

Master Contract

between

School Board of Okaloosa County

and

**Okaloosa County Education
Association**

For Ratification

Agreement reached at the table October 25, 2007

1. **Article XV, Sec B2**

Teachers will receive their final written evaluations prior to April 15th.

2. A Memorandum of Agreement stating: A committee will be formed to revise the evaluation system if Administration agrees to spend money to hire consultant(s) to work with the committee to do a majority of the work between meetings.

3. **Article VI, Sec J**

Principals are encouraged to confer with teachers on the criteria/method for selection of Department Chairperson, Team Leaders, and Grade Level Chairperson. Principal shall publish criteria/method for selection. *Appointments to these positions will be for one (1) year.*

4. **Article VI, Sec M**

(Third paragraph) - High school teachers who agree to teach a 6th period in the 7 period day, the 6th teaching period is in lieu of a duty period. Those teachers with 6 classes will have a planning period and will be paid the hourly rate for the 6th class per Appendix G. When professional development activities are held during duty periods, the 6th period teachers will attend the professional development during planning period.

5. **Article VIII, Sec K**

Employees covered by this collective bargaining agreement shall not have the responsibility of direct supervision of outside non-instructional contractors as amended by SB 988, unless employee volunteers for specific situations.

6. **Article XII, Sec C1(d)**

An employee with fifteen (15) or more continuous service in the district at the rate of one and three-fourths (1.75) days per month for each month of full-time employment.

7. Change name of Appendix H to *Differentiated Pay Schedule*.

8. **Article VI, Sec CC**

Peer Teachers for teachers participating in the new teacher orientation program will receive a stipend of \$650 per year per teacher for consulting with a beginning teacher and \$350 per year for consulting with an experienced teacher new to the district. *Peer Teachers may not be assigned more than two (2) beginning teachers.*

9. **Article VI, Sec GG**

Teachers will use the electronic grade-book when and where applicable.

10. **Article VI, Sec HH**

Employees shall be admitted without charge to any school-sponsored athletic event. The provision shall not apply to state athletic playoff events. The employee will provide some form of identification that verifies their school board employment to gain admission. This shall apply to employees only.

11. **Article XIX, Sec S**

Increase payment for teachers of Okaloosa On-line from \$100 to \$130.

12. *Domestic Violence - the law says we must give 3 days per year, either paid or unpaid. All annual leave and sick leave must be depleted before using this leave. For the first incident the district will offer 3 days paid leave; any further incidents after that will be unpaid leave.*

13. **Article XVII, Sec G**

During a year when students are not in attendance the entire week of Thanksgiving, twelve-month instructional employees shall work 252 days, however, if students are in attendance, twelve-month instructional employees shall work 254 days.

14. **Article XIII, Sec F1**

Teachers shall be eligible to join the sick leave pool *during the first twenty (20) school days of each school year.*

15. New ROTC instructors shall be placed on the salary schedule as twelve (12) month employees or ten (10) month employees in the appropriate column at the least step to guarantee their Minimum Instructor Pay. After initial placement, ROTC instructors shall move one step each year until they reach the top of the salary schedule. Initial placement shall be in lieu of experience in teaching and no credit shall be granted for years teaching prior to initial placement. ROTC Instructors hired prior to October 1, 2007 shall be twelve (12) month instructors.

16. The School Board recognizes that extra work is required of teachers when schools are closed and/or realigned. The District will provide as much advance notice as possible to teachers who will be relocated because of school closures and/or realignments, in order to allow as much time as possible to pack materials, supplies, etc. and the manpower necessary to facilitate moving. Also, the District recognizes the need to furnish packing materials and supplies i.e. boxes, tape, etc. The District may choose to give additional days of pay or release relocating teachers from responsibilities related to pre and post planning days.