

ARTICLE VII: WORKING HOURS

B. At the beginning of each ~~semester-grading period~~ at least one (1) day shall be provided in the calendar for the purpose of teacher planning and evaluation. If the calendar committee should elect to use a planning day(s) as a precautionary storm make-up day(s) for students, the planning day(s) will convert into an early release day(s) for employee planning. When applicable, this day(s) will also count as an employee storm make-up day(s).

ARTICLE XIV: EMPLOYEE EVALUATION

D. A copy of the final electronically signed evaluation shall be available for printing ~~printed~~ from the PGS and provided to any employee upon request.

E. ~~In an effort to preserve the appearance of openness, ethical fairness and fair labor practices for employees, the Board recognizes the need for an alternative designated evaluator, and one will be assigned, to evaluate an employee that is either a spouse, child, parent, sibling or in-law of the primary evaluator. -See SB policy number 6.17* which addresses Fairness and Impartiality in the Supervision of Employees~~

F. Within 15- working-days of the announcement of the final evaluation results, an employee may request a review of their annual evaluation based on possible errors in data collection, possible errors in the students included in performance data, possible procedural errors or errors in final evaluation rating calculation. An Evaluation Review Committee shall be created to review such requests and determine if any corrective action is necessary. The Evaluation review Committee shall be comprised of the following members:

1. President of SRPE, or his/her designee
2. Three employees selected by SRPE
3. Assistant Superintendent of Human Resources, or his/her designee
4. Three administrators selected by Human Resources

All committee members shall have voting rights to determine the course of action recommended by the committee. In the case of tie committee votes, the evaluation will remain unchanged.

ARTICLE XVII: LEAVE OF ABSENCE

C. Professional Leave

Professional leave may be granted with or without pay as hereinafter provided:

1. Professional leave may be granted to an teacher employee to engage in activities that will result in his/her professional benefit or advancement, including the earning of college credits and degrees or in activities that will contribute to the profession of teaching.

- a. Any teacher employee who is employed for ten (10), eleven (11), or twelve (12) months during any school year ~~and who is on continuing or professional services status~~ may be granted professional leave as follows:
 - (1) A ~~teacher~~ ten (10) month employee on a ten (10) months continuing or professional services may be granted leave not to exceed five (5) days during the pre-school and/or post-school conference; provided all required records and reports are completed prior to the beginning date of the leave.
 - (2) An ~~teacher~~ eleven (11) month employee on a eleven (11) months continuing or professional services may be granted leave not to exceed five (5) days leave; provided that all required records and reports are completed prior to the beginning date of leave.
 - (3) A ~~teacher~~ twelve (12) month employee on a twelve (12) months continuing or professional services may be granted leave not to exceed six (6) days of leave; provided that all required records and reports are completed prior to the beginning date of leave.
 - (4) ~~Where professional leave is granted, the days to be granted will be based on the college starting date with not more than two (2) days of such leave as travel time where~~ when necessary.
Where professional leave is granted, the days to be granted will be based on the college starting date not to exceed two (2) days of such leave as travel time when necessary.
 - (5) Leave ~~must~~ shall be used for the purpose for which it is granted.
 - b. Professional leave during pre-school and/or post-school conference will not be granted to a person in annual status except under the following conditions:
 - (1) A ~~teacher~~ ten (10) month employee on a ten (10) months may be reimbursed for not more than five (5) days upon the successful completion of the course(s) ~~or courses~~ and upon resumption of duty in the district.
 - (2) An eleven (11) month teacher employee on an eleven (11) months may be reimbursed for not more than five and one-half (5-1/2) days pay upon the successful completion of the course(s) ~~or courses~~ and upon resumption of duty in the district.
 - (3) Such leave may be granted upon application provided that all required records and reports are completed and the ~~teacher~~ employee is under contract to render services in the school district for the ensuing school year.
 - (4) Where professional ~~such~~ leave is granted, the days to be granted will be based on the college starting date not to exceed two (2) days of the ~~such~~ leave as travel time ~~where~~ when necessary.
 - (5) ~~The~~ Leave shall be used for the purpose for which it is granted.
2. Extended professional leave is leave in excess of thirty (30) consecutive days. Such leave is primarily for the benefit of the teacher employee or that of the teaching profession, and only incidentally for the benefit of the School Board. Extended leave for professional improvement may be granted to an teacher employee provided he/she has served satisfactorily in the district for a period of three (3) years or more.
 - a. Any ~~teacher~~ eleven (11) or twelve (12) month employee and in continuing or professional services status may take professional leave annually provided in (1a) of this article or may take professional leave every five (5) years as follows:
 - (1) An ~~teacher~~ eleven (11) month employee on an eleven (11) months continuing or professional services may be granted not more than five and one-half (5-1/2) weeks of professional leave with pay.
 - (2) A ~~teacher~~ twelve (12) month employee on a twelve (12) months continuing or professional services may be granted not more than six (6) weeks of professional leave with pay.

- (3) ~~Where such professional leave is granted, the number of days granted will be based on the college starting date with not more than two (2) days of the leave for travel time where necessary. The leave must be used for the purpose for which granted.~~
Where professional leave is granted, the days to be granted will be based on the college starting date not to exceed two (2) days of such leave as travel time when necessary.
- (4) Leave shall be used for the purpose for which it is granted.

3. The School Board will grant professional leave without pay when, in its opinion, such leave is justified. The Board will consider each such application on its merit and, in arriving at a decision, will consider both the interest of the ~~teacher~~ employee and the general welfare of the school system.

ARTICLE XXII: SICK LEAVE BANK

- F. Members needing to utilize days in the Sick Leave Bank will request the needed number of days on a Sick Leave Bank Program Withdrawal Application form with the medical statement attached within seven (7) working days of return to work. The application must be completed in full. A participating employee may be eligible for sick leave from the Bank only after having met the following conditions:
 - 1. Has used all his/her accumulated sick leave.
 - 2. Is not eligible for Worker's Compensation pay.
 - 3. Is not eligible for Injury in Line-of-Duty pay as granted by rule of School Board.
 - 4. Has been absent from employment for at least five (5) consecutive working days.
 - 5. The above condition number 4 may be waived to provide for intermittent or reduced schedule under the following conditions:
 - a. Illness has been judged by the Sick Leave Bank to be catastrophic in nature.
 - b. The days requested are directly related to the catastrophic illness.
 - 6. Has an application approved by the Sick Leave Bank committee.

APPENDIX D—Teacher Salary Schedule

GRANDFATHERED SALARY SCHEDULE-Instructional 20112-123

Level	Bachelors	Masters	Specialist	Doctorate
0	33,055	35,699	37,022	38,344
1	33,055	35,699	37,022	38,344
2	33,055	35,699	37,022	38,344
3	33,878	36,522	37,845	39,167
4	34,716	37,360	38,683	40,005
5	35,579	38,223	39,546	40,868
6	36,439	39,083	40,406	41,728
7	37,325	39,969	41,292	42,614
8	38,227	40,871	42,194	43,516
9	39,146	41,790	43,113	44,435

10	40,082	42,726	44,049	45,371
11	41,037	43,681	45,004	46,326
12	42,010	44,654	45,977	47,299
13	43,000	45,644	46,967	48,289
14	44,011	46,655	47,978	49,300
15	45,041	47,685	49,008	50,330
16	46,071	48,715	50,038	51,360
17	47,162	49,806	51,129	52,451
18	48,254	50,898	52,221	53,543
19	49,368	52,012	53,335	54,657
20	50,504	53,148	54,471	55,793
21	51,663	54,307	55,630	56,952
22	52,845	55,489	56,812	58,134
23	54,051	56,695	58,018	59,340
24	55,282	57,926	59,249	60,571
25	56,538	59,182	60,505	61,827
26	57,819	60,463	61,786	63,108
27	59,110	61,754	63,077	64,399
28	60,420	63,064	64,387	65,709
29*	60,956	63,600	64,923	66,245
29	61,753	64,397	65,720	67,042

—*Upon the next occurrence of level advancement by instructional employees after June 30, 2012, Salary Level 29 shall read: _____

Per Florida statute, those hired after July 1, 2011, will establish base pay using the Bachelors degree column with placement as negotiated annually. For employees with advanced degrees meeting the requirements found in number 2 below, a supplement will be paid in the following amounts:

Masters ~~2644.00~~ 8% of base pay.
Specialist ~~3967.00~~ 12% of base pay.
Doctorate ~~5289.00~~ 16% of base pay.

A Performance Pay Salary Schedule committee will be formed. The committee, having equal representation from the Association and the District, will be tasked with designing a Performance Pay Salary Schedule to be considered in negotiations for the 2013-14 school year for implementation no later than the 2014-15 school year. (Four (4) committee members from from each side).

APPENDIX E

At schools without an assistant principal, an employee may be selected to serve as an acting assistant principal in the absence of the principal. The acting assistant principal will receive an annual supplement of 600.00. ~~If possible, this individual will have~~ Consideration should be given to individuals who have completed the district's PSL class.

Part-time Curriculum Coordinator .10

1. All percentages shall be based on the prior year beginning salary for Bachelors Degree.
~~\$ 32,092.00 for 2010-2011).~~

~~4. Department heads or grade level chairpersons responsible for as many as five (5) teachers should be provided one (1) period of duty time daily to attend to departmental or grade level affairs.~~

John S. "Steve" Ratliff
Chief Negotiator for the Board

Rhonda Chavers
Chief Negotiator for SRPE

Date: _____

Date: _____