~~ hours for secondary school or half (1/2) the teaching day for elementary schools without at least a ~~ten (10)~~ fifteen (15) minute break (without students). A planning period or duty-free lunch shall be considered a break.

~~D. Every effort will be made not to assign teachers outside the scope of his/her teaching certificate of his/her major or minor field of study.~~ When the principal deems it necessary to make an out-of-field assignment, no teacher will be required to accept such an assignment until the principal has first sought a volunteer from within the school and same would be acceptable to the principal.

Such out-of-field assignment shall not result in an unfavorable evaluation due to the teacher's level of knowledge of content area.

E. Changes in assignment shall not be made without prior discussion with the affected teacher. When a teacher is required to change rooms and the change requires moving supplies, materials and equipment, the employee will be given one (1) day for preparation providing this room change(s) affects no more than five percent (5%) of the teaching staff at one time.

Any teacher not receiving a paid day to move shall be awarded compensatory time as long as a substitute is not needed. This section does not apply to floating/roving teachers. Moving on weekends, vacations and holidays shall be strictly voluntary.

~~F. New approaches in staffing and scheduling that involve the length and/or number of class periods taught and/or the number of students in a given class will shall~~ be determined in each school by the administration with input from the professional staff teachers and guidance counselors.

~~G. When reassignments of elementary teachers are made, the following factors will be considered by the principal: student grade level enrollments, program needs, interest in the curriculum and grade level, training and/or inservice in the specific grade level, and personal investment in grade level materials. Class sizes will be leveled and averaged at the earliest date possible.~~

H. When reassignments of elementary teachers are made the following factors will be considered by the principal: student grade level of enrollment, program needs, interest in the curriculum and grade level, training and/or in-service in the specific grade level, and personal investment in grade level materials.

~~H. I.~~ Reasonable effort will be made to keep teacher reassignments to a minimum, however, should a change be necessary, the principal will conference with the teacher whose teaching assignment might be changed for the ensuing school year prior to the end of post-school. In the event a teacher's teaching assignment for the ensuing school year will be changed and the teacher has been reappointed by the Board and has accepted reappointment, the teacher will be notified of the change prior to the end of post-school including teachers assigned to teaming or inclusion programs whenever possible.

In the event a change is necessary after the last day of post-school but prior to the first day of pre-school of the following school year, the teacher will be notified as soon as practicable.

~~I. J.~~ The school administration will make a reasonable effort to assign no more than three (3) different preparations per day to a secondary teacher, providing such assignment does not interfere or disrupt the school's academic program.

~~J. K.~~ A teacher unable to perform the duties for a specific student field trip due to a physical or medical disability that is substantiated by a physician's statement shall be assigned appropriate duties to accommodate the disability.

If accommodations cannot be made to allow participation in the field trip which causes the teacher to remain on duty at the school site, the principal shall select a replacement teacher to cover the field trip.

ARTICLE VI	-	Present Contract
ARTICLE VII	-	Compensation and Expenses
Section A. – Section H .	-	Present Contract

#### I. Prior Teaching Experience

1. One (1) year of teaching service credit on the negotiated salary schedule is granted for each year of verified service in a school or college in which a bachelor degree or higher, or certification is required and is approved, certified or regulated by a state or regional accreditation agency.

Such credit will only be granted if previously awarded to Seminole County Public School teacher-based employees.

2. ~~Effective January 1, 2014, Initial placement on the salary schedule for teachers who have retired from the Florida Retirement System (FRS) or any other educational system and become employed or re-employed as a teacher-based employee shall be granted two pay index levels for each year of recognized service for which he/she participated in DROP not to exceed being placed at Pay Index Level J up to ten (10) years of recognized teaching experience.~~

3. Credit shall not be granted for less than one half (1/2) of a contractual year.

4. Compensation for prior teaching experience will be awarded at the start of the school year in which verification of the prior experience was received and approved.

Section J. – Section X.	-	Present Contract
ARTICLE VIII	-	Present Contract
ARTICLE IX	-	Present Contract
ARTICLE X	-	Days and Hours
Section A. - Section F.	-	Present Contract

#### Section G.

Elementary school classroom teachers shall be given no less than forty (40) minutes per day or the weekly equivalent of forty (40) minutes per day for the planning and preparation of classroom work. The forty (40) minutes of scheduled planning time shall be uninterrupted and continuous.

1. For elementary schools, it is recognized that the School Board has adopted a school start and end time that will allow all classroom teachers to have two forty (40) minute blocks of time per day within the contracted workday.

a. One of the forty minute blocks shall be uninterrupted planning time for the classroom teacher.

b. The second forty minute planning block shall be devoted to tasks assigned by the principal or other administrators to include required team and/or grade-level planning and problem-solving, curriculum/data review or student study.

c. Teachers shall not be required to use this time to provide intervention instruction to students or participate in professional development.

2. For elementary non-classroom teachers, it is recognized that planning time will be provided utilizing the weekly equivalent provision.

H. Secondary school classroom teachers shall be given one (1) period per day of the same length as a regular class period for uninterrupted planning and preparation of classroom work, or shall be given the weekly equivalent of one (1) period per day for the same purpose.

1. Exceptions to daily planning period may be made in the presence of a block schedule. However, such exceptions must be made very clear to teachers when they choose to deviate from the traditional 7 period day to a modified block. The weekly equivalent for planning time must still be provided when using a modified block.

I. General faculty meetings shall be held no more than twice a month, except in cases emergency and shall not exceed more than forty-five (45) minutes in length beyond the normal workday. Whenever possible, notice and a written agenda will be given to all faculty members at least twenty-four (24) hours prior to said meetings. Meetings shall not be scheduled during a teacher's individual planning time.

Teachers will be provided with the equivalent of one (1) three hour block of uninterrupted time on one (1) of the pre-planning days and the equivalent of one (1) two hour block of uninterrupted time on two (2) of the pre-planning days.

J.

1. The administration will endeavor to schedule ESE Staffing/Child Study Team meetings and/or IEP development meetings during the teachers' workday. In the event such meetings extend beyond the workday, the principal, will, whenever practicable, provide a shortened duty day at a subsequent date provided it does not require the utilization of a substitute.

2. Teachers shall be granted compensatory leave for one (1) day for involvement in parent/teacher conferences which extend beyond the normal workday. Said leave can only be taken during a non-student attendance day except for:

a) pre-school planning days/the first post-school planning day or any other day designated by the District as a Professional Development Day.

b) one-half or one day during the year designated by the principal for professional development/inservice which shall be announced during pre-planning. If a full day is scheduled, the following Wednesday will be an unscheduled Wednesday in addition to the regularly unscheduled Wednesday.

3. Teachers may opt to work one or two additional pre-planning days in exchange for one or two non-student attendance/teacher workday(s) later in the school year except for the first post-school planning day and the professional development day established in 2.b. above.

A written statement certifying that the teacher conducted after hour parent/teacher conferences will accompany the compensatory leave request.

K.

1. For high schools, the three exam days at mid-year and at the end of the school year shall be designated as exam/early-release days for students.

2. For elementary and middle schools, at mid-year and the last three (3) days of student attendance will be designated as early-release days for students.

3. In the event early-release day(s) for students is determined by the Board, same will be included in Appendix D.

4. Early-release on Wednesdays is to offer school staff one (1) hour of uninterrupted time each week to work on school improvement.

a. Three (3) early release Wednesdays may include scheduled professional development activities as well as in-depth work in analyzing Needs Assessments and the development of the School Improvement Plan. The remaining early release Wednesdays per month shall be unscheduled in order to provide time for committee work, team work (i.e., the development of integrated units), sharing from teacher to teacher, individual teacher planning, other school improvement activities and parent conferences for progress monitoring, etc. During the months of September, October, April, and May, one (1) additional early release Wednesday will be designated for the development of progress monitoring in the middle and elementary schools.

Every reasonable effort will be made to keep the Wednesday prior to the date grades must be complete/submitted unscheduled.

b. Early release Wednesdays will not be substituted for secondary planning time unless a contract deviation has been agreed to by both SCPS and SEA. A Principal, CIT, Building Committee, Staff Development Committee, nor any other group entity may unilaterally exchange a teacher's planning time for the time designated for schools improvement.

c. The principal will meet with a committee composed of the teacher member of the SAC, the Professional Development representative, and an SEA representative to receive recommendations to determine dates, times, and utilization of up to three (3) scheduled Wednesdays each month including but not limited to faculty meetings, team/department, meetings/planning, or professional development activities. The established schedule will be finalized and posted no later than three weeks after the start of school and no later than three weeks after the second semester. The committee will also review practices, procedures, and requirements that would value both the quality and quantity of designated planning time. This committee may also meet to review any unresolved issues on an as needed basis. The names of the Professional Development Committee members should accompany the published professional development calendar. The Director of Employee Relations will meet the above committee should any issues remain unresolved.

d. On student early-release days, instructional planning time shall be reduced proportionately for that day.

e. With a minimum of twenty (20) workdays notice to teachers, a two hour professional development session can be scheduled on an early release Wednesday, provided teachers shall be dismissed an hour early on the next scheduled early release Wednesday. Teachers who notify the administration ten (10) days in advance of the professional development session concerning the inability to change second-job schedules, child care conflicts, college class conflicts, or medical appointments shall not be penalized for having to leave the two hour inservice early.

The Wednesday before Thanksgiving will not be used for a two (2) hour inservice.

L. In those years where the calendar, the administration's work schedule and an adequately staffed school make it feasible, teachers may choose to return from winter vacation a day early to accommodate new class loads and assignments in exchange for having their number of post-planning days reduced by one (1) day.

ARTICLE XI - Present Contract

ARTICLE XII - Present Contract

ARTICLE XIII	-	Present Contract
ARTICLE XIV	-	Present Contract
ARTICLE XV	-	Present Contract
ARTICLE XVI	-	Leaves and Temporary Duty
Section A. – Section E.	-	Present Contract

#### F. Temporary Duty

1. Temporary duty is duty for the benefit of the school district and generally initiated by the school or district office. Temporary Duty ~~shall not be used for Association business.~~ leave may be used for Association business with an advance written request from the Association president or designee to the Superintendent or designee provided the Association reimburses the district for the cost of substitute staff if substitutes are employed.

2. When mutually agreed upon, teachers may be assigned to be temporarily away from their regular duties of employment for the purpose of performing other educational services including participation in surveys, meetings, study courses, workshops, etc.

If leave occurs within the teacher's contractual period, the teacher shall receive regular pay and shall be allowed expenses as provided by state law and district regulation. Approval of "assignment for temporary duty" must be secured in the same manner that leaves are approved.

3. On granting approval for attendance at any meeting or convention, the following criteria shall be considered:

a. The position and/or responsibility of the applicant in relation to his/her school and/or school system.

b. The value to the school system which reasonably may be expected from attendance and participation in the particular meeting.

c. Availability of funds designated for this purpose.

4.

a. Approval for any in-state or out-of-state trips at district expense shall be obtained through the following channels: application for such leave by teachers in the elementary and secondary schools shall be made to the principal and is subject to his/her recommendations; and, leave request forms should be obtained from the principal and submitted for approval well in advance of the planned absence.

b. Leaves that are for out-of-state travel must be approved by the appropriate Executive Director prior to the effective date of leave.

c. Out-of-state meetings must be approved by the appropriate Executive Director prior to taking such leave in order for the teachers to be eligible for district reimbursement for travel expenses.

Section G. – Section I.	-	Present Contract
ARTICLE XVII	-	Present Contract
ARTICLE XVIII	-	Negotiation Procedures and Guidelines

Section F. 1. If either party so desires to alter, renew or terminate this Agreement upon its expiration, a written notice must be submitted to the other party prior to May 15<sup>th</sup> of the year in which the agreement expires. If such notice is given, negotiations shall be initiated on or before June 1<sup>st</sup>.

2. When a multi-year agreement has been negotiated between the parties the following procedures will be followed to allow for bargaining reopener articles. At any time subsequent to April 1 of any particular year of a multiyear contract either party may give written notice of its intention to open negotiations for an amended agreement for the subsequent year(s) on the following articles: up to three (3) articles chosen by the Association and three (3) articles chosen by the Board. Such articles will be exchanged simultaneously by the Association and the Board. If such notice is given, negotiations will be initiated on or after June 1<sup>st</sup> of the respective year. ~~When such articles are opened for negotiations the existing articles will terminate on June 30 of the respective year. Such amendments will become effective on a date agreed upon by both parties.~~

## ARTICLE XIX

## - Other Fringe Benefit

A. Insurance ~~Selection~~ and Wellness Committee

~~1. An Insurance Selection Committee~~ A Districtwide Insurance/Wellness Committee of nine (9) voting members shall be established by the Superintendent. The purpose of the committee is to make recommendations to the Superintendent. The committee shall contain three (3) members appointed by the Superintendent, three (3) bargaining unit members appointed by the SEA President, and one (1) member each from NIPSCO, SCSBDA, and SECA each selected by the presidents of their association.

2. The committee shall monitor all benefits offered to employees and the self insurance plan and its funds, review and/or develop proposals for changes, modifications, and improvements, to the plan, and submit All proposals shall be submitted for change to the Superintendent and a copy provided to the Association Presidents with a committee recommendation provided a majority of the committee supports the recommendation.

3. This committee shall study wellness initiatives to help develop and implement wellness program goals and requirements.

~~3.4. The committee shall contain no less than three (3) bargaining unit members selected by the Association president. The Insurance Selection C committee may shall meet at least once a month or more often at the request of any three (3) members of the committee. during the duty day provided this time does not remove the teacher from his/her pupil/teacher contact hours with his/her class.~~

5. Committee members attending meetings during their regular contracted work hours shall be provided temporary duty with pay.

## B. Health Insurance

The Board shall provide an insurance program for employees as follows:

~~1. a-~~ The Board will contribute one hundred percent (100%) of an individual single premium for the health insurance plan cost (Wellness, Standard, Family Based) for a health insurance plan, which an employee is enrolled. The coverage will be for each employee who is employed in a contracted position of at least 30 hours per week.

Effective June 30, 2015, ~~for~~ those employees who are employed in a contracted position for less than 30 hours per week but at least 50% of a full-time position the Board will offer to contribute fifty (50%) of an individual single premium of a health insurance plan.



For those employees who are employed in a contracted position for less than 30 hours per week but at least 50% of a full-time position during the 2014-2015 school year and who have been enrolled in an employer paid health care plan, the Board will continue to contribute one hundred percent (100%) of the individual single premium. This provision shall continue as long as the employee remains in a contracted position of less than 30 hours per week but at least 50% of a full-time position.

2. For an employee who enrolls in the High Deductible Health Plan and has met the three (3) required Wellness activities, the School Board shall contribute \$750.00 to the employee's Health Savings Account or Health Reimbursement Account, whichever is applicable.

For the 2016 benefit plan year the Board shall contribute \$500.00 to employee's Health Savings Account or Health Reimbursement Account, whichever is applicable for all employees enrolled in the High Deductible Health Plan at the time of ratification of the 2015-2016 contract.

On February 1, 2017 the district will project the surplus funds in the Health Self-Insurance Fund for the 2016 plan year. The district proposes the portion of the increase that exceeds \$1,000,000.00 will be contributed to a Health Savings Account or Health Reimbursement Account, whichever is applicable for all employees participating in the district's health insurance plans.

3. For an employee who enrolls in the Buy-up Plan and has met the three (3) required Wellness activities, will receive an annual premium reduction of \$750.00.

~~b. 4.~~ In the event that an employee enters service on or after the beginning of the contract year, the Board shall contribute so much of the annual single premium as will continue the employee's coverage until July 31st provided the employee shall remain employed until the end of the contract year in which he or she became employed.

If an employee resigns or employment is terminated any time prior to the end of the contract year, the termination of his/her health insurance benefits will coincide with the effective date of resignation/termination of employment.

e. ~~5.~~ All newly hired employees eligible for benefits have thirty days to select their benefits and to submit a completed enrollment form and applications to the District's Payroll/Benefits Department. ~~The employee's insurance will be effective on the eighty-ninth (89) calendar days from the initial date of employment and receipt of the employee's enrollment selections in the Benefits Department.~~

6. The employee's insurance will be effective on the eighty-ninth (89) calendar days from the initial date of employment contingent on his/her meeting the enrollment deadline set above.

~~d. 7.~~ Any new hire eligible for healthcare that fails to make an election for insurance within the first 30 days of the position start date shall be defaulted to the Board provided health insurance plan. These individuals shall not be eligible for the disability plan.

~~A school employee who is injured in the line of duty shall have his/her individual single premium, as specified above, paid by the Board until such time as a physician releases the employee to return to duty or until employment is terminated, whichever comes first.~~

~~3. 8.~~ When an employee who is on a sick leave of absence has used up his/her accrued sick leave days the Board will pay one (1) month's single member ~~premium plan cost, as stated above~~ for the employee's ~~Comprehensive H~~ health insurance program. If applicable, the one month's ~~premium-plan costs~~ will be part of the coverage provided under the provision of the Family Medical Leave Act.

C. Employees who are eligible for benefits may elect to receive the Board provided Disability Income plan in place of coverage as listed in "B.1" above, provided the employee can show proof of medical coverage.

#### D. Cafeteria Style Insurance Plan

1. The Board shall provide a cafeteria style insurance plan in accordance with Section 125 of the Internal Revenue Service Code. This plan is voluntary and all employees shall have the option to participate, provided such option is exercised during the designated enrollment period.

2. The optional benefits are: dependent health coverage, additional life, cancer, dental, short-term and long-term disability, hospital income protection, long term care, and vision insurance. Once an employee has made a selection of benefits the employee may not change such selections during the plan year unless a change in family status occurs as defined by I.R.S. Rules.

3. The Board shall provide these additional options to the cafeteria plan:

- a. Dependent child care reimbursement accounts
- b. Medical ~~expense~~, flexible spending account with ~~Employee's~~ maximum contribution ~~to this account is limited to \$2,500.00~~ \$2550.00.
- c. ~~Long term care insurance. Employees enrolled in a High Deductible Health Plan are eligible for either a Health Savings Account or Health Reimbursement Account whichever is applicable.~~

#### E. Optional Insurance

~~A teacher~~ benefit eligible employee at his/her option may choose to purchase the following insurance, as offered by the Board designated carrier through payroll deduction:

1. Dental Insurance
2. Disability/Income Protection
3. Cancer Insurance
4. ~~One time, two times, three times or four times an employee's annual salary of \$~~Term life insurance and accidental death and dismemberment coverage to a maximum of \$300,000.
5. Short-term and long-term Disability Insurance
6. Hospital Income Protection
7. Vision Insurance
8. Term life insurance for spouse
9. Term life insurance for dependent children
10. Long term care insurance

#### F. Enrollment Period

1. An "annual" enrollment period shall be held at a time mutually agreed upon by the District and the Association. During the enrollment period, any employee previously eligible for benefits who had not enrolled in one of the Board provided healthcare options will be permitted to enroll in such a plan.

During the enrollment period, dependents previously eligible for benefits who had not enrolled in one of the Board provided healthcare options will be permitted to enroll in such a plan, ~~upon providing proof of insurability.~~

2. No changes in the insurance selection will be made by the employee during the year except for changes such as marriage, divorce, death, additions or deletions to family.

3.

a. In the event an employee withdraws participation in a particular plan, he/she will not be allowed to reenter the plan during the fiscal year. Reentry into the plan subsequent to the close of the fiscal year is dependent upon satisfactory completion of the plan's re-enrollment requirements.

b. Upon return from a Board approved leave without pay and after having failed to pay the insurance premium, ~~in accordance with this agreement,~~ that employee shall be entitled to re-enroll in the benefit plans

they were previously enrolled in prior to the leave of absence. a single coverage health plan during the remainder of the benefit year provided the employee maintains an employee/employer relationship with the Board. The single coverage will be reinstated on the first of the month following employee has 30 days after from their return from leave and receipt of to submit the enrollment forms in to the Employee Benefits Department. Coverage will be effective the first of the month following 30 days after the return from leave.

~~-e. Should an employee return from leave and after having failed to pay the premium for dependent coverage, and the dependents are able to prove insurability, the dependent coverage shall be reinstated on the first of the month following approval by the carrier.~~

c. The Board shall provide one times the employee's annual salary of term life insurance and one times the employee's annual salary of accidental death and dismemberment insurance with a minimum of \$25,000 and a maximum of ~~\$150,000~~ \$300,000 for all employees who are eligible for benefits.

Section H. - Section Q. - Present Contract

ARTICLE XX - Performance-Based Pay

#### Section A. Segment 1 Perfect Attendance Bonus

The perfect attendance bonus will be suspended for the ~~2014-2015~~ 2015-2016 school year.

Section B. – Section D. - Present Contract

ARTICLE XXI - Present Contract

ARTICLE XXII - Present Contract

ARTICLE XXIII - Present Contract

ARTICLE XXIV - Present Contract

ARTICLE XXV - Present Contract

ARTICLE XXVI - Present Contract

ARTICLE XXVII - Present Contract

ARTICLE XXVIII - Present Contract

ARTICLE XXIX - Present Contract

ARTICLE XXX - Summer School Hiring Procedures

Section A. - Section G.1. - Present Contract

Section G.2. Summer School hiring shall be based upon the following factors: area of certification, "satisfactory" previous year's annual evaluation is defined as the previous school year's annual assessment, years of experience in the county, years of experience in the school, teaching experience in the subject and level for which the teacher has applied, and past experience as a summer school and/or after school tutorial teacher.

#### Section J.

When the Superintendent determines the need to provide a Seminole County Virtual School summer program the procedures outlined below will be followed:

1. Release paper applications for enrollment in SCVS 365 beginning February / March. Students may take SCVS 365 courses for acceleration or remediation. Students may also request an April/May/June start date pending instructor availability.
2. SCPS teachers would be eligible for selection to participate in SCVS 365:
  - A. Paper applications for staff would be released at the same time as brick-and-mortar summer school applications.
  - B. SCVS 365 staff selection would be given only to qualified SCVS teachers. This is necessary due to the additional technological skills and data systems used by virtual teachers and the need to ensure the availability of experienced virtual teachers to mentor any new teachers with no prior virtual instruction experience.
  - C. For current SCPS teachers interested in becoming qualified to teach SCVS 365, orientation sessions will be held in February/March. Attendance at an orientation session would be mandatory to receive a paper application. The purpose of the orientation would be to ensure that teachers understand the expectations of virtual instruction and technical skills needed to be successful.
  - D. As enrollment creates a need for a teaching position that cannot be filled by an existing SCVS teacher, selection will occur by the SCVS principal or designee using an interview process from among the pool of SCPS teachers who completed the application process.
  - E. Online and face-to-face training would be required prior to the first day of instruction with SCVS 365 as well as a period of face-to-face work at the Longwood campus to ensure the employee has the skills and supports needed to successfully work in the virtual environment. Teachers will be compensated with a stipend of \$200.00 (not to exceed 20 hours total) for all trainings that take place prior to the start of summer classes.
  - F. At the discretion of the SCVS Principal, up to three (3) SCVS 365 teachers with prior virtual instructional experience may be designated as "SCVS 365 Lead Teacher" for the purpose of supporting and mentoring teachers with no prior virtual instructional experience. An additional \$600 stipend will be added to the base pay of these teachers.
3. Compensation: Although the SCVS 365 program would generate no additional FEFP funding for SCPS, the program would maintain student interest in SCVS and reduce lost FEFP funding to FLVS. Also instruction in the virtual environment has unique advantages and challenges. Off-site work, variable hours, skill at motivating students in a non-face-to-face setting, and variance in student pace are among the many factors that create the need for the innovative compensation model for teachers defined as follows:
  - A. Total Summer Compensation = Base Pay + Completion Supplement.

Base Pay = fixed amount for all teachers, regardless of student count.

Completion Supplement = additional income for each student who completes a half-credit course. Amount of supplement depends on the level of rigor for each course taught, since higher levels of rigor necessitate a smaller student load.

**B. Compensation Model Example**

Base Pay: \$2000.00

Completion Supplement:

- Level A Course(s): \$62.50/completion Math & Science
- Level B Course(s): \$20.00/completion Driver's Education
- Level C Course(s): \$50.00/completion All other courses

**C. Student Loads – based on instructional needs**

- Level A Course: 16 minimum, 40 ideal, 64 maximum
- Level B Course: 50 minimum, 125 ideal, 200 maximum
- Level C Course: 20 minimum, 50 ideal, 80 maximum  
Minimum = # of students enrolled to schedule course  
Ideal = target for scheduling purposes  
Maximum = highest permitted enrollment (Maximum may be exceeded with the permission of the teacher at the discretion of the principal)

**D. Compensation Examples**

<u>Teacher Type</u>	<u>Base Pay</u>	<u>Base = Minimum Load</u>	<u>Base = Ideal Load</u>	<u>Base = Maximum Load</u>
<u>A</u>	<u>\$2000</u>	<u>\$3000</u>	<u>\$4500</u>	<u>\$6000</u>
<u>B</u>	<u>\$2000</u>	<u>\$3000</u>	<u>\$4500</u>	<u>\$6000</u>
<u>C</u>	<u>\$2500</u>	<u>\$3000</u>	<u>\$4500</u>	<u>\$6000</u>

**E. SCVS 365 students starting classes prior to the end of the school year:** Any student registered with SCVS after April 15, will be considered an SCVS 365 student. These students will be placed into a separate class section (SCVS 365) in VSA for ease of monitoring. SCVS 365 teachers are eligible to receive a completion bonus on these students, also, these students count towards a teacher's number of students for base pay.

**F. Non-summer school students who are not complete prior to the end of the school year:** although SCVS teachers and staff will make every effort to complete these students prior to the end of the school year, there will undoubtedly be some students who will not be 100% complete by the end of the year. If a student is over 70% complete, the student will be assigned to a summer school teacher and will be counted towards the teacher's base pay, but the teacher will not be eligible for a completion bonus. If a student is less than 70%, and there is evidence that the student is willing/able to complete the course, the summer school teacher will be eligible for base pay and a completion bonus for this student.

ARTICLE XXXI - Present Contract

ARTICLE XXXII - Teacher Evaluation/Continuous Improvement

A. The parties agree that the primary philosophy and objective of assessment is to help new and experienced teachers identify areas of success and areas of continuing development. The ultimate purpose of assessment is to improve the quality of teaching and learning. Therefore, the evaluation of the teacher's performance of duties and responsibilities is done to improve the quality of instructional services in the Seminole County Public Schools.

B. It is agreed that the procedures for assessing the performance of duties and responsibilities of all teachers will be consistent with Florida Statutes, ~~and~~ the Florida School Code, ~~and~~ the Seminole County Public Schools Evaluation Manual.

It is further agreed that evaluations shall be conducted in accordance with the procedures set forth and/or subsequently amended in the Seminole County Public Schools Evaluation System for Instructional Employees.

Other than for procedural error, the evaluation of a teacher is not subject to the grievance process.

1. Definitions

a. Formal Observation: A formal observation assesses an employee's performance observed at the specific time period noted on the form. Only observed performance is assessed. Formal observations will be conducted for a minimum of thirty (30) minutes and shall include a pre- and post-conference.

b. Classroom Walkthrough- A classroom walkthrough is a visit which can last for any duration of time. Strengths, suggestions, and concerns from classroom walkthroughs may be noted as part of a general assessment or an annual evaluation. A walkthrough must provide the teacher feedback on both strengths and/or concerns noted during the walkthrough. A classroom walkthrough is formative and should improve the quality of teaching and learning. Walkthroughs will not serve as a substitute for a formal observation.

c. Informal Observation- An informal observation assesses an employee's performance observed at a specific time period noted on the form. Only observed performance is assessed. Informal observation visits will last a minimum of 15 minutes with a minimum of five (5) indicators rated.

~~e.~~ d. Evaluator: Only a principal, assistant principal, or other appropriately qualified district level administrator who supervises bargaining unit employees shall complete both formal and classroom walkthrough teacher observations. All evaluators shall participate in ongoing professional development on the instructional model.

d. e. General Assessment: A general assessment reflects an employee's overall performance as observed through the daily performance of one's responsibilities. It is NOT limited to a specific period of observation time.

~~e.~~ f. Annual Evaluation: An annual evaluation is summative and is required for all instructional employees. The Instructional Practice Score reflects an employee's overall performance and is limited to a specific contract year of observed performance.

~~F.~~ g. Final Evaluation: A final evaluation rating is determined by combining the Instructional Practice score and the calculated Performance of Students score.

C. Peer Evaluation Option: The Evaluation Committee shall explore the feasibility of implementing a Peer Evaluation Option. (See H.3. and 4).

~~C.~~ D. In addition to the statutory requirements, the Board and the Association agree to the following:

1. Teachers will be provided professional development to familiarize them with the forms and procedures to be used in their formal observation and assessment. This will be completed by the end of the pre-plan each contract year or teachers hired after the initial training will be provided the professional development within 30 days of their start date. Evaluations may not begin prior to the completion of this procedure.

2. Any changes made to the evaluation system must be communicated in writing within 10 days.

3. Only the principal and/or his/her assistant principal shall serve as teacher evaluators. Any person included in the Association's bargaining unit shall not evaluate other persons included in the same bargaining unit.

4. Feedback provided by any person in the Association's bargaining unit will not serve as evidence in a teacher's evaluation.

5. All monitoring or observing of the work performance of a teacher shall be conducted openly.
6. All probationary contract teachers shall be formally observed in the classroom (or the appropriate area if they are not a classroom teacher) at least once a semester during the teacher's employment. All probationary contract teachers will be allowed to invite their specific mentor teacher to be present during their formal observations as observers only, not as evaluators.
7. Each formal observation shall be for no less than thirty (30) minutes and shall be initiated at the start of a lesson or class period. If an evaluator is not present at the beginning of each lesson the teacher will be held harmless for such indicators.
8. All Annual Contract, Professional Services Contract, and Continuing Contract teachers must be evaluated at least once a year.
9. Pre-Observation: A minimum of three (3) school days' notice shall be provided prior to the pre-observation conference. The administrator must include a checklist with the three day notice of anything he/she requests to view during the pre-observation conference. During the pre-observation conference, the evaluator and the teacher shall decide on a date for the formal observation. Unless mutually agreed upon, the formal observation shall not occur sooner than 3 days after the pre-observation conference.
10. The evaluator shall hold a pre-observation conference with the teacher to discuss indicators in which the evaluator will be observing the teacher during the formal observation. The evaluator and the teacher will go over the lesson plan and make any changes prior to the formal observation. The teacher may also bring evidence and discuss with the evaluator the non-observable indicators based on the SCPS Model of Assessment. If the formal observation is not to be completed on the agreed upon date a new pre-observation conference will be scheduled at the request of either the administrator or teacher. A pre-observation conference will not be scheduled 1 week prior to the contract required evaluation completion date.
11. Post observation: A post-observation conference must take place within (5) school days after each formal observation. The evaluator shall hold a post-observation conference with the teacher to discuss a written report of the observation. The report shall contain an appraisal of strengths and/or deficiencies. Recommendations and suggestions for correcting any noted deficiencies shall be included in the report. The evaluator and the teacher will discuss a cooperative plan to correct any deficiencies.
12. The evaluator, and teacher, may choose one (1) observer to be present during the conference to discuss the formal observation, general assessment, annual evaluation, and/or final evaluation.
13. Required formal observation(s) and observation conference(s) shall be completed for probationary teachers no later than 10 school days before winter break for the first formal observation and April 1 for the second formal observation, April 15 for annual contract teachers, and May 1 for all other teachers. This provision does not prohibit additional classroom observations from occurring after said dates.
14. If a teacher's overall Instructional Practice Score drops by more than one rating (from the previous year's overall Instructional Practice Score), then the evaluation will be subject to an administrative review at the work site. The review will include the teacher and a representative of their choosing and the evaluating administrator and their supervisor. The purpose will be for the supervising administrator to review the entire evaluation to determine if re-evaluation is warranted.
15. Unless otherwise notified, for the next two (2) years, category 2 teachers who have an SCPS instructional practice score of Highly Effective shall be evaluated using the SCPS-Educators Accomplished Practices form for two consecutive years. Teachers who are to be evaluated using this form shall receive it no later than May 1<sup>st</sup> of each year.
  - a. Should an administrator identify an area of concern in the teacher's performance at any time in the three year cycle, the previous evaluation procedure shall be followed. The teacher will be notified in

writing that he/she is being evaluated using the previous evaluation procedure because there is concern regarding his/her performance.

~~D~~ E. An annual evaluation pursuant to Florida Statutes and the Florida School Code will be completed no later than the last day of post-school each year. Any teacher receiving a rating of unsatisfactory on the Instructional Practice portion of his/her annual evaluation shall have been notified of such deficiency on a previous general assessment or observation report at least thirty (30) days prior to the teacher's annual evaluation unless the teacher's employment is interrupted by a Board approved leave initiated by said teacher.

a. For Category 2 Teachers (years 4 and above):

<u>Highly Effective</u>	<u>3.50 – 4.00</u>	<u>Exceeds expectations</u>
<u>Effective</u>	<u>2.50-3.49</u>	<u>Meets expectations</u>
<u>Needs Improvement</u>	<u>1.50-2.49</u>	<u>Does not meet expectations consistently</u>
<u>Unsatisfactory</u>	<u>1.00-1.49</u>	<u>Does not meet expectations</u>

~~E~~ F. Each teacher shall receive a final evaluation rating which is determined by combining the Instructional Practice annual evaluation (56%), the Deliberate Practice Plan (DPP) (10%), and the state-calculated student learning growth score (34%).

a. For Category 1 Teachers (first 3 years):

Highly Effective	3.50 – 4.00	Exceeds expectations
Effective	2.50-3.49	Meets expectations
Developing	1.50-2.49	Shows evidence of building specific skills
Unsatisfactory	1.00-1.49	Does not meet expectations

b. For Category 2 Teachers (years 4 and above):

Highly Effective	3.50 – 4.00	Exceeds expectations
Effective	2.50-3.49	Meets expectations
Needs Improvement	1.50-2.49	Shows evidence of building specific skills
Unsatisfactory	1.00-1.49	Does not meet expectations

~~F~~ G. Upon request student's individual performance scores will be provided to the teacher a minimum of ten (10) school days before the said teacher is required to acknowledge their final evaluation.

~~G~~ H. A PSC/CC teacher who has successfully completed a 90-day probation period and received at least an "Effective" overall rating on his/her annual evaluation shall have his/her contract renewed. Said teacher also shall be eligible for any negotiated increase or bonus that is applicable to the school year in which the 90-day performance plan was successfully completed.

~~H~~ I. Evaluation Committee

1. Evaluation Committee: An evaluation committee shall consist of equal representation from both the Association and the Board. The SEA president will serve on the committee and choose additional members from each instructional level to represent the association not to exceed 9 teachers.

2. The Evaluation Committee is charged with producing an Evaluation Manual that reflects contract language and district procedures. The manual shall not circumvent the bargaining process and instead shall be a collaborative process. Any suggested changes to the contract by the committee will be subject to established negotiating procedures.



3. The Evaluation Committee shall explore the feasibility of implementing a Peer Evaluation Option, to include, but not be limited to:

- Determining a method for teachers to be reviewed by a peer
- Exploring the qualifications and training of peer evaluators
- Assigning teachers to a specific peer evaluator
- Designing a peer review procedure that is flexible and yet covers a broad dimension of teaching and learning practices
- Release time and a stipend for the peer evaluator.

4. Should the committee wish to make recommendations to change the negotiated evaluation process, recommendations must be made to the joint bargaining teams no later than June 30<sup>th</sup> of the current contract year.

ARTICLE XXXIV - Working Conditions

Section A. – Section D. - Present Contract

Section E.

E. The principal ~~shall~~ will appoint curriculum representatives (team leaders, department chairpersons, curriculum representatives' primary, and/or subject area representatives) from a group of subject or grade level specific volunteers. If there are no volunteers the principal will appoint members to serve. Such persons ~~will~~ must receive a supplement for duties beyond the normal workday. Such persons will receive a supplement in accordance with the differentiated salaries as found in Appendix B. Teachers ~~shall~~ will not be required to serve as curriculum representatives unless they receive the supplement stated above. Curriculum representatives shall be appointed and notified in writing prior to post planning of each year.

Section F. – Section H. - Present Contract

I. The administration shall make every reasonable effort to provide ~~determine the need and economic feasibility of providing~~ the following facilities:

1. A filing cabinet, serviceable chair and desk for each teacher;
2. Appropriately equipped, lighted rest room;
3. Lockable storage space in each classroom;
4. A work area for teachers;
5. A communication system for the school;
6. Air-conditioned classroom;
7. Telephone service available in classrooms and planning areas to teachers for official school business;
8. Parking areas for teachers at each school;
9. Teaching stations for special subject areas;
10. Computer work stations for each teacher for classroom management and instruction;
11. Appropriate safety equipment;
12. Space in each school building for special services/classes; and,
13. Custodial services shall be provided by the Board to maintain classrooms and other learning areas of each school in a clean condition.

Section J. - W. - Present Contract

ARTICLE XXXV - Present Contract

### Amended Articles

The following amended articles shall become effective July 1, ~~2014~~ 2015 and shall be implemented on the date it is signed by both parties and shall continue until June 30, 2016.

<u>Article IV</u>	-	<u>Association and Teachers Rights and Responsibilities</u>
<u>Article V</u>	-	<u>Class sizes, Teaching Loads, and Assignments</u>
<u>Article VII</u>	-	<u>Compensation and Expenses</u>
<u>Article X</u>	-	<u>Days and Hours</u>
<u>Article XVI</u>	-	<u>Leaves and Temporary Duty</u>
<u>Article XVIII</u>	-	<u>Negotiation Procedures and Guidelines</u>
<u>Article XX</u>	-	<u>Performance-Based-Pay</u>
<u>Article XXX</u>	-	<u>Summer School Hiring Procedures</u>
<u>Article XXXII</u>	-	<u>Teacher Evaluation/Continuous Improvement</u>
<u>Article XIX</u>	-	<u>Other Fringe Benefits</u>
<u>Article XXXIV</u>	-	<u>Working Conditions</u>

The foregoing amended articles were ratified by the Seminole Education Association, Inc. the (TBD) day of (TBD), ~~2015~~ 2016 and by the School Board of Seminole County, Florida the (TBD) day of (TBD), ~~2015~~ 2016.

APPENDIX A - Present Contract

APPENDIX B -

**APPENDIX B**  
**~~2015-2016-2016-2017~~**  
**SUPPLEMENTS**

**II. EXTRA-CURRICULAR, ATHLETIC COACHES  
AND OTHER SUPPLEMENTS**

The Board and the Association agree that extra-curricular and coaching positions are not considered hours, wages, terms and conditions of employment of the classroom teacher as certified in the Bargaining Unit. The Board and the Association agree to include extra-curricular supplemental pay and seasonal schedules for pay purposes as a part of this Agreement. All other matters related to extra-curricular and athletic coaching duties are not considered a part of this Agreement and shall remain within the purview of the Board.

Effective June 30, 2016 extra-curricular and seasonal supplements shall increase annually by a percentage equal to the overall percentage increase to teacher salaries.

**A. EXTRA CURRICULAR AND OTHER  
SUPPLEMENTS**

Payment for the following supplement will be included in the teacher's regular salary checks. The supplement will be paid in 20 consecutive payments with the first payment each fiscal year beginning on the teacher's first full paycheck.

	<u>AMOUNT</u>
High School Band Director	3,534.00
Band Supervision (for high school marching bands with 150+ students-exclusive of band director and auxiliary groups for which a supplement is given	1,455.00
High School Chorus Director	1,872.00
JROTC	1,872.00
Academic Games/Brain Bowl Sponsor (limit one per high school)	832.00
Additional Period (limit 5 per school)	3,152.00

There is no limit to the number of teachers who may teach homebound part-time during his/her planning period. The supplement will be prorated based upon the number of days taught.

Curriculum Representative	1,357.00
Debate (limit one per high school)	832.00
Discretionary Supplements	541.00
(Per school: HS-11, MS-7 (one must be assigned to band and one to chorus), <del>ES-4</del> ES – 6 one (1) must be assigned to Competition Math Coach and one (1) for a Robotics Coach) An individual may receive more than one discretionary supplement.	

Drama Coach (At least 2 major productions)	1,872.00
Future Educators Club Sponsor	416.00
High School Newspaper Sponsor	1,248.00
High School Yearbook Sponsor	3,119.00
High School Yearbook Sponsor (Half-time)	1,558.00
Peer Teacher	1,248.00
SECME	416.00
Speech Pathologist (Cert. of Clinical Competency)*	2,040.00
Music Therapist Credential*	1,020.00
Virtual School Teacher (If teachers VS both semesters)	4,728.00

\*To be paid out of ESE funds

#### B. SUPPLEMENT SCHEDULE FOR ATHLETIC COACHES

1. Payment for the following coaching positions will be included in the teacher's regular salary checks:

	<u>AMOUNT</u>
Athletic Director or Business Manager	<u>5,198.00</u> <del>3,973.00</del>
Assistant Athletic Director	2,080.00
Trainer (Certified)	5,198.00

Intramurals Coach	1,248.00
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2. Payment for the following coaching positions will be distributed for the particular sport during the course of the sport as scheduled in C. below. Such supplement will be distributed in equal payments on the second pay date of each month.

<u>SPORT</u>	<u>AMOUNT</u>
<u>FOOTBALL</u>	
Head Coach	3,534.00
Assistant Coach	2,494.00
<u>BASKETBALL</u>	
Head Coach	3,119.00
Assistant Coach	2,494.00
<u>BASEBALL</u>	
Head Coach	2,704.00
Assistant Coach	2,080.00
<u>BOWLING</u>	
Head Coach	1,872.00
<u>SOFTBALL</u>	
Head Coach	2,704.00
Assistant Coach	2,080.00
<u>TRACK</u>	
Head Coach	2,704.00
Assistant Coach	2,080.00
Cross Country	2,080.00
<u>SWIMMING</u>	
Head Coach	2,080.00
Assistant Coach	1,665.00
<u>GOLF</u>	1,872.00
<u>TENNIS</u>	
Head Coach	1,872.00
Assistant Coach	1,455.00
<u>WRESTLING</u>	
Head Coach	<u>3,119.00</u> <del>2,704.00</del>
Assistant Coach	<u>2,494.00</u> <del>2,080.00</del>
<u>WATER POLO</u>	
Head Coach	1,872.00
Assistant Coach	1,455.00
<u>SOCCER</u>	
Head Coach	3,119.00
Assistant Coach	2,494.00
<u>WEIGHTLIFTING</u>	
Head Coach	<u>3,119.00</u> <del>2,704.00</del>
Assistant Coach	<u>2,494.00</u> <del>2,080.00</del>
<u>VOLLEYBALL</u>	

Head Coach	1,872.00
Assistant Coach	1,455.00
<u>DANCE TEAM DIRECTOR</u>	2,080.00
<u>HEAD CHEERLEADER SPONSOR</u>	2,080.00
<u>CHEERLEADING</u>	
<u>Fall Head Cheerleader Sponsor</u>	1,872.00
<u>Fall Assistant Cheerleader Sponsor</u>	1,040.00
<u>Spring Head Cheerleader Sponsor</u>	1,872.00
<u>Spring Assistant Cheerleader Sponsor</u>	1,040.00
<u>Competition Cheerleader Sponsor</u>	1,872.00
<u>Competition Assistant Cheerleader Sponsor</u>	1,040.00
<u>LACROSSE</u>	
Head Coach	1,872.00
Assistant Coach	1,455.00
<u>SOFTBALL, SLOW PITCH</u>	
Head Coach	2,704.00
Assistant Coach	2,080.00
<u>TRAINER</u> (Supplement Only)	5,198.00

(To be assigned to instructional staff member with full teaching load or an individual hired solely as a part-time trainer)

3. If an employee resigns or separates employment for any reason before completing the duties required to receive full supplement, an adjustment will be made based upon the daily rate of pay for the supplement times the number of days worked in the designated coaching season.

4. Ten percent (10%) of the football supplement will be withheld to be paid upon completion of spring practice.

C. SEASON SCHEDULE – Schedules to be determined by the Florida High School Athletic Association.

Salary adjustments for ~~2014-2015~~ **2015-2016 (2.25% average increase) and 2016-2017 (2.75% average increase)** will be based on a Performance Pay Salary Formula (PPSF) in compliance with Florida Statute 1012.22. The PSSF will be used to determine salaries for all professional employees, including professional employees on the Grandfather Schedule and professional employees on the Performance Pay Schedule. The value of each salary adjustment will be added to the employee's base salary. The base salary will be the employee's current salary index placement plus any degree supplement. **The following formula will be used to determine distribution of salary adjustment:**

$$(\#GF)x + (\#PE)(.7509x) + (\#PHE)(1.0012x) + (\#GF+\#PE+\#PHE+NR/NI)(0.37545x) = \text{Total } \$$$

GF (Grandfather)	=	X
PE (Pay for Performance Effective)	=	.7509x
PHE (Pay for Performance Highly Effective)	=	1.0012x
COLA (Across the Board Increase)	=	0.37545
Total Funds for salary adjustments	=	TBD

TBD Total teachers

TBD Grandfather Teachers

TBD Annual Contract Teachers – PHE (TBD) & PE (TBD) in 20XX-XX, & (TBD) NR/NI

#### Salary Adjustments **2015-2016**

GF- Grandfather

PE- Pay for Performance (Effective)

PHE- Pay for Performance (Highly Effective)

COLA (Cost of Living Adjustment)

		Adjustment		COLA		Total
GF	=	<del>\$863.84</del>	+	<del>\$336.16</del>		<del>\$1,200.00</del>
		\$888.19		\$333.47		\$1,221.66
PE	=	<del>\$672.32</del>	+	<del>\$336.16</del>		<del>\$1008.48</del>
		\$666.94		\$333.47		\$1,000.41
PHE	=	<del>\$896.43</del>	+	<del>\$336.16</del>		<del>\$1,232.59</del>
		\$889.26		\$333.47		\$1,222.73
NR or NI	=	\$0.00	+	<del>\$336.16</del>		<del>\$336.16</del>
				\$333.47		\$333.47

Teachers on the Performance Salary Schedule without a SCPS evaluation for ~~2013-2014~~ **2014-2015 or 2015-2016** are not eligible for a salary adjustment; as well as, teachers receiving a ~~2013-2014~~ **2014-2015 or 2015-2016** final evaluation score of NI or U. These teachers will receive the COLA only.

**Teacher salary adjustments for 2016-2017 will be made once the 2015-2016 final evaluation ratings are received from the Florida Department of Education.**

Salary Supplement

For the ~~2014-2015~~ **2015-2016 and 2016-2017** school year each teacher assigned to the following Title I eligible schools shall receive a salary supplement of \$100.00:

School Name	School Name
Altamonte Elementary	Lake Mary Elementary
Bear Lake Elementary	Lake Orienta Elementary
Bentley Elementary	Layer Elementary
Casselberry Elementary	Lyman High
Crooms Academy of Info Tech	Markham Woods Middle
Crystal Lake Elementary	Midway Elementary
Detention Center	Millennium Middle
Eastbrook Elementary	Milwee Middle
Endeavor School	Pine Crest Elementary
English Estates Elementary	Red Bug Elementary
Forest City Elementary	Sanford Middle
Geneva Elementary	SCPS Consequence Unit
Goldsboro Elementary	Seminole High
Greenwood Lakes Middle	South Seminole Middle
Hamilton Elementary	Spring Lake Elementary
Highlands Elementary	Sterling Park Elementary
Hopper Exceptional Student Center	Teague Middle
Idyllwilde Elementary	Tuskawilla Middle
Indian Trails Middle	Wicklows Elementary
John Polk Alternative School	Winter Springs Elementary
Journeys Academy	Winter Springs High
Lake Howell High	

- APPENDIX D - Instructional Personnel Calendar amended to reflect the 2015-2016 school year
- APPENDIX E - Payroll Calendar amended to reflect the 2015-2016 school year
- APPENDIX F - Extended Day Schedule amended to reflect the 2015-2016 school year
- APPENDIX G - Present Contract
- APPENDIX H. - MEMORANDUM OF UNDERSTANDING (Present Contract)

MEMORANDUM OF UNDERSTANDING


THIS MEMORANDUM OF UNDERSTANDING (MOU) is made and entered into this 13th day of April 2016, by and between THE SCHOOL BOARD OF SEMINOLE COUNTY, FLORIDA, a body corporate and political subdivision of the State of Florida, whose principal place of business is 400 East Lake Mary Boulevard, Sanford, Florida 32773-7127 and SEMINOLE EDUCATION ASSOCIATION, INC., whose principal place of business is 813 Orienta Ave, Altamonte Springs, Florida 32701.

WHEREAS, the School Board of Seminole County will provide a recruitment / retention bonus to all teachers at each Title I served school who received an Effective or Highly Effective instructional practice score on their 2015-2016 evaluation. Therefore, for the 2016-17 school year the parties agree as follows:

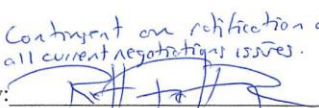
1. The teacher must have an Effective or Highly Effective instructional practice score on their 2015-2016 annual evaluation.
2. The teacher will sign an agreement to accept a teacher-based position and intends to remain at the assigned Title I served school for the entire 2016-2017 school year.
3. In consideration of this assignment, the School Board agrees to pay the teacher a one-time bonus of \$800.00.
4. In the event the teacher elects to end their employment with the School Board, or accepts a transfer to another school within the District prior to the end of the 2016-2017 school year, the teacher agrees that he/she is indebted to the School Board for the full amount of the bonus.

Title I Served Schools	
Altamonte	Journeys
Casselberry	Lake Orienta
English Estates	Midway
Forest City	Millennium
Goldsboro	Milwee
Greenwood Lakes	Pine Crest
Hamilton	South Seminole
Highlands	Spring Lake
Hopper Center	Wicklow
Idyllwilde	Winter Springs Elementary
Layer	Endeavor

For: THE SCHOOL BOARD OF  
SEMINOLE COUNTY, FLORIDA

By:   
Mark Russi, Director, Employee and  
Governmental Relations/Personnel

For: THE SEMINOLE EDUCATION  
ASSOCIATION, INC.

By:   
Rich Frankhouser,  
Executive Director,  
Seminole UniServ

Date: 4/13/2016

Date: 4/13/2016





SEMINOLE COUNTY  
PUBLIC SCHOOLS

WALT GRIFFIN, Ed.D.  
*Superintendent*

Educational Support Center  
400 E. Lake Mary Boulevard  
Sanford, Florida 32773-7127  
Phone: (407) 320-0000

May 18, 2016

## AGREEMENT

1. Each bargaining unit may reopen negotiations for the 2016-2017 contracts on up to three (3) issues prior to August 1, 2016 and the district may do the same.
2. A joint Administration-SEA committee will be formed to study and make recommendations to the respective bargaining teams regarding contract renewal conditions for annual contract teachers. This will not count as a reopener as related to item #1.

For SCPS:

Date:

For Seminole UniServ:

Date:



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