7-1-1985

Palm Beach County, Florida School Board and Palm Beach County Classroom Teachers Association Addendum (1985)
Palm Beach County, Florida School Board and Palm Beach County Classroom Teachers Association Addendum (1985)

**Location**
Palm Beach Co., FL

**Effective Date**
7-1-1985

**Expiration Date**
6-30-1988

**Number of Workers**
5905

**Employer**
School Board of Palm Beach County, Florida

**Union**
Palm Beach County Classroom Teachers Association

**NAICS**
61

**Sector**
Local government

**Item ID**
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**Keywords**
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**Comments**
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AGREEMENT

BETWEEN

THE SCHOOL BOARD OF PALM BEACH COUNTY

AND

THE PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION

ADDENDUM

TO

AGREEMENT

July 1, 1985 - June 30, 1988
PREAMBLE

This ADDENDUM has been negotiated by and between the School Board of Palm Beach County, Florida and the Palm Beach County Classroom Teachers Association. The addendum was ratified by the Association on February 28, 1986 and by the School Board on March 5, 1986.

This addendum shall be effective July 1, 1986 and shall be incorporated into the existing comprehensive agreement and shall continue in effect through June 30, 1988, except that in the intervening year, either party retains the option of reopening Article VIII and two additional Articles.

IN WITNESS WHEREOF, the aforesaid parties have hereunto executed this agreement on the 5th day of March 1986.

PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION

President

Executive Director

THE SCHOOL BOARD OF PALM BEACH COUNTY, FLORIDA

Chairman

Superintendent
ARTICLE III - WORKING CONDITIONS

SECTION A - CONTRACT YEAR

2. Extended days shall be granted at the discretion of the Board and with the voluntary agreement of the employee. However, if no qualified volunteers are available and staffing needs cannot be otherwise met, the Board reserves the right to appoint an employee to an extended contract of no more than 216 days. Such involuntary appointments shall be made on the basis of seniority, with the least senior qualified employee appointed first.

SECTION B - TEACHING HOURS AND CONDITIONS

1. Duty Hours -

   (c) For 1986 only, the duty day for summer school shall be 6.5 hours.

SECTION G - EMPLOYEE/PRINCIPAL COMMUNICATION

2. If desired, the members of the CTA bargaining unit at each school may elect, by secret ballot, a Faculty Committee to deal with concerns. The designated CTA Faculty Representative shall serve as a member of the Committee, and shall facilitate the election of the other members.

   The Faculty Committee shall meet with the Principal at mutually agreeable times to discuss any problems or concerns which may result in the smoother operation of the school. If the Faculty Committee, after meeting with the Principal, still have concerns which they feel were not adequately addressed, they may call for a meeting with the Superintendent (or his designee), for further consideration and review of the problem.

   3. Areas for consideration shall include, but not be limited to, such matters as budget, curriculum, textbooks, distribution of materials and supplies, assignment of duties, staffing, discipline, and parent visitation.
SECTION P - SECONDARY SCHOOL SCHEDULING

1. Classroom teachers in the junior high schools, middle schools, and high schools, and Sabal Palm School and the North and South Area Alternative Schools, shall not be required to teach more than five (5) class periods per day.

2. An assignment of a classroom teacher in a secondary school to teach a sixth period shall be by mutual agreement of the classroom teacher and principal. However, in the event a volunteer is not available, the Board reserves the right to assign a teacher to an additional period.

3. The length of the class period in the junior high schools and middle schools shall not be less than 50 minutes nor more than 55 minutes unless specifically directed by the legislature. The length of the class period in the high school shall be not less than 50 minutes nor more than 55 minutes but may be extended to a maximum of 60 minutes in order to implement a six period day if permitted by the legislature.

4. The regular daily schedule of each high school classroom teacher in grades 9-12 shall consist of five (5) periods of instruction with a seven-period instructional day for students. Of the remaining two periods, one shall be assigned for purposes of instructional planning, in accordance with Article III.B.4. The second period shall be used for instructional planning and other work-related activities of the classroom teacher; when necessary such activities may include assigned school operation responsibilities which were traditionally managed before, during or after the student day. Such assignments shall be equitably distributed.

5. Classroom teachers in secondary schools who teach a sixth class period shall be compensated according to Appendix B. Should an employee work less than the entire year, the supplement will be prorated for the amount worked.
ARTICLE IV - VACANCIES, TRANSFERS, AND REASSIGNMENTS

5. July 15 shall be the normal cutoff date for voluntary transfers. However, a voluntary transfer may be made after the cutoff date providing both principals are in agreement and it is approved by the Superintendent.

8. Selection of teachers for new schools shall be made prior to July 15.

ARTICLE V - LEAVES PAID AND UNPAID

SECTION A - PAID LEAVES - GENERAL PROVISIONS

1. (e) Teachers who teach eleven (11) or more days in the summer school program shall earn one (1) day of sick leave.

ARTICLE VIII - COMPENSATION AND BENEFITS

SECTION J - TEACHER LIABILITY INSURANCE

The Board agrees to provide supplemental automobile insurance or self-insurance to complement personal liability coverage for the transporting of students in private passenger vehicles owned by the employees. This insurance or self-insurance shall only be in effect when the employee is transporting students to and from recognized school activities, and the use of the private passenger vehicle is approved for this purpose by the principal. The total amount of the supplemental liability insurance shall be up to three hundred thousand ($300,000) dollars per occurrence of to the full extent of the law if self-insured.

SECTION K - RETIREMENT BENEFITS

7. The Board and Association agree to establish a Joint Retirement Study Committee to explore the feasibility of all options regarding early retirement or other retirement improvements. The Committee shall report to the parties prior to
the 1987-88 contract negotiations.

SECTION L - ADVANCED DEGREES

Teachers receiving degrees after July 1, 1980, will receive pay for advanced degree in accordance with Appendix A only, provided:

(1) The major in the advanced degree is in one of the areas of certification as a regular classroom teacher, or

(2) The degree includes, or subsequently is followed by, twelve (12) graduate semester hours or equivalent in:

(a) One of the content areas of certification as a regular teacher
(b) Reading
(c) Mathematics
(d) Special Education

Content area courses must bear the prefix of the appropriate subject area on the certificate.

The Board will recognize as advanced degrees for Trade and Industrial Vocationally Certified teachers and post-standard certificates as issued by the Florida State Department of Education.

Teachers serving in areas of professional certification, e.g., media specialist, physical/occupational therapist, may receive payment for advanced degrees in those areas.

A teacher who is certified as a guidance counselor, appointed by the Board as a guidance counselor, and serving in the position of guidance counselor shall be eligible to receive the appropriate advanced degree supplement. However, if the teacher voluntarily elects to transfer from the position of guidance counselor to another area of certification, then the teacher will not be eligible for the advanced degree supplement unless the criteria as set forth in (1) or (2) above are met.
ARTICLE X - TERM OF AGREEMENT

This agreement shall be effective as of July 1, 1986, and shall remain in force and effect through June 30, 1988, except that during each intervening year, either party may reopen Article VIII and two (2) additional Articles.

For FY87, Article VIII, Section A, may be reopened by either party provided the following conditions are met:

If the revenue (as defined in "A Manual-Financial and Program Cost Accounting and Reporting for Florida Schools (Revised August 1984") increase for FY87 for the operating budget compared to actual revenues for FY86 for the operating budget is in excess of the following cost:

1. The cost of workload changes.
2. The cost of price-level adjustments on non-salary budget categories.
3. The costs of the increased Board contribution to employee group health insurance.
4. The cost of salary increases for all employees.
5. The cost of legislatively mandated programs.

It is further agreed that the excess of additional revenue over the additional costs specified in items 1 through 5 above shall be at least sufficient to fund an increase of $100 per teacher.
Appendix A

TEACHER SALARY SCHEDULE 1986-87

BACHELORS DEGREE

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Masters: Add $1500 to Bachelors
Specialist: Add $2800 to Bachelors
Doctorate: Add $4200 to Bachelors

The positions of psychologist, occupational therapist, audiologist, and physical therapist shall be paid on the teacher salary schedule based on experience, degree and contract status. The entry level for these positions shall be at Step 10 (continuing contract) on the teacher salary schedule.
Appendix B

B. OTHER ACTIVITIES

1. Senior High School

*Band Director
- Class A (1000 students & above) $2050
- Class B (less than 1000 students) 1750

*Choral Director
- Class A (1000 students and above) 1450
- Class B (less than 1000 students) 1100

*Drama Coach 850
*Forensic & Debate Coach 1000
*Newspaper Sponsor 850
*Yearbook Sponsor 1000
*Student Government Sponsor 750
*Junior Class Sponsor 650
*Senior Class Sponsor 650
Academic Games Sponsor 400
School Coordinator Southern Association 400
*Additional Period Supplement 2340

2. Middle/Junior High School

*Band Director 1000
*Choral Director 850
*JHS Student Council 650
*Debate Coach 550
*Drama Coach 550
*Newspaper Sponsor 600
*Yearbook Sponsor 600
Academic Games Sponsor 400
*Additional Period Supplement 2340

3. Secondary Schools-Special Activities

Service Organization Supplement -- Schools are entitled to one (1) supplement per 100 students at $300 per unit for such activities as National Honor Society, service clubs, or interest clubs.

4. Elementary School

Academic Games Sponsor 400
Special Olympics Coordinator 400
(3 seasons)
(limit of 15 in centers with nine or more exceptional education units.)

*Year-round Supplemental Activity
HEALTH INSURANCE 1/1/86-3/31/87

1. The Board shall make available to each regular employee comprehensive major medical and dental benefits as provided in calendar year 1985.

2. For the period 1/1/86-3/31/87, the Board agrees to pay a maximum of $1,278.90 toward the cost of health insurance for all regular employees who elect individual coverage.

3. For the period of 1/1/86-3/31/87, the Board agrees to pay a maximum of $464.40 towards the cost of dependent coverage for employees who work six (6) hours or more.

4. Employees who work less than six (6) hours and who elect dependent coverage shall pay 100% of the cost of such coverage.

5. For the period 1/1/86-3/31/87, the Board agrees to pay a maximum of $1,278.90 towards the cost of dependent coverage where both spouses work for the Board and elect dependent coverage.

6. Any rate increase necessary to fund the health insurance plan for the period 4/1/87-3/31/88, as determined by the actuarial analysis of the carrier shall be effective 4/1/87 and shall be implemented as follows:

   (a) Any rate increase for individual employee coverage shall be paid by the employee, unless the parties agree otherwise.

   (b) Any rate increase for dependent coverage shall be paid by the employees electing dependent coverage, unless the parties agree otherwise.

   (c) Any rate increase in excess of the Board's contribution for dependent coverage where both spouses work for the Board shall be paid by the employee, unless the parties agree otherwise.

   (d) Employees who work less than six (6) hours and who elect dependent coverage shall pay 100% of the cost of such coverage.
Appendix C

7. In the event the parties are unable to agree on the increase in rates necessary to fund the health insurance plan, the parties will jointly select an independent actuary, determined by the evaluation of "Request for Proposal (RFP)". The cost of such actuarial services shall be borne equally by the parties.

Appendix D
SUMMER SCHOOL SALARY SCHEDULE

Beginning with the summer school session of 1986, teachers will be paid at their hourly rate of pay based on their daily rate of pay in effect during the contract period immediately preceding the summer school program. Supplemental salaries shall not be included in calculating the daily and hourly rate of pay.

To calculate the hourly rate of pay, divide the annual salary by 196 days and divide the quotient by 7.5 hours.

Appendix E
GLADES SUPPLEMENT

All instructional personnel who work in the Glades Area shall receive a supplement of $1,100. Should an employee work more or less than the designated contracted days, this amount will be prorated for the number of actual days contracted.

Appendix F
PERMANENT SUBSTITUTE TEACHERS

Permanent Substitute teachers -- $61.00 per day.