For Ratification

Addendum

to the

Master Contract

between

School Board of Okaloosa County

and

Okaloosa County Education Association

Agreement reached at the table July 14, 2016
ARTICLE VI- TEACHING CONDITIONS

M. ESE teachers responsible for IEPs, will be provided four (4) days per school year to complete required paperwork and/or to hold IEP meetings. If an ESE teacher isn't provided a duty period to complete IEP development, or provided a daily paperwork period, in lieu of taking these four days, the ESE teacher may elect to be paid $750 for the school year for developing students' IEPs on their caseload. The District ESE department will verify each teacher's caseload. **However, during a Florida DOE FEP FTE/Transportation audit year, ESE teachers who elect the payment option will receive $900.** If the teacher chooses the payment option and fails to complete the student IEP’s, the teacher will forfeit the money and will lose the ability to select the monetary option for three years.

NN. Teachers responsible for completing kindergarten report cards will be provided one-half (.5) day of TDE at the end of the 1st, 2nd and 3rd nine-weeks and one (1) day at the end of the 4th nine-weeks for the purpose of completing the one-on-one student assessment required to complete the report card. The TDE day shall be taken within the 5 school days prior to the end of each nine week grading period.

ARTICLE IX- GENERAL EMPLOYMENT PRACTICES

G. An annual contract teacher who receives an overall rating of Effective or Highly Effective one year followed by an evaluation with no Unsatisfactory marks and a minimum of 200 points on the teacher performance evaluation, was not placed on a Professional Improvement Plan, and had no disciplinary action will not be non-renewed at the end of the school year. If layoffs are necessary, Article XI, section C applies.

ARTICLE X- TRANSFERS AND REASSIGNMENTS

B.2. Duration of the posting shall be for four (4) two (2) working days. The transfer period will be reduced to two (2) one (1) working days for two weeks beginning on the first day of pre-planning positions posted in the month of August.

**Teacher Evaluation Handbook:** [http://www.okaloosaschools.com/content/teacher-professional-services-teacher-evaluation-handbook](http://www.okaloosaschools.com/content/teacher-professional-services-teacher-evaluation-handbook)

**Appendix G**

Grandfathered Salary Schedule: **General improvement 1%**, Teachers who are not on Step 30 will move one step.

Pay for Performance Salary: Effective **2.01%**; Highly Effective **2.69%, also a general improvement of 1%**
Supplemental Pay: *increase 1%*

Differentiated pay: *EH/EBD teachers in self-contained classrooms shall receive a $3,000 supplement to be paid in their regular paychecks.*

**Appendix H**

*1 ESE department chair for schools with 5 or more ESE units.*

*4 departments chairs at STEMM and Ballet Academie.*

**Tackle** Football Coordinator
Assistant **Tackle** Football Coach

All supplements: *Increase to 1%*

District School Psychologists $2284 $3000

District Speech, Occupational, & Physical Therapists $4036 $3000

Behavior Analysts remain at the current level $1036