

**Pinellas County Schools and Pinellas Classroom Teachers Association  
2016-2017 Negotiations**

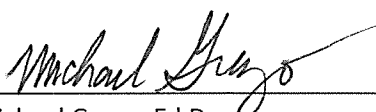
The Tentative Agreement between the School Board of Pinellas County and the Pinellas Classroom Teachers Association is comprised of the following attached sections:

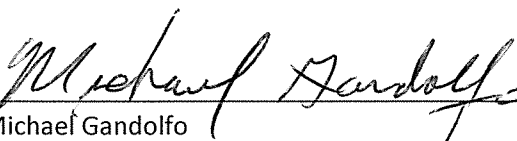
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| 2. Salary  | Page 3  |
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The parties have caused this tentative agreement to be executed by their undersigned officers, duly authorized, this 19th day of September, 2016. The remainder of the 2015-2018 Agreement shall remain in force without changes.

The School Board of Pinellas County, Florida


The Pinellas Classroom Teachers Association, Inc.

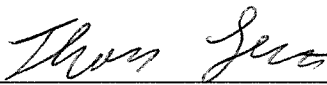
By:   
Michael Grego, Ed.D.  
Superintendent

By:   
Michael Gandolfo  
President

Date: 9/19/16

Date: 9/19/16

By:   
William Corbett, Ed.D.  
Deputy Superintendent

By:   
Thomas Lentz  
Chief Negotiator

Date: 9/19/16

Date: 9/19/16



| Years | Total | 15-16 | Level 1  | Basic Diff | 16-17  | 16-17    | Eff Diff | Step Diff | Cost      |
|-------|-------|-------|----------|------------|--------|----------|----------|-----------|-----------|
|       | #     | Basic | with REF | 15-16      | Basic  | with Ref | 16-17    | 16-17     | 16-17     |
| 0     | 0     | 37328 | 40,745   | 0          | 37,328 | 41,155   | 0        | 0         | 0         |
| 1     | 0     | 37434 | 40,851   | 106        | 37,434 | 41,261   | 106      | 106       |           |
| 2     | 0     | 37434 | 40,851   | 0          | 37,434 | 41,261   | 0        | 0         |           |
| 3     | 0     | 37434 | 40,851   | 0          | 37,434 | 41,261   | 0        | 0         |           |
| 4     | 0     | 37434 | 40,851   | 0          | 37,434 | 41,261   | 0        | 0         |           |
| 5     | 1     | 38684 | 42,101   | 1250       | 38,684 | 42,511   | 1250     | 1250      | 0         |
| 6     | 7     | 38984 | 42,401   | 300        | 39,484 | 43,311   | 800      | 800       | 800       |
| 7     | 144   | 39134 | 42,551   | 150        | 39,784 | 43,611   | 800      | 300       | 5600      |
| 8     | 195   | 39134 | 42,551   | 0          | 39,934 | 43,761   | 800      | 150       | 115200    |
| 9     | 304   | 40328 | 43,745   | 1194       | 40,328 | 44,155   | 1194     | 394       | 232830    |
| 10    | 199   | 40688 | 44,105   | 360        | 41,128 | 44,955   | 800      | 800       | 243200    |
| 11    | 219   | 41051 | 44,468   | 363        | 41,488 | 45,315   | 800      | 360       | 159200    |
| 12    | 185   | 41418 | 44,835   | 367        | 41,851 | 45,678   | 800      | 363       | 175200    |
| 13    | 174   | 41828 | 45,245   | 410        | 42,218 | 46,045   | 800      | 367       | 148000    |
| 14    | 189   | 42328 | 45,745   | 500        | 42,628 | 46,455   | 800      | 410       | 139200    |
| 15    | 203   | 42778 | 46,195   | 450        | 43,128 | 46,955   | 800      | 500       | 151200    |
| 16    | 192   | 43278 | 46,695   | 500        | 43,578 | 47,405   | 800      | 450       | 162400    |
| 17    | 164   | 43950 | 47,367   | 672        | 44,078 | 47,905   | 800      | 500       | 153600    |
| 18    | 144   | 44684 | 48,101   | 734        | 44,750 | 48,577   | 800      | 672       | 131200    |
| 19    | 138   | 45484 | 48,901   | 800        | 45,575 | 49,402   | 891      | 825       | 128304    |
| 20    | 129   | 46284 | 49,701   | 800        | 46,284 | 50,111   | 800      | 709       | 110400    |
| 21    | 134   | 47384 | 50,801   | 1100       | 47,384 | 51,211   | 1100     | 1100      | 141900    |
| 22    | 131   | 49034 | 52,451   | 1650       | 49,034 | 52,861   | 1650     | 1650      | 221100    |
| 23    | 98    | 50684 | 54,101   | 1650       | 50,684 | 54,511   | 1650     | 1650      | 216150    |
| 24    | 81    | 52334 | 55,751   | 1650       | 52,334 | 56,161   | 1650     | 1650      | 161700    |
| 25    | 96    | 53984 | 57,401   | 1650       | 53,984 | 57,811   | 1650     | 1650      | 133650    |
| 26    | 117   | 55634 | 59,051   | 1650       | 55,634 | 59,461   | 1650     | 1650      | 158400    |
| 27    | 101   | 57484 | 60,901   | 1850       | 57,284 | 61,111   | 1650     | 1650      | 193050    |
| 28    | 90    | 59234 | 62,651   | 1750       | 59,134 | 62,961   | 1650     | 1850      | 166650    |
| 29    | 76    | 60584 | 64,001   | 1350       | 60,584 | 64,411   | 1350     | 1450      | 121500    |
| 30    | 495   | 61084 | 64,501   | 500        | 61,384 | 65,211   | 800      | 800       | 60800     |
| 31+   |       |       |          |            | 61,884 | 65,711   | 800      | 500       | 396000    |
| Total | 4,006 |       |          |            |        |          |          |           | 4,027,234 |

|                   |                          |             |                                       |                          |
|-------------------|--------------------------|-------------|---------------------------------------|--------------------------|
| 15-16 Ref<br>3417 | Available<br>Performance | \$7,999,116 | Performance Pay                       |                          |
| 16-17 Ref<br>3827 |                          |             | Grandfathered<br>Left for supplements | \$4,027,234<br>\$107,414 |

| PCTA Covered Employees |      |
|------------------------|------|
| Performance            | 3229 |
| Grandfather            | 4006 |
| Total                  | 7235 |

Initial/Date: MD 9/19/16  
MM 9/19/16

Initial/Date: bc 9/19/16  
TD 9/19/16

ARTICLE 36 TEACHER CONTRACTS

F. Annual contract teachers who receive a Summative Evaluation rating of Effective or Highly Effective on their current annual evaluation will be recommended by their principal and area superintendent for renewal of their annual contract for the following year and the Superintendent will endorse their recommendation on a School Board meeting agenda, so long as the conditions listed below are met. The Superintendent may, in his discretion, recommend the renewal of a teacher who does not meet the conditions in this Article 36, but is not obligated to do so.

1. The teacher meets or is in the process of meeting all necessary eligibility requirements related to certification, highly qualified status, and ESOL status; however, all requirements for the current year must be met by June 30th of the current school year. The parties understand that some certifications require multiple years to complete, such as the ESOL 300 hour endorsement or the gifted 300 hour endorsement. In cases of multiple year certifications, only the current year's requirement must be met by June 30 of the current year.
2. The teacher has not received a letter of reprimand or suspension with or without pay, during the school year;
3. No Reduction in Force occurs in accordance with Article 22 of this Agreement; and
4. A vacancy exists at the same school; if no such vacancy exists, but all other conditions above are met, then the District will place the teacher in a position at another school in the District.

The employee's sole remedy if this provision is not followed is to appeal to a committee comprised of four people: the Assistant Superintendent of Human Resources, a person chosen by the Assistant Superintendent of Human Resources and two members chosen by the Association. Should this committee be unable to reach a majority decision, then the language above will be upheld and the teacher will be renewed. If the nonrenewal is deemed to be appropriate, the teacher shall be notified. If the nonrenewal is deemed to be inappropriate, the Assistant Superintendent of Human Resources may direct the teacher to remain at the school or may find alternative placement.

Note: The rest of article 36 will remain unchanged.

Initial/Date: MJ 9-18-16 Initial/Date: BL 9/19/16  
MMJ 9/19/16 D 9/19/16

PCTA-PCSB  
2016-2017  
Negotiations  
Union Proposal 5

**ARTICLE 45 SALARIES AND SALARY SUPPLEMENTS**

H. Supplements shall be paid in the manner set forth in the District Compensation Manual. The parties agree to the establishment of a committee comprised of an equal number of district and association representatives which will meet at least once per school year and make a recommendation to the Bargaining Leadership Team. The purpose of the committee is to perform a thorough review of the Supplementary Salary positions and pay each year to make recommendations to the bargaining teams including a comparative analysis of duties, functions, time, student numbers, risk or other factors determined to be relevant and recommended supplemental salaries in time to include such recommendations in negotiations over salary each school year.

Initial/Date: MG 9-19-16 Initial/Date: PC 9/19/16  
MM 9/19/16 J 9/19/16

PCTA-PCSB  
2016-2017  
Negotiations

**ARTICLE 5 DURATION**

D. The parties agree to continue to negotiate the following specific issue during the 2016-2017 school year:

1. Virtual Teachers – the parties agree to continue negotiations related to virtual teachers and any terms and conditions of employment specific to virtual teachers. The parties agree to reconvene by February 1st, 2016 to review this topic.

Note: The rest of article 5 will remain unchanged.

Initial/Date: MG 9-19-16 Initial/Date: PC 9/19/16  
MS 9/19/16 A 9/19/16

**STIPULATION BETWEEN**  
**THE SCHOOL BOARD OF PINELLAS COUNTY AND**  
**PINELLAS CLASSROOM TEACHERS ASSOCIATION**  
**(Amendment to Appendix D to Add Midtown Academy, formerly known as**  
**University Preparatory Academy)**

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THIS STIPULATION is entered into by and between The School Board of Pinellas County ("Board") and the Pinellas Classroom Teachers Association ("Association").

WITNESSETH:

WHEREAS, the Board and Association are parties to a collective bargaining agreement ("CBA") executed by the parties on January 8, 2016 and January 5, 2016 respectively, effective for the time period July 1, 2015 through June 30, 2018; and

WHEREAS, Appendix D of the CBA is a Differentiated Pay plan which provides for recruitment, retention and performance bonuses for certain high needs schools, and

WHEREAS, pursuant to a Stipulation dated April 11, 2016, Appendix D identified thirteen (13) schools as Turnaround Schools benefited by the recruitment, retention and performance bonuses described in Appendix D, and

WHEREAS, the Board intends to immediately assume operations of a charter school due to its impending closure and the parties desire to include the charter school as a Turnaround School under Appendix D.

NOWHEREFORE, the Board and Association stipulate and agree that:

1. Midtown Academy, formerly known as University Preparatory Academy, is added as the fourteenth (14) Turnaround School subject to the provisions of Appendix D.
2. For the (14) schools subject to the provisions of Appendix D and the (5) schools subject to the provisions of Appendix D-1, the following provision is added concerning the right to appeal a non-renewal under Article 32, section E, paragraph

Initial/Date: YMD 9-19-16 Initial/Date: BC 9/19/16  
MMJ 9/19/16 D 9/19/16

2 of the CBA. Annual contract teachers who received less than Effective on their Summative Evaluation but had received Effective or Highly Effective on their Final Evaluation for each of the three consecutive preceding years, or if they had worked less than three years, had received Effective or Highly Effective for each of the years they had been employed, may appeal the principal's decision not to recommend the renewal of their annual contract.

3. All other provisions of Appendix D remain in full force and effect.

The School Board of Pinellas County Florida

The Pinellas Classroom Teachers Association, Incorporated

By: \_\_\_\_\_

By: \_\_\_\_\_

Michael Gandolfo, President

Date: \_\_\_\_\_

Date \_\_\_\_\_

Initial/Date: MD 9-19-16 Initial/Date: MC 9/19/16  
MY 9/19/16 1 9/19/16



**THE AGREEMENT**  
**BETWEEN**  
**THE SCHOOL BOARD OF PINELLAS COUNTY AND**  
**THE PINELLAS CLASSROOM TEACHERS ASSOCIATION**

**Appendix D-2**  
**Support for Scale Up Schools**

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THIS AGREEMENT is entered into by and between The School Board of Pinellas County ("Board") and the Pinellas Classroom Teachers Association ("Association").

WITNESSETH:

WHEREAS, the Board and Association are parties to a collective bargaining agreement between The School Board of Pinellas County, Florida and The Pinellas Classroom Teachers Association, Incorporated 2015-2018 ("CBA"); and

WHEREAS, pursuant to Article 6 of the CBA and consistent with past practice of the Board and the Association, the parties may stipulate to matters not expressly provided for in the CBA; and

WHEREAS, the parties are working collaboratively to enhance student achievement at the Scale Up Schools through a variety of means including the use of Master Teachers to support and enhance teacher effectiveness and desire to establish and provide a high quality needs based professional development program with an integrated curriculum that is differentiated by teacher needs and self-determination at the schools referred to in Appendix D-1.

NOW, therefore, the parties agree to the following:

**A. This Provision is subject to automatic reopener each year.**

**B. Master Teacher:**

1. Teachers who apply and are selected to assume the additional responsibilities of a Master Teacher may work up to an additional seventy-five hours each semester mentoring and supporting teachers to improve their practice consistent with the core values and goals of the District and the school's School Improvement Plan. The teacher will maintain a current time sheet or log of all tasks and activities performed during the time frame.

2. The role of the Master Teacher is to support teachers, not evaluate them. Any teacher may be referred to a Master Teacher as part of their feedback during the evaluation process to reinforce best practices. Teachers may also request to be assigned to a Master Teacher. In all cases the details of the work between Master Teacher and mentee is to be confidential and private in order to maintain a supportive critical colleague role with mentees.
3. Teachers may refuse to utilize the services of a Master Teacher. Working with a Master Teacher is voluntary and teachers shall not be required to work beyond their normal contract hours.
4. Teachers who accept the position of Master Teacher will be responsible for maintaining a model classroom and model lesson plans. Mentees and any other teachers may request support and assistance from Master Teachers. Master Teachers may be available to plan with, conduct non-evaluative observations, model lessons, provide strategies consistent with best practices, and debrief with mentees assigned to them.
5. Master Teachers will log all activities related to their role in developing teacher mentees. They can log any time where they give up planning time, lunch, or work beyond the contractual work day.
6. Master Teachers will be paid two thousand dollars as compensation for the additional seventy-five hours worked per semester, for a total of four thousand dollars annually for working the additional one hundred fifty hours. Compensation for teachers who record less than seventy five hours worked per semester will be pro-rated.

**Scale Up Professional Development:**

For the 2016-2017 School Year the Superintendent's Designee and the PCTA President's Designee shall:

1. Agree and determine the Scale Up Professional Development Calendar and professional development offerings at least 20 days prior to the start of the second semester, this calendar may be modified by mutual concurrence of the Superintendent's Designee and President's Designee (This provision is not intended to supersede Article 27);
2. Map and align district initiatives concerning the Scale Up Schools;
3. Make joint presentations to impacted staffs regarding the alignment of resources, professional development and other related topics;
4. Develop a menu of professional development offerings that allows teachers to be able to select trainings based on their needs;
5. Develop and conduct a collaborative, ongoing process for needs assessment in each school (PD, new to grade levels, content areas, etc);

Initial/Date: MMJ 9-18-16 Initial/Date: KE 9/19/16  
MMJ 9/19/16 JA 9/19/16

6. Determine the roles and responsibilities of all Master Teachers assigned to buildings.

For the 2017-2018 School Year a Scale Up Professional Development Team made up of the Superintendent's Designee and the President's Designee will establish a committee of equal number designated by each side to meet at least twice a school year beginning by January 31, 2017 to monitor the plan, review data, analyze the effectiveness and efficacy of the professional support and development system. This team will mutually develop the Scale Up Professional Development Calendar for the 2017-2018 school year and establish criteria for Master Teachers and Coaches at the scale-up schools. This team will seek input from the collaborative implementation group and school leadership teams at each of the schools and fulfill the above functions for the future. This team will advise the Bargaining Leadership Team on modifications.

Nothing contained herein is intended to preclude the Principal of each Scale Up School from assessing the professional development needs of teachers, recommending additional professional development and otherwise performing the duties and responsibilities of a school Principal under Sections 1001.54 and 1012.28, F.S.

### **C. Instructional Position to Assist in Implementation**

The parties agree that an instructional position will be utilized to assist in the implementation of the support system to the Scale Up Schools. This position shall remain a part of the PCTA Instructional bargaining unit and shall fall under the provisions laid out in Appendix D-1 and will retain all rights and benefits as outlined in the collective bargaining agreement. PCTA will reimburse the Board for one half the costs of the position. The person filling this position will serve on the Transformation Zone Team and will report to the director of Professional Development. This position will be evaluated as an instructional staff developer and will work a 45 hour week. The District will retain full management rights regarding this position. The person will serve as the President's designee to organize and implement the Professional Development calendar and plan for the Transformation Zone. These duties will be flexible, but district and union responsibilities will occupy approximately equal time. The duties will include but are not limited to:

- Providing coaching for teachers in their first year and other educators by request,
- Assisting with tracking, scheduling, and implementing Professional Development as well as connecting it to deliberate practice,
- Serving as the President's designee on the Scale Up Professional Development Team,
- Coordinating home/school community outreach such as Parent University and the Parent Teacher Home Visit Project,
- Using data to help teachers determine the professional development needed to assist their students.

The parties have caused this Agreement to be executed by their undersigned officers, duly authorized, this \_\_\_\_\_ day of September, 2016.

The School Board of Pinellas  
County, Florida

By: \_\_\_\_\_  
William P. Corbett, Ed.D,  
Deputy Superintendent

Date: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_  
Paula Texel, Asst. Superintendent,  
Human Resource Services

The Pinellas Classroom Teachers  
Association, Incorporated

By: \_\_\_\_\_  
Michael Gandolfo,  
President

Date: \_\_\_\_\_

By: Thomas Lentz

Date: 9/19/16  
Thomas Lentz,  
Chief Negotiator

**STIPULATION BETWEEN  
THE SCHOOL BOARD OF PINELLAS COUNTY AND  
PINELLAS CLASSROOM TEACHERS ASSOCIATION**

**(Amendment to Appendix E to Add Midtown Academy, formerly known as University Preparatory Academy and Gulfport Elementary and add two year sunset for Exiting Schools)**

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THIS STIPULATION is entered into by and between The School Board of Pinellas County ("Board") and the Pinellas Classroom Teachers Association ("Association").

WITNESSETH:

WHEREAS, the Board and Association are parties to a collective bargaining agreement ("CBA") executed by the parties on January 8, 2016 and January 5, 2016 respectively, effective for the time period July 1, 2015 through June 30, 2018; and

WHEREAS, Appendix E of the CBA is an Extended Day Compensation Plan which addresses compensation to be paid to teachers at the elementary schools designated as L300 schools by the Florida Department of Education (DOE) which means that they are among the 300 lowest-performing elementary schools based on statewide standardized English Language Arts assessment. These schools are required by Section 1011.62 to provide an additional hour of instruction beyond the normal school day for each day of the entire school year for intensive reading instruction for the students; and

WHEREAS, the school schedules provide for one-half hour of intensive reading within the 6 hour Student Instructional Day which is why the parties agreed to an extension of one half hour instead of a full hour in order to comply with the mandated extension; and

WHEREAS, based on scores for the 2015-2016 school year, Gulfport Elementary and Mildred Helms Elementary are now included among the L300 schools, and the following five (5) schools are no longer among the L300 schools (the "Exiting Schools"):

1. Blanton Elementary
2. Lealman Avenue Elementary

3. New Heights Elementary
4. Pinellas Park Elementary
5. Seventy-Fourth Street Elementary

WHEREAS, Midtown Academy is not designated an L300 school but due to low reading scores, the parties agree that additional reading instruction is warranted.

WHEREAS, the parties desire to amend Appendix E to include the schools required by law to provide the additional intensive reading and also to provide a two year window in which to continue intensive instruction for those schools that no longer are among the L300 schools.

NOWTHEREFORE, the Board and Association stipulate and agree that:

1. Gulfport Elementary is added to Appendix E as an L300 schools.
2. Midtown Academy, formerly known as University Preparatory Academy, is added to Appendix E to be treated the same as all L300 schools.
3. The five Exiting Schools listed above will nevertheless continue to have an extended day for a period of two years in order to maintain and continue to improve the students' reading proficiency.
4. The following eighteen (18) schools are subject to the extended one half hour day for the 2016-2017 school year:
  - A) Bear Creek Elementary
  - B) Blanton Elementary
  - C) Campbell Park Elementary
  - D) Fairmount Park Elementary
  - E) Gulfport Montessori Elementary
  - F) Highpoint Elementary
  - G) Lakewood Elementary
  - H) Lealman Avenue Elementary
  - I) Maximo Elementary
  - J) Melrose Elementary
  - K) Midtown Academy,
  - L) New Heights Elementary
  - M) Pinellas Park Elementary
  - N) Ponce De Leon Elementary\*
  - O) Sandy Lane Elementary
  - P) Seventy-Fourth Street Elementary
  - Q) Woodlawn Elementary

Initial/Date: MM 9-19-16 Initial/Date: PC 9/19/16  
MMJ 9/19/16 D 9/19/16

5. In the future, all schools will continue to have an extended day for a period of two years after exiting the L300 status in order to maintain and continue the students' reading proficiency.
6. All other provisions of Appendix E remain in full force and effect.

The School Board of Pinellas  
County Florida

The Pinellas Classroom Teachers  
Association, Incorporated

By: \_\_\_\_\_

By: \_\_\_\_\_

Michael Gandolfo, President

Date: \_\_\_\_\_

Date \_\_\_\_\_

\* Ponce De Leon Elementary has been an L300 school with an extended day but was inadvertently omitted when the 2015-2018 agreement was printed.