9-10-1987

Clay County, Florida School Board and Clay County Education Association, United Teaching Profession Amendment (1987)

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Clay County, Florida School Board and Clay County Education Association, United Teaching Profession Amendment (1987)

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1986-88 AMENDMENT

TO

CLAY COUNTY SCHOOL BOARD
MASTER CONTRACT
WITH
CLAY COUNTY EDUCATION ASSOCIATION

1985-88
WE, the undersigned, agree that the attached document is the final and tentative Agreement between the CLAY COUNTY EDUCATION ASSOCIATION negotiating team and the DISTRICT SCHOOL BOARD OF CLAY COUNTY negotiating team. We further agree we will recommend the attached document for ratification.

Date Signed: 8-27-87

THE DISTRICT SCHOOL BOARD OF CLAY COUNTY NEGOTIATING TEAM

Mary W. Jarrett
James D. Powell
Mary D. Hunter
Fred Taborski

CLAY COUNTY EDUCATION ASSOCIATION NEGOTIATING TEAM

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 ARTICLE XIII
TRANSFERS

A. For the purpose of this Article, a transfer shall be defined as a change in grade, subject, assignment, class, building, or position. However, a form shall be required only in the case of transfer between schools or programs.

B. Posting Vacancies

1. Regular Allocated Positions (Vacancies)
   a. All vacancies declared open for the next school year for positions other than supplemental shall be posted, and held vacant for a period of two (2) weeks, but no sooner than April 1 or later than June 30 in the following manner:
      (1) The initial posting of vacancies shall be for a period of two (2) weeks and such posted vacancies shall be held vacant for any in-county teacher who wishes to apply to transfer to vacant positions in the same certification area in which he/she is currently employed. However, in the event a school site is closed or a new school site is opened at the beginning of the school year, the identification of surplus personnel and the exclusion of surplus personnel from this phase of the transfer process shall be implemented only at the close of this initial phase. This exception shall not be construed as to provide any employment rights to the annual contract personnel identified in accordance with paragraph D.1.b. of this article or to any personnel identified for reduction in force in accordance with Article XV (Reduction In Force).
      (2) After the initial two week posting, all vacancies for which surplus (unassigned) teachers are qualified shall be held vacant until these teachers are assigned.
      (3) Vacancies for which teachers returning from an extended leave are qualified shall be held vacant until these teachers are assigned.
      (4) Vacancies remaining after the placement of surplus personnel and personnel returning from leave shall then be posted and held vacant for a period of two (2) weeks for both qualified in-county personnel who have filed with the Personnel Division a completed transfer request in accordance with district guidelines and out-of-county qualified candidates from the pool.
   b. Vacancies During the School Year
      (1) Vacancies which occur during the regular school year shall be posted in every school for two (2) weeks on the first (1st) and fifteenth (15th) of each month beginning after September 15 and continuing through the
month of May, except in cases that affect the smooth and continuous operation of the school.

(2) Any vacancy which becomes known to the Personnel Division through resignation or emergency and which date of opening occurs before the end of the next regular posting period may be posted at the discretion of the Personnel Division.

2. Supplemental Vacancies
   a. Except where otherwise specified herein, vacancies of supplemental positions declared for the next school year shall be posted on the same listing as those noted in Section B.1.a. above and may or may not be related to one of the teaching positions listed in order to complement a school's need. Such positions shall be held vacant for a period of two (2) weeks for in-school applicants who are qualified. After such posting, if vacancies still exist, the positions shall be posted and held vacant for a period of two (2) weeks for in-county applicants or out-of-county applicants who are qualified and meet the requirements. Such postings shall not be posted sooner than April 1 or later than June 30.

   b. All supplemental positions which become vacant during the regular school year between September 15 and the end of May will be posted in the school in which the vacancy exists for a period not less than two (2) weeks.

C. Filling Vacancies - Volunteer Transfers
   1. Regular Allocated Positions
      a. Each teacher shall be limited to one (1) volunteer transfer in a two (2) year period except at the discretion of the administration. A teacher wishing to seek a transfer to a posted vacancy for which he/she is eligible and qualified shall proceed in this manner:
         (1) Obtain a transfer form as set forth in Appendix III from the Personnel Division or the principal and complete and sign the form as directed.
         (2) One copy of the completed request shall be forwarded to the Personnel Division and one copy to the Association. The teacher shall retain the original and one (1) copy.
         (3) If agreement for the transfer is reached between the parties, the gaining principal shall sign the transfer form and forward both copies to the losing principal for his/her signature. The losing principal shall then forward the completed forms to the Personnel Division. If the transfer request is disapproved by a principal, that principal shall forward the forms to the Personnel Division.
Division.

(4) The teacher will be notified in writing by the Personnel Division of the decision.

(5) Final approval will rest with the district office.

b. Identification of Qualified Transfers

(1) The principal of the school having the vacancy which is posted shall give due consideration to qualified and eligible in-county applicants. No action, formal or informal, with the exception of interviews, may be initiated on the placement of qualified eligible in-county or out-of-county applicants to a posted vacancy prior to the end of the posting period except where otherwise stipulated.

(2) Due consideration shall be defined as taking into account the results of an interview, certification, experience, professional references, or other bonafide occupational qualifications.

(3) If a position is filled by a transfer applicant, the decision to select such applicant will be based on qualifications. If qualifications are the same for two (2) or more individuals, then length of service in the district shall determine the priority for consideration. Approval by both the losing and gaining principals shall be required before such transfer is submitted to the Personnel Division for final consideration. The Personnel Division shall return copies of the approved or disapproved transfer request to both principals, the transfer applicant and to the Association.

(4) After filling a vacant position, the principal will notify, in writing, all applicants as soon as action is taken.

(5) A transfer request shall no longer be considered active after action has been taken on filling the vacant position.

2. Supplemental Positions

a. The procedure for applying for transfer to a posted supplemental vacancy shall be the same as that in Section C.1.a. above for teachers wishing to transfer to a supplemental position related to a posted regular teaching position. If a teacher wishes to apply for the supplemental position only then the teacher should seek an interview with the principal of the school with the vacancy.

b. At the close of the posting period, the principal may submit a recommendation for filling a supplemental position to the Personnel Division and should notify the in-county applicants in writing of the action taken.
D. Involuntary Transfers - Change in Allocations/Programs/ Needs Not Affecting County-Wide Total

1. Identification of Affected Personnel

   a. When a reduction in the allocation of teachers in a school or subject area within a program in a school is necessary, the Association shall be presented a list of teachers in the affected school showing the teachers' rank, status, classification as described in Article I, and years of experience in Clay County public schools and Florida public schools. Teachers affected shall be identified on the basis of certification and uninterrupted length of service in the district. Teachers shall be listed in the following order:

   (1) First to be listed: volunteers from the affected area in the school.

   (2) Second to be listed: out-of-field personnel from the affected area in the school.

   (3) Third to be listed: least uninterrupted length of service in the district from the affected area in the school.

   b. In the event continuing contract personnel are listed in the paragraph above, the same number of annual contract personnel as the number of continuing contract personnel listed shall be bumped in order of district seniority provided these annual contract personnel have the same qualifications as the listed continuing contract personnel.

   c. When a reduction in the allocation of teachers in a subject area or grade level within a school is necessary after the beginning of the school year, only teachers in the specified subject or grade level will be affected by the procedures in paragraph D.1.a. above.

   d. Should a teacher who has an athletic coaching supplemental position wish to resign any coaching position, that individual shall automatically be identified as surplus. Should the principal decide not to advertise the position as a teacher/coach combination, then the teacher identified as surplus from that position may be returned to that position at any time before its posting as a vacancy, as long as the teacher remains qualified. This paragraph will be effective for those teachers who are appointed to their first athletic coaching position after December 15, 1987.

2. Placing Unassigned Personnel

   a. Teachers listed for involuntary transfers as indicated in paragraphs D.1.a.b.c. and d. above shall be placed in vacant positions for which they are qualified in the following order:

   (1) Qualified continuing contract personnel.
(2) Qualified personnel identified in D.1.d. above.
(3) Qualified annual contract personnel.
(4) Qualified bumped annual contract personnel.
The placement of these personnel shall be in reverse order of their listing.

b. Continuing contract personnel shall be placed in a position for which they are qualified, or if none is available, in a position considered out-of-field before annual contract personnel are placed.

E. Special Provisions
1. The foregoing shall not be construed in such a way as to prohibit involuntary transfers for specific reasons. The Superintendent shall not be prohibited with the consent of the Board from transferring employees when the Superintendent determines it is in the best interest of the school system.
2. When special talents or expertise are needed for the implementation of a new program, but are not found in the present employees, the proposed plans should be made known and present employees given an opportunity to qualify for the new position.
ARTICLE XVI
LEAVES

A. Terms
1. Leave granted by the School Board shall be taken by
the individual for the purpose for which it was
requested and granted. A teacher who is granted
sick, extended sick, child care, maternity,
ilness-in-line-of-duty, or personal leave shall not
accept full-time employment while on such leave of
absence. This condition may be waived by action of
the Board. Teachers may be granted up to two (2)
consecutive years of extended leave if such request
is filed and approved in the manner set forth in
Section C of this Article.

2. Teachers who want to return from extended leave which
terminates at the close of the school year shall
notify the Personnel Division in writing by March 1
of the school year for which leave was granted. If
leave is granted after March 1, this written
notification of the desire to return shall be
submitted with the leave request. Upon return from
leave which terminates at any time during or at the
end of the school year, reassignment to a vacant
position will be based on seniority to a vacant
position in which he/she is qualified, provided that
the teacher holds a continuing contract or
professional services contract. The School Board
shall not be responsible to any teacher who fails to
submit such request in writing as specified above.
The Board shall not be responsible for rein-statement
of a teacher to any vacant position except as
otherwise provided herein.

3. Teachers who are denied leave of any type shall be
given the reason(s) and rationale for such denial
when action is taken.

4. "Full-time" as used in this article shall mean
six-tenths (.6) or greater allocated position.

B. Short Term Leaves
1. Sick Leave
Each teacher employed on a full-time basis who is
unable to perform his/her duty in the school because
of illness, or because of illness or death of father,
mother, brother, sister, husband, wife, child, other
close relative, or member of his/her own household
and consequently has to be absent, shall be granted
leave of absence for sickness. He/she shall be
entitled to four (4) days of sick leave as of the
first day of employment of each contract year and
shall thereafter earn one day of sick leave for each
month of employment, which shall be credited to
him/her at the end of that month and which shall not
be used prior to the time it is earned and credited
to him/her. Each teacher shall be entitled to earn
no more than one day of sick leave times the number
of months of employment during the year of
employment. If the teacher terminates his/her employment and has not accrued the 4 sick days available to him/her, the School Board may withhold the average daily amount for the sick days utilized but unearned by the teacher. Such sick leave shall be cumulative from year to year. There shall be no limit on the number of days of sick leave a teacher may accrue except that at least one-half of this cumulative leave must be established within the district. Teachers are responsible for requesting that accumulated sick leave earned in another county be transferred to the district. Transferred sick leave will be posted on the record of the teacher at the rate of one day for each day earned in the district. Before receiving compensation for the time absent on sick leave, teachers shall file an official leave form stating the day or days absent. The administration shall provide this form upon the teacher's return. Teachers shall not be required to state reasons or nature of illness for sick leave. Sick leave must be substantiated by a physician's statement if it is requested either by the principal or the Superintendent.

2. Personal Leave With Pay
Four (4) days leave per year may be used for the teacher's personal business. Leave of this type is non-cumulative and chargeable against accrued sick leave. A teacher planning to use a personal leave day or days shall notify and gain the approval of his/her principal using the appropriate form at least twenty-four (24) hours in advance. The teacher shall suffer no loss of pay for such leave and shall not be required to give reasons except that the leave is for "Personal Reasons".

3. Personal Leave Without Pay
A teacher may be granted leave days without pay for personal business when extenuating circumstances dictate. This leave may be granted to a teacher only when he/she cannot otherwise schedule his/her business outside of normal working hours. A reason must be stated with the request. Personal leave without pay shall be submitted to the principal at least three (3) days prior to the requested date of leave. The principal shall review the leave request for approval on a case by case consideration. Any employee who is absent without authorization shall be disciplined after consideration of the facts and in accordance with disciplinary procedures adopted by the Board.

4. Emergency Leave
a. Definition
Emergency leave shall be leave taken for a sudden unexpected happening; an unforeseen occurrence; an act of God.

b. Emergency Leave With Pay
One (1) personal leave day counted against sick
leave may be granted for emergency purposes. Leave of this type must be certified in writing on the appropriate form through channels for approval by the Superintendent or his designee.

c. Emergency Leave Without Pay
Leave days for emergency purposes may be granted without pay. Leave of this type must be certified in writing on the appropriate form through channels for approval by the Superintendent or his designee.

5. Court Leave
Leave with pay may be granted to any teacher when called for jury duty or subpoenaed as a witness, or when a written request to appear in court is made by an attorney involved in the case. A copy of the court order, subpoena, or written request of the attorney shall be attached to the appropriate form and the completed form must be filed with the Personnel Division and approved prior to the leave.

6. Illness-In-The-Line-Of-Duty Leave
A teacher shall be entitled to illness-in-the-line-of-duty leave when he/she has to be absent from his/her duties because of a personal injury received in the discharge of duty or because of illness from any contagious or infectious disease contracted in school work. Such illness or injury must be certified by both his or her principal and a physician, then forwarded to the Superintendent for his recommendation and submission to the Board for approval or disapproval. Except for worker's compensation claims, a teacher who has any claim for compensation under this section while absent because of illness contracted or injury incurred as prescribed herein shall file a claim by the end of each month during which such absence occurred. The Board shall approve such claims and authorize the payment thereof; provided that the Board shall satisfy itself that the claim correctly states the facts and that such claimant is entitled to payment in accordance with the provisions of this section. The use of illness-in-the-line-of-duty leave shall result in no reduction of the teacher's accumulated sick leave. Such leave shall be authorized for a total of not to exceed ten school days during any school year for illness contracted or injury incurred, from such causes as prescribed above.

7. Temporary Duty Elsewhere
Teachers on Temporary Duty Elsewhere shall receive their regular pay and may be allowed expenses.

8. Military Leave
When their obligation to the United States Armed Services makes unavoidable their failing to meet contractual duties, all members of the bargaining unit will be granted military leave in accordance with the law. Requests for such leave must be submitted in writing with a copy of the orders.
9. Professional Leave

a. Professional leave days with pay while school is in session, when properly requested and approved by the Superintendent or his designee, may be granted to teachers for the purpose of:
   (1) Attending and/or participating in professional meetings relating to educational workshops, educational seminars, clinics, or educational conferences in their subject area or area deemed beneficial to the school system by the Superintendent.
   (2) Visitation for the purpose of observing instructional techniques or programs in their subject area.

b. Professional leave days with pay when properly requested and approved by the Superintendent or his designee may be granted to teachers during pre- and post-planning days for attendance in college courses for the purpose of extending certificates or for the purpose of earning credit toward being certified in the subject area of teaching responsibility. This request should be filed with the Personnel Division by ten (10) days prior to the post-planning period for leave during post-planning and pre-planning.

c. Professional leave days without pay when properly requested and approved by the Superintendent or his designee may be granted to teachers during pre- and post-planning days for the purpose of attending college classes for reasons other than that stated in subparagraph b. above or for the purposes set forth in subparagraph a. above.

10. Filing Leave

Leave in this Section (B) must be applied for on the authorized forms with attachments if required and submitted to the immediate supervisor. The completed forms must be submitted to the supervisor by the end of the first day the teacher returns to duty in the case of sick, emergency, or illness-in-the-line-of-duty leave. The administration shall provide this form upon the teacher's return. Otherwise the forms must be submitted in advance in accordance with the provisions of this Section (B). Leave requests must be filed with the Personnel Division.

C. Extended Leave

1. Leave of this type must be authorized and approved by the School Board. The request with required documentation must be on file with the Personnel Division and approved prior to the effective date of leave, and must be in accordance with the provisions of Section A and Section B of this Article. Upon return from extended leave, reassignment will be based on seniority and only to a position which is vacant at the time of the return, and for which he/she is qualified, in accordance with the
provisions of Section A 2 and in accordance with the provisions below.

2. Extended Sick Leave
An extended leave of absence for reasons of personal illness may be granted to a teacher for up to one (1) year of disability if verified by a physician, or in accordance with C8. Sick leave days which have been earned or have been granted in accordance with the rules of the Sick Leave Bank, may be used for this purpose but pay shall not be rendered for any period of time beyond the number of earned sick leave on record or granted by the Sick Leave Bank. Extended sick leave shall be granted only for the period of time of physical disability verified by the physician and a statement from the physician verifying the teacher's ability to return to work must be on file with the Personnel Division prior to reemployment.

3. Maternity Leave
Leave may be granted to a teacher for pregnancy during a period of time from nine (9) months prior to the due date and two (2) months after delivery, or for whatever period of time of disability designated by the attending physician, which is directly a result of the pregnancy. A physician's statement shall accompany such request and must verify the dates requested. Sick leave days which have been earned or have been granted in accordance with the rules of the Sick Leave Bank may be used during any portion of this leave during which the physician verifies in writing that the teacher is disabled, otherwise, maternity leave shall be without pay.

4. Child Care Leave
Leave without pay may be granted to any teacher for the purpose of the care of a dependent child under the age of two living in the same household. If the dependent child in the same household is over the age of two, an accompanying statement from a physician verifying the need for the teacher to care for the child and verifying the period of time required for such leave must accompany this request.

5. Military Leave
Any teacher required as a result of the draft or recall to serve in the armed forces of the United States shall be granted leave without pay for such service for a maximum of four (4) years. A teacher returning from such leave shall be returned to employment, without prejudice, providing application for reemployment is filed within six (6) months following the date of discharge or release from active military duty. The school district shall employ the teacher returning from such leave by not later than thirty (30) days from the date of the teacher's written application for reemployment. Such teacher shall be returned to his/her former position or to a similar position satisfactory to the teacher for which he/she is fully qualified.
6. Extended Professional Leave
A leave of absence for professional improvement, without salary, may be granted for any teacher, upon application, for up to one (1) year and upon reapplication, for up to a second year, for the purpose of:

a. Engaging in study at an accredited university in his/her subject area or area deemed beneficial to the school system by the Superintendent.

b. Full-time participation in the federally sponsored Peace Corps or Job Corps.

c. Participating in foreign exchange teaching programs.

d. Full-time teaching in his/her subject area in Department of Defense or Department of State programs.

Application for such leave shall be submitted to the Superintendent not later than sixty (60) days prior to the start of the date when the leave is to commence. Application for reemployment should be filed at least six (6) months prior to the end of leave. Upon return from such leave the teacher shall be returned to a position which is vacant at the time of return and for which he/she is certified.

7. Extended Personal Leave
There are conditions which make it reasonable for a teacher to be temporarily excused from his/her contractual obligations for personal reasons. Extended personal leave may be granted only for a maximum of one (1) year and must be only for the health and welfare of the teacher or members of his/her immediate family. Extended personal leave shall not be granted for more than two (2) consecutive years. Leave for this purpose must be supported by appropriate documentation and the request must be on file with the Personnel Division and approved prior to the effective date of leave.

8. Fitness for Duty/Medical Examination

a. If the Superintendent has reasonable suspicion based upon objective factors to indicate an impairment of performance or productivity rendering the employee unable to safely and satisfactorily perform his/her complete duties and responsibilities, the Superintendent may require the employee to submit to a physical, medical or psychiatric examination or other laboratory tests to determine the employee's fitness to perform the complete duties and responsibilities of the employee's position.

b. Any examination performed under this Article will be performed by a medical physician, psychologist, psychiatrist or laboratory testing facility (where testing for substance abuse) selected by the employee from a list of at least five (5) physicians, psychologists, psychiatrists, or two to five laboratory testing
facilities (where applicable) recommended by the district. A copy of the list of laboratory facilities will be provided by the Superintendent to the Clay County Education Association annually and updated accordingly. The written results of the evaluation shall be submitted by the examining physician, psychologists, psychiatrist or laboratory facility to the Superintendent and to the employee. Otherwise, the report will remain confidential. Where the Superintendent receives a medical report that the teacher is infected with or is a carrier of a contagious disease, a medical examination by a public health physician may be required.

c. If the employee disagrees with medical examination results other than substance abuse tests, the employee may, within five (5) working days of receiving the results of the examination, provide the Superintendent with medical or psychiatric verification from the employee's own physician, psychologist or psychiatrist. An employee may not be reimbursed for the expense of any medical, psychological or psychiatric examination conducted by the employee's own physician, psychologist, or psychiatrist.

d. The district will be responsible for all expenses incurred from any district-required medical, psychologists, or psychiatric examination performed by a physician or psychiatrist from the district's recommended list. The district will be responsible for the cost of a confirmation test where initial tests are positive for substance abuse.

e. If the information revealed by the medical examination(s) indicates that the employee cannot safely and satisfactorily perform the complete duties and responsibilities of the employee's position, the Superintendent shall:

(1) Determine whether another position is available for which the employee would be qualified and in which the employee can safely and satisfactorily perform the complete duties and responsibilities of the position. If so, the Superintendent shall offer the employee an opportunity to accept a transfer to such position.

(2) If no such transfer is available or if the employee declines an offered transfer, and if no reasonable means of accommodation is available, the Superintendent shall file a recommendation with the School Board recommending that the employee be placed on compulsory Extended Sick Leave.

(3) When an Employee Assistance Program becomes available, the Superintendent shall consider placement in such program prior to e.2.
(4) Nothing in this Article shall prevent the district from taking disciplinary action in accordance with Article XIX of this Agreement.

f. Should the employee's physical or mental impairment be corrected during the term of the employee's compulsory Extended Sick Leave and so certified by the employee's own attending physician, psychologists or psychiatrist, the employee may petition the Superintendent for reinstatement. At this time, the employee will submit to additional examinations under the procedures described in Section C.8.b. of this Article. Based upon the results of the medical examinations, the Superintendent shall file a written recommendation on the petition for reinstatement with the School Board with regard to reinstatement or denial of reinstatement. Should an employee's petition for reinstatement be approved, the reinstatement and reassignment shall be determined in accordance with Section C.1. of this Article.

D. Reimbursement for Travel
Travel reimbursement including in-county, out-of-county, per diem, and expenses shall be reimbursed at the normal rate established by the Board and must be authorized and approved by the Superintendent prior to the incurrence. Reimbursement procedures and rules as established in the current School Board Rules shall be followed.

E. Sabbatical Leave
1. Leave may be granted by the Board to a certificated employee for the purpose of engaging in full-time study at a public or regionally accredited institution of higher education under rules adopted by the Board.

2. Only certificated staff members, who have taught in the Clay County Schools for at least ten (10) consecutive years, broken only by an authorized leave of absence, and who have not received an unsatisfactory evaluation may apply or be considered for approval for sabbatical leave. No more than three (3) requests for sabbatical leave may be approved for any given school year.

3. Such sabbatical year shall be for a one (1) year period and may not be extended.

4. A certificated staff member who is approved for such sabbatical leave shall not accept or agree to receive during such period of leave any compensation, through grant or extra employment, which, when added to the salary paid by the Board would be in excess of his/her ordinary salary.

5. The Board agrees to pay any certificated staff member who has been approved for sabbatical leave, 25% of his/her normally contracted salary during the year of leave. Benefits shall be paid during the year of sabbatical by the Board to such persons on approved
sabbatical leave in the same manner as normally paid to a person employed on a 25% contract.

6. Upon returning from an approved year of sabbatical leave, the staff member shall present proof of compliance with the conditions of the approved leave and be placed in a vacant position in which he/she is certified. Such staff member shall accept such position as a further condition of the sabbatical leave.

7. Any staff member approved for such sabbatical leave shall reimburse the Board for all salary paid and for the cost of all benefits paid during such sabbatical, if the staff member fails to abide by the condition of the sabbatical. A contract to this effect shall be signed by the Board and the person affected.
ARTICLE XVIII
TEACHER EVALUATION

A. The policy on teacher evaluation as outlined by the Board shall be adhered to in evaluating teachers. Principals are responsible for the implementation of the evaluation process in accordance with the policy.

B. The Board and the Association recognize that the basic purpose of evaluation is to improve the instruction and the effective operation of the total school system.

C. The Board and the Association agree to organize a committee consisting of classroom teachers and administrators to meet annually during the first semester or as deemed necessary by the Committee for the purpose of evaluating the procedures used in teacher evaluation. When in the opinion of the committee it deems appropriate that changes in the procedures used should be made, it will recommend these changes, in writing, to the Superintendent for his approval or disapproval. If disapproved, the changes will be returned to the committee for modification. The Superintendent will send approved changes to the Board for its consideration. The committee will be composed of four (4) members selected by the Association and four (4) members and a chairman appointed by the Superintendent. The chairman will be responsible for notifying all members of time and place of meetings at least two (2) weeks in advance. The chairman is empowered to vote only when a tie vote occurs.

D. All evaluations shall be concluded prior to making recommendations for reappointments, where applicable, in accordance with state law.

E. The policy shall provide for appropriate classroom observation, shall be done with the teacher's knowledge and appropriate advance notice. However, the principal retains the right to utilize informal classroom observations without advance notice as part of the evaluation process.

F. Suitable post observation conferences shall be included in the policy. If a teacher disagrees with his/her final evaluation report, he/she may submit a written statement thereon which shall be attached to the evaluation report.

G. Each teacher shall be given a copy of his/her formal evaluation within ten (10) days from the date of completion of same.

H. Each teacher shall have the right to review the contents of his/her personnel file except for employment references pursuant to applicable law.

I. Members of the bargaining unit shall not be required to evaluate another member of the bargaining unit when such evaluation is conducted under the provisions of this article.

J. The provisions of this Article shall not apply in the 1987-88 school year for those schools identified by School Board action as participants in the field testing of revised performance assessment process.
ARTICLE XIX
TEACHER DISCIPLINE

A. Just Cause
1. Teachers may be disciplined including reprimand, suspension and dismissal only for just cause. Annual contract teachers may be non-renewed as consistent with current law.
2. The warnings procedure of Paragraph B of this Article will be followed prior to official disciplinary action (reprimand, suspension or dismissal) where the misconduct is not so aggravated, in the opinion of the Superintendent, as to call for immediate reprimand, suspension or dismissal.

B. Warnings
1. Oral warnings may be given at the discretion of the principal, but do not constitute official disciplinary action. Such warning must be given in the presence of a witness. There is no restriction on the number of oral warnings a principal may give. An oral warning shall normally precede a written warning advising the teacher that they are in danger of or are violating district policy or contract rules.
2. The first written warning will not be considered a disciplinary action nor be considered part of the teacher's personnel file.
3. A second written warning on the same or like occurrence will be considered a reprimand and will become part of the teacher's personnel file.

C. Assurances
1. Teachers may append written warnings with signed statements.
2. Article XI, Paragraph H of this Agreement shall be considered assurances of compliance with Florida Statute §231.291(3) which provides procedures for handling complaints against teachers. Article XI(H) does not apply to official disciplinary action.
ARTICLE XXI
SCHOOL CALENDAR

A. Association Recommendations
The Association may present in a timely manner to the Superintendent its recommendations relative to the beginning and ending dates for teachers, planning days and holidays for teachers along with supporting reasons. The Superintendent will consider these recommendations and supporting reasons, if provided in the manner indicated. The Board will notify the Association at least twenty (20) working days before the deadline for submission of such recommendations.

B. Authority to Set Calendar
The Board has the statutory authority to establish the school calendar and shall consider the final recommendations from the Superintendent.

C. Emergency Calendar Changes
In the case of emergencies or acts of God, the Superintendent shall have the authority to make changes in the calendar as deemed appropriate to ensure the statutorily required length of school year, subject to approval by the School Board. Before making any recommendation to the Board, the Superintendent or his/her designee shall notify and consult with the Association President.

D. Paid Holidays
The annual work year for teachers shall consist of 196 days, six (6) paid holidays. The following dates shall be the six (6) paid holidays for the 1987-88 school year:

- September 7, 1987 Labor Day
- November 11, 1987 Veteran's Day
- November 26, 1987 Thanksgiving Day
- December 25, 1987 Christmas Day
- January 1, 1988 New Year's Day
- April 1, 1988 Good Friday

The annual work year for eleven (11) month teachers shall consist of 216 days, seven (7) paid holidays. The following date shall be added to the above six (6) paid holidays for eleven (11) month teachers for the 1987-88 school year:

- May 30, 1988 Memorial Day
ARTICLE XXII
INSURANCE

A. The Board agrees to pay 100% or up to $600, whichever is less, of the premiums for single coverage for the comprehensive hospital-surgical-major medical and group life insurance policy for each teacher while employed.

B. Such policies shall include benefits in accordance with the terms and conditions as set forth in the master insurance policies as provided by the Board.

C. An insurance committee shall be formed one-third (1/3) of which will be association representation. This committee will meet annually with its first meeting held before February 1. The Director of Classified Personnel/Wages & Benefits shall be the chairperson of the Insurance Committee and will be empowered to vote only upon a tie vote. Additional insurance benefits recommended by the insurance committee established shall be at no cost to the Board unless otherwise negotiated. Only this committee shall be utilized in making recommendations to the School Board on matters pertaining to insurance as covered in this Article. The insurance committee shall review and recommend actions with regard to:

- Bids
- Specifications
- Recommendation on Invitation to Bid
- Bid Tabulations

The Board does not relinquish or delegate any authority or responsibility as mandated by laws pertaining to bidding or employee group insurance program.
ARTICLE XXIII
SICK LEAVE BANK

A. Committee
A sick leave bank shall be established for participating teachers. Such bank shall be administered by a committee composed of three (3) persons selected by the Association which shall adhere to all rules, laws and regulations in effect and with the terms of this contract as ratified or amended.

B. Membership
Any teacher who has been employed a minimum of one (1) year in Clay County and who has an accumulation of a minimum of eight (8) days of sick leave on record shall be eligible for membership in the bank. Such membership and participation shall, at all times, be voluntary. Each participating teacher shall contribute one (1) day of earned sick leave during the first thirty (30) working days of the 196-day contract year. This day shall not be returned to the teacher unless the bank fails to come into existence in accordance with the following rules. No further contributions to the bank shall be necessary except as provided below for the replenishment of the bank.

C. Procedures and Audit
The sick leave bank committee shall consult with and comply with procedures developed by the Personnel Division and Business Affairs Division regarding the identifying and recording of contributions. Such recordkeeping and procedures shall be audited by these Divisions to insure compliance with regulations.

D. Bank Rules
1. The sick leave bank shall have a minimum of two hundred fifty (250) days on deposit before being activated. At no time shall the balance of days on deposit fall below zero (0).

2. In the event the balance of days on deposit is below two hundred (200) days at the start of the school year, all participating members shall contribute one (1) additional day during the first thirty (30) working days of the 196-day contract year in order to replenish the bank to the level established in D 1 above for reactivation. If the balance of days on deposit falls below one hundred (100) days during the school year, all participating members shall be asked to contribute one additional day to the sick leave bank. Exception: Sick Leave Bank members who have drawn from the Bank during the current school year and who have no accumulated sick leave shall be required to contribute the additional day as soon as a sick leave day is available under normal earning of sick leave. Any teacher not contributing under this provision shall be considered to have dropped his/her membership and shall not have his/her previously contributed days returned. The one (1) day contributed under this section (D 2) shall not be
returned to the teacher unless the bank fails to be reactivated.

3. Use and Application
   a. Sick leave drawn from the bank by participating members must be used for said members' prolonged personal illness, accident, or injury. An illness or injury shall be considered prolonged (1) where there is no reasonable expectation that the teacher will be physically able to return to work within 3 months of the date of application to draw sick leave bank days or (2) where due to unexpected complications, the injury or illness causes the member to be physically disabled for 3 or more months after the requirements of 3b and 3c (below) are met.
   b. No member shall be eligible to use the bank until he/she has exhausted all accumulated sick leave on record.
   c. Any member wishing to use the bank must have been a member of the bank for at least thirty (30) working days before contraction of the illness unless waived in the case of extreme emergency by the committee. In addition, the member must have been absent for a minimum of fifteen (15) consecutive work days.
   d. Any member applying for days from the sick leave bank must have filed an application with the Board for Extended Sick Leave that has been received by the Personnel Office and approved pending Board action. Written notification to the Sick Leave Bank Committee will be made within 3 working days of the Personnel Office approval or disapproval.
   e. Any member applying for days from the sick leave bank must file with the committee an application. This application must be accompanied by a form filled out by the doctor which certifies the illness or disability and the length of anticipated physical disability. The member must certify in the application that leave began, the date sick leave will be exhausted, the date on which the sick leave bank is requested, and the necessity for the extended leave. The committee reserves the right to request a second medical opinion at the cost of the applicant.
   f. No member shall be permitted to use the sick leave bank if he/she is on injury or illness in the line of duty leave or drawing workers' compensation.
   g. No member shall be eligible to draw more than sixty (60) days from the bank during any school year.

4. Abuse
   a. If a member is found to have abused the use of the sick leave bank, he/she shall repay the days drawn from the bank and be subject to such other
disciplinary action as determined by the School Board.
b. The Sick Leave Bank Committee may review medical reports filed with the Superintendent's Office in accordance with the Leaves Article concerning the applicant's condition requiring sick leave bank days.
c. The Sick Leave Bank Committee reserves the right of periodical medical review of the applicant's condition which may include a second opinion.

5. Withdrawal From Sick Leave Bank

Teachers wishing to withdraw membership in the bank shall not have their contributed sick leave days returned.

E. Hold Harmless

The Association and members of the bargaining unit shall indemnify and save the Board harmless against and from any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of action taken, or not taken, by the Board for the purpose of granting this procedure for teachers to use this sick leave bank.
ARTICLE XXIVA
CAREER ACHIEVEMENT PROGRAM

A. The Evaluation Committee, described in Article XVIII.C., will study and evaluate the Career Achievement Program which is set forth in Florida Statutes Section 231.5335 (1986). After completing its study and evaluation of the program, if the Committee determines that such a program is practical and will serve the best interests of the Clay County School District, the Committee will have responsibility for developing and presenting a plan for approval in accordance with the procedures set forth in Florida Statutes Section 231.5335.

B. If the Committee recommends that the School District should not participate in the Career Achievement Program, then either the School Board or the Association may reopen negotiations, which negotiations shall be limited to the subject of the Career Achievement Program set forth in Florida Statutes Section 231.5335 (1986).
ARTICLE XXIVB
BENEFITS COMMITTEE

The Board and the Association agree to organize a committee consisting of classroom teachers and administrators to meet during the first semester, or no later than December 1, 1987. The committee will study the economic impact and feasibility of adding a retirement bonus. The committee will report its findings to the respective bargaining teams by May 1, 1988. The committee will be composed of three (3) teachers selected by the Association and four (4) administrators appointed by the Superintendent, one (1) of which will be the Chairman. The chairman will be responsible for notifying all members of time and place of meetings at least two (2) weeks in advance. The chairman is empowered to vote only when a tie vote occurs. The chairman will be responsible for reporting in writing to the Superintendent, members of the Clay County School Board, President of the Clay County Education Association, and all committee members.
ARTICLE XXVII
COMPENSATION

A. Experience
All teaching experience for new hires must be verified. Such experience must be full-time experience in K-12 public schools in the U.S. or under Department of Defense jurisdiction, up to four (4) years in private or parochial K-12 schools accredited by an approved accrediting agency, and/or up to four (4) years of approved active military service. Occupational experience as appropriate for occupational therapists, physical therapists, speech clinicians, social workers, media specialists and for vocational trades instructors shall be granted in accordance with Board policy.

B. New hires and teachers returning from an approved year leave of absence without pay shall be paid in accordance with the schedule set forth in Appendix IV on the basis of approved teaching experience.

C. Under no circumstance shall any teacher be assigned a salary which is at a higher level than that which is equivalent to his/her approved experience.

D. The method of advancement to succeeding levels after the 1987-88 school year shall be determined through negotiations. There shall be no presumption of status quo with respect to the method of advancement.

E. ROTC instructors shall be placed in accordance with the special provision as indicated in Appendix IV.

F. Any person whose higher degree has been earned after April 15, 1979 and is involuntarily transferred to a position in which he/she is not eligible for degree differential shall not lose such degree differential. However, any such person who volunteers for a position in which he/she is not eligible for a degree differential shall lose any degree differential previously paid.

G. Employees assigned to paid supplement positions shall be paid in accordance with said Appendix and all other provisions of this Agreement.

H. Teachers shall be paid in 24 equal payments per year.

I. Terminal Sick Leave
The Board shall provide terminal pay to any teacher upon the teacher's retirement or to the teacher's beneficiary if service is terminated by death. Such terminal pay shall not exceed ninety (90) days and shall be established as outlined in 1-5 below. Unless payment is upon death of individual, the person must be eligible for retirement and retirement papers must be completed, signed and approved. In addition, the teacher must have been:

1. Employed as a teacher for up to three (3) years in Clay County, in which case the terminal pay shall be at the rate of 35% times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of ninety (90) days, or...
2. Employed as a teacher for more than three (3) years but not more than six (6) years in Clay County, in which case the terminal pay shall be at the rate of 40% times the number of days accumulated sick leave times the daily rate of pay, not to exceed a total of ninety (90) days, or

3. Employed as a teacher for more than six (6) years but not more than nine (9) years in Clay County, in which case the terminal pay shall be at the rate of 45% times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of ninety (90) days, or

4. Employed as a teacher for more than nine (9) years but not more than twelve (12) years in Clay County, in which case the terminal pay shall be at the rate of 50% times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of ninety (90) days, or

5. Employed as a teacher during and after the thirteenth (13th) year in Clay County in which case the terminal pay shall be at the rate of 100% times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of ninety (90) days.
ARTICLE XXVIII
TERM OF AGREEMENT

This Agreement is signed and ratified on 9/10/57.
This Agreement shall be effective from the date of ratification and shall continue in effect through June 30, 1988. All economic issues shall be retroactive to the beginning of the 1987-88 school year. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

CLAY COUNTY EDUCATION ASSOCIATION

President

CLAY COUNTY SCHOOL BOARD

Chairman
### APPENDIX IV A

**SALARY SCHEDULE - 1987-88**

#### A. Regular Bachelor's Schedule

<table>
<thead>
<tr>
<th>Step</th>
<th>Years of Approved Experience</th>
<th>Bachelor's Level Salary Amount</th>
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<tbody>
<tr>
<td>A</td>
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<td>18,000</td>
</tr>
<tr>
<td>B</td>
<td>1</td>
<td>18,200</td>
</tr>
<tr>
<td>C</td>
<td>2</td>
<td>18,400</td>
</tr>
<tr>
<td>D</td>
<td>3</td>
<td>18,650</td>
</tr>
<tr>
<td>E</td>
<td>4</td>
<td>18,900</td>
</tr>
<tr>
<td>F</td>
<td>5</td>
<td>19,150</td>
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<td>Q</td>
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<td>25,600</td>
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<tr>
<td>R</td>
<td>17</td>
<td>26,450</td>
</tr>
<tr>
<td>S</td>
<td>18 or more</td>
<td>27,450</td>
</tr>
</tbody>
</table>

*NOTE:* Teachers shall be assigned a salary step in accordance with the Article on Compensation and in accordance with approved experience occurring prior to June 30, 1987.

#### B. 1988 Bonus

A $200 Bonus shall be payable to teachers who qualify as follows:

1. Hold a regular (not an interim) contract.
2. Employed and paid on both the October 15, 1987 payroll and the April 15, 1988 payroll who are
   a. Actively employed, or
   b. On Board-approved paid leave (other than Sabbatical Leave).

Teachers will be paid proportionately to the percentage of position allocated on October 15, 1987.
APPENDIX IV B
SALARIES - SCHOOL PSYCHOLOGISTS AND DEGREE DIFFERENTIALS

A. School Psychologists/12 Months

<table>
<thead>
<tr>
<th>Experience</th>
<th>Salary</th>
<th>Experience</th>
<th>Salary</th>
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<td>0</td>
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<td>3</td>
<td>31,518</td>
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<tr>
<td>1</td>
<td>30,368</td>
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<tr>
<td>2</td>
<td>30,943</td>
<td>5</td>
<td>32,668</td>
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</tbody>
</table>

Note: School Psychologists shall be assigned a salary step and amount in accordance with the Article on Working Conditions for 11 and 12 Month Instructional Employees.

B. Degree Differentials

1. Classroom Teachers

Degree Differentials shall be as follows:

- Master's Degree: $1500 for certificates with effective dates after April 15, 1979
- Specialist Degree: $2000 for certificates in any field
- Doctorate Degree: $2200

Master's Degree: $800 for certificates with effective dates after April 15, 1979
Specialist Degree: $800 for certificates in any field
Doctorate Degree: $800

Note: The classroom teacher degree differentials are based on a 196-day contract. The degree differentials will be pro-rated as needed based on the actual number of contract days.

2. School Psychologists

Specialist Degree: $2200 for Specialist Degree or equivalent Planned Program in the field of Counseling or Psychology. Field of School Psychology must be on certificate.
Doctorate Degree: $2600

Doctorate degree in the field of Counseling or Psychology. Certificate must show field of School Psychology and must reflect Doctorate Level.

Specialist Degree: $1050

Higher degrees in any field. Certificate must show field of School Psychology and must reflect the appropriate level.

Doctorate Degree: $1500

Higher degrees in any field. Certificate must show field of School Psychology and must reflect the appropriate level.

Note: The School Psychologist Degree differentials are based on a 12-month contract. Degree differentials will be pro-rated for 10- and 11-month contracts.

3. If a Classroom Teacher or School Psychologist is eligible for both in-field and out-of-field degree differentials then the degree differential resulting in the highest rate of compensation will be paid. It is the responsibility of the individual claiming eligibility for degree differential compensation to supply all information required by the Personnel Office to establish eligibility.
APPENDIX IV C
SALARIES - MISCELLANEOUS

A. Summer School
1. Classroom teachers working during the summer break shall be paid at the same rate of pay as during the school year preceding the summer term and will remain in effect until the completion of summer school.
2. In the case of curriculum development or other projects, teachers may be paid in accordance with the amount allocated for the project.

B. Adult and Community Education Teachers
Salary (FTE credit course): 1.25 x hourly base rate
base rate = the 196 day contract salary for regularly contracted teachers in Clay County or the beginning (0 year) salary on the adopted schedule for teachers not under regular contract in Clay County.
Salary (Fee base non-credit course): $15.00 per hour (12 or more enrollment)

C. Summer Institute
1. Teacher participation in the 1988 Summer Institute shall be voluntary.
2. Teachers attending the 1988 Summer Institute shall be paid at the rate of $10.00 per hour, other provisions of this Agreement notwithstanding.

D. Other Programs (Other than 310 Agreements)
Teachers employed in other programs beyond the regular workday shall be paid as follows:
1. Regularly contracted teachers in Clay County - hourly rate based on their 196-day contract salary.
2. Teachers not under regular contract in Clay County - hourly rate based on the beginning (0 years) salary on the adopted teacher salary schedule.
A. 1987-88 Amendment

A. 196-day contracts will be issued in accordance with laws governing teacher contracts.

B. Salaries will be based on the greatest amount of 1 or 2 below and will be paid in 24 bi-monthly installments.

1. The 10-month teachers' salary schedule for 1987-88, or
2. (a) The annual (12-month) salary submitted by the U.S. Navy based on the active duty pay less the retired pay valid as of August 1, 1987 for those ROTC personnel employed as of September 1, 1982, provided there is no break in service with Clay County, or
   (b) 10/12 of the annual salary submitted by the U.S. Navy based on the active duty pay less the retired pay for those ROTC personnel employed subsequent to September 1, 1982 and those ROTC personnel who break service in Clay County and are reemployed subsequent to September 1, 1982.

C. If 10/12 of the annual pay as reported by the Navy (school amount) ever exceeds the annual pay actually rendered by the School Board, the contract and pay of the affected person identified in subparagraph B2(a) above shall be changed to reflect 12/12 of that reported by the Navy prorated from the effective date. This paragraph shall have no force or effect for those personnel identified in subparagraph B2(b) above.

D. Summer school employment for 1988 will be contingent on need and pay will be in addition to that agreed upon in Item B above. Summer pay will be based on the established rate at the time of the summer contract in the same manner as figured in Step B above and this additional time will be reported to the Navy as such.

E. All vouchers will be co-signed by the County Office and all checks for reimbursement will be sent directly to the Office of the Superintendent. The Navy shall be notified of this by the officers of the school NJROTC units.
APPENDIX V
SALARIES - SUPPLEMENT SCHEDULE

Note: The percent indicated is applied to the base salary (0 year experience, Level A) of the Teachers Salary Schedule. Salaries are to be rounded to the nearest dollar.

<table>
<thead>
<tr>
<th>TYPE</th>
<th>PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACADEMIC COORDINATORS - (Classroom Teacher Department Heads, ESE Department Heads, and Specialists Only) - paid in equal installments.</td>
<td></td>
</tr>
<tr>
<td>Department Head (3-5 teachers)</td>
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</tr>
<tr>
<td>Department Head (6-10 teachers)</td>
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<td>Department Head (11-16 teachers)</td>
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<td>Department Head (17-20 teachers)</td>
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<tr>
<td>Department Head (21 or more teachers)</td>
<td>6.11</td>
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<td>10 Month Specialist</td>
<td>5.61</td>
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<td>11 Month Specialist</td>
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<tr>
<td>12 Month Specialist</td>
<td>7.47</td>
</tr>
</tbody>
</table>

EXTRA CURRICULAR ACTIVITIES
The following supplements will be allocated to the respective schools as a maximum amount which shall be used to pay one or more individuals sponsoring the indicated activity. Unless otherwise indicated, supplemental salary is to be paid in equal installments.

Annual Staff
Orange Park High................................... 7.50
Middleburg High.................................... 6.50
Clay High.......................................... 6.50
Keystone Heights High.............................. 6.50
Junior High School................................ 6.50

Newspaper Staff
Orange Park High................................... 4.08
Middleburg High.................................... 2.55
Clay High.......................................... 2.55
Keystone Heights High.............................. 2.55
Junior High School................................ 2.50

Band Director - High School
Orange Park High................................... 13.42
Middleburg High.................................... 12.40
Clay High.......................................... 12.40
Keystone Heights High.............................. 12.40
Junior High School................................ 7.50

Choral Director - High School..................... 5.15
Choral Director - Junior High School.............. 5.15
Class Sponsors - Freshman Class (9th Grades)..... 2.60
Class Sponsors - Sophomore Class
Orange Park High School............................ 2.75
All Other High Schools............................. 2.60

Class Sponsors - Junior Class
Orange Park High................................... 4.75
All Other High Schools............................. 4.25
### Class Sponsors - Senior Class

<table>
<thead>
<tr>
<th>Activity</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
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<td>Orange Park High</td>
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<tr>
<td>All Other High Schools</td>
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<tr>
<td>Peer Teacher</td>
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<tr>
<td>Co-Curricular Club</td>
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<td>National Honor Society</td>
<td>3.06</td>
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<tr>
<td>National Junior High Honor Society</td>
<td>3.06</td>
</tr>
<tr>
<td>Student Council</td>
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<tr>
<td>Junior High Student Council</td>
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<tr>
<td><em>Director of Junior or Senior Class Plays</em> (per major production)</td>
<td>1.28</td>
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<tr>
<td><em>Drama</em></td>
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<tr>
<td><em>Junior High Drama</em></td>
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</tr>
<tr>
<td>Drill Sponsor</td>
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<tr>
<td>Flag Corps Sponsor</td>
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<tr>
<td>Majorette Sponsor</td>
<td>3.11</td>
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<td>Safety Patrol - Elementary</td>
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<tr>
<td><em>Local School Science Fair Coordinator</em></td>
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<tr>
<td><em>County-Wide Spelling Bee Coordinator</em></td>
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<td><em>Academic Coach-School</em></td>
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<td>Academic Coach-District</td>
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<tr>
<td>Computer Education Advisor</td>
<td>2.55</td>
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<tr>
<td>Junior High Activities Program Coordinator</td>
<td>12.00</td>
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</table>

*The supplement will be paid upon completion of the activity and written recommendation of the principal. Any production must be performed before the public and will consist of a full length play.

When approved by the Superintendent or his designee, instructional personnel attending workshops after the normal school day will be paid a stipend of $6.00 per hour.

TEC Council members who are required to meet beyond the normal school day or beyond the required workday, shall receive a supplement equal to that paid for inservice workshops.

### ATHLETICS

**Athletic supplements for seasonal sports shall be paid in a lump sum upon completion of the activity. A supplement will be prorated if a coach quits prior to completion of the season. No more than three (3) athletic supplements may be paid to a single individual.**

**Exceptions - Football supplements will be paid as follows:**

- 75% at end of playing season
- 25% for spring practice

**Athletic Director**

<table>
<thead>
<tr>
<th>School</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Orange Park High</td>
<td>20.50</td>
</tr>
<tr>
<td>Middleburg High</td>
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<tr>
<td>Clay High</td>
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</tr>
<tr>
<td>Keystone Heights High</td>
<td>18.50</td>
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<tr>
<td><strong>Football, Head (high schools)</strong></td>
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<tr>
<td><strong>Football, Head (junior high schools)</strong></td>
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</tr>
<tr>
<td>Position</td>
<td>Salary</td>
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<tr>
<td>-----------------------------------------</td>
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<tr>
<td>Football, Assistant (high schools)</td>
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<tr>
<td>Football, Assistant (junior high schools)</td>
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<tr>
<td>J.V. Football, Head (high schools)</td>
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<td>Basketball (junior high schools)</td>
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<tr>
<td>Basketball (9th Grade) - KHS, CHS</td>
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<td>Baseball (9th Grade) - KHS, CHS</td>
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<tr>
<td>Track (junior high schools)</td>
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<td>Golf, Head (high schools)</td>
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<tr>
<td>Volleyball, Head (high schools)</td>
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<td>Volleyball, Assistant (9th Grade) - KHS, CHS</td>
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<tr>
<td>Volleyball (junior high schools)</td>
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<tr>
<td>Tennis, (high schools)</td>
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<tr>
<td>Soccer, Head (high schools)</td>
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<tr>
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<td>Asst. Intramural Program Sponsor (Jr. Hi. Sch.)</td>
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<tr>
<td>Cheerleading Sponsor - Junior Varsity</td>
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<tr>
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<td>*Cheerleading Sponsor - Wrestling (OPH)</td>
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<tr>
<td>*Cheerleading Sponsor - Soccer (OPH)</td>
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