

Master Contract Ratification

between

School Board of Okaloosa County

and

**Okaloosa County Education
Association**

July 1, 2009 through June 30, 2012

ARTICLE VI – TEACHING CONDITIONS

FF. Communication between parents and teachers is vital. Teachers may choose the form of communication between teacher and parent. Principals may encourage teachers to communicate with parents via email.

GG. The mail room and employee break room will not be used as places for solicitation.

AGREEMENTS

Supplements: Remains the same. See attached.

Salary Schedule: See attached.

Rollback: The Association agrees that if there are any future state-mandated reductions in the fiscal year 2009-2010, the District and the Association will agree to address those reductions in the following manner:

- a. The first \$2 million of reductions will come from District Budgetary Balances,
- b. The Union and Management agree to meet to address additional short fall beyond the first \$2 million,
- c. If agreement is not reached within ten (10) working days,
- d. The School Board will impose necessary reductions.

Retirement Incentive: Please see the Memorandum of Agreement