

Contract Changes

Salary: \$8,244,285, (2.55%)

- a.) \$1,250 raises for grandfather schedule
- b.) \$1,251 raises for HE performance schedule
- c.) \$ 938 raises for Effective on performance schedule
- d.) \$ 469 COLA (included in amounts so everyone gets something)
- e.) \$184 - the increase in referendum that every teacher is already receiving

Article #3: **Recognition** - Added *Speech Language Pathologists* and *School Psychologists*

Article #6: **Duration** - removal of irrelevant language (expired dates)

Article #7: **Grievance Procedure** - changes to grievance procedure and timelines – grievance procedure should not be used by administration or union for harassment or intimidation.

Article #8: **Leaves of Absence** - new bereavement leave option language

Article #9: **Union Rights** - gives limited access to pcsb e-mail to PCTA President

Article #12: **Teacher Assault Protection** - added state statute for removal of a student

Article #13: **Student Discipline** - the amount of time a student is removed from class must be in line with the school wide behavior plan.

Article #14: **Professional Development** - Trade day guidelines to be established jointly *annually*.

Article #15: **Curriculum and Instructional Improvement** - removal of section B & C & F (removal of waivers)

Article #17: **Voluntary Transfer** - 50% of those selected for interviews must be most senior of the applicants. If not selected they may request a rationale. Out of field teachers may transfer if the transfer places them in-field.

Article #18: **Involuntary Transfers** - right of recall extended to 20 student days for involuntary transfers whose unit got cut.

Article #20: **Terminal Pay** - review of terminal policy

Article #21: **Teacher Assignments** - Staff members shall submit their top 3 assignment preferences / teachers must be informed in writing if an assignment is out of field and they may reject it.

Article #24: **Summer Programs** - moved to #48

Article #24 (new 24): **Evening Programs** - no significant change

Article #25: **Lesson Plans** – no particular format / required to be submitted only under listed circumstances / not the basis for evaluating teachers

Article #27: **School Schedules** – article name change / right to bargain any changes to length of student day / uninterrupted planning to be used at teachers professional discretion / definition of structured planning / use of coaches / secret ballot vote on meeting schedule / elementary 8 meetings per month,

secondary 5 meetings per month / the five (5) workdays prior to grades being due will be without mandatory meetings for all teachers / language moved from Article 39

Article #30: **Financial Support** - deleted

Article #30 (new #30): **Teacher Travel** – added statute on transporting students

Article #32: **Teacher Evaluation** – reopener *each* year / if principal insists on DP goal, teacher need not choose an additional goal / Feedback within 3 days / timeline for scheduling post conference / submission of additional evidence & written decision by principal on evidence / input from Appraisal Advisory Committee / 50% union appointees to committee / number of observations & timeline / support for probationary teachers / examination of anomalies with union participation / default to District average if anomalies are verified / sunset provision / Appeal moved to Article 36

Article #35: **Supplemental Compensation** – supplements added to appendix of contract / continue increases through the supplement committee / no more than three supplements w/o approval by head of HR.

Article #36: **Teacher Contracts** – legal reason for types of contracts / annual contract non-renewals may request a written rationale for dismissal / probationary dismissals may immediately apply / conditions for annual contract non-renewals to be able to immediately apply and hopefully not have a break in service / conditions for appeals / language moved from Article 45

Article #37: **Discipline, Suspension, Dismissal, and Resignation of Teachers** – explanation of steps of progressive discipline

Article #39: **Teaching Loads** - waiver eliminated and parts moved to Article 27

Article #39 (new): **Specialized Clinical Services** – all new language

Article #41: **Payroll Deductions** – bi-weekly files provided by District to PCTA

Article #42: **Use of Pre and Post Planning Time** – one trade day plus two days or four half days

Article #44: **Part Time Teachers** – changed to Job Sharing

Article #45: ~~**Salaries and Salary Supplements**~~ – language deleted or moved to Article #36 / Summer school moved to Article # 48

Article #46: – **Summer Program** – moved to Article 48

Article # 46: (new 46) **Credit for Service on Salary Schedule** – full years of public school service granted to returning retirees

Article #47: (new 47) **Pinellas Virtual Program** – agreement to review feasibility of the adjunct supplement

Article #48: **Other Compensation** – name change for article / language moved from Articles 45, 24 and appendix B / outlines rate of pay for ELP, Summer Bridge, CTAE

Article #50: **Differentiated Support** – from previous MOU