

Addendum to the Master Contract

between

School Board of Okaloosa County

and

**Okaloosa County Education
Association**

Agreement reached at the table July 16, 2020

ARTICLE VI - TEACHING CONDITIONS

- O. Duties will include but not be limited to:
1. teachers as advisors duties;
 2. supervisory duties;
 3. study halls; *In the event that study hall enrollment exceeds 45, the Equitable Duty Committee will act to supply an additional teacher to share the duty.*
 4. committee assignments for curriculum projects, accreditation projects;
 5. teachers who sponsor non-supplemental school clubs and supervise other after-school activities will be given consideration when duties for the second non-teaching period are assigned.
- P. **8. *Teachers who are employed less than full time shall only be required to fulfill the number of duties proportional to their employment percentage.***
- CC. ***Teachers serving as*** Peer Mentors ~~for teachers participating in the new teacher orientation program~~ will receive a stipend when expectations are met of \$650 per year ~~per teacher~~ for mentoring a ***new first year*** teacher on a Temporary Certificate and \$450 per year for ~~consulting~~ mentoring a ***new first year*** teacher on a Professional Certificate. Teachers new to Okaloosa County with outside experience will be offered a peer mentor in writing. If the teacher accepts, a peer mentor will be assigned, and the mentor will receive a stipend of \$450 after completing the mentoring process. ***A*** Peer ~~teachers~~ ***Mentors*** will also receive ~~two~~ ***one*** days of release time for each ~~beginning teacher~~ ***mentee*** assigned ~~for attendance at training, consultation, planning and review of materials.~~ ~~New teachers assigned who are assigned a Peer Mentor and participating in the new teacher orientation program will receive two~~ ***and the Mentee will receive three*** days of release time. ***These release time days are to be used for*** attendance at training, consultation, planning, and review of materials. Peer Mentors may ~~not~~ be assigned ***no*** more than two ~~beginning teachers~~ ***Mentees per school year.***
- ~~KK. New teachers assigned who are assigned a Peer Mentor and participating in the new teacher orientation program will receive two days of release time for attendance at training, consultation, planning, and review of materials.~~

ARTICLE VIII - TEACHERS AUTHORITY AND PROTECTION

- D. Every effort shall be made to informally resolve complaints made against instructional personnel by parents, students, or other individuals. Instructional personnel will be notified and given an opportunity to respond within five (5) working days when the administrator becomes aware of an alleged incident/complaint.
- Failure of instructional personnel to respond in a timely manner does not limit the time-line for taking administrative action.

If investigation of a complaint warrants official action, (written notice, reprimand, recommendation for disciplinary action, etc.) documentation including written acknowledgment of instructional personnel must be filed in compliance with Personnel Record laws and rules.

If the incident warrants a formal investigation, the maximum of thirty (30) calendar days shall be the limit for the completion of investigative procedural steps. However, an extension may be granted if both parties agree that additional time is warranted. If an outside agency such as DCF or Law enforcement is involved, the district investigative timeline will be temporarily suspended until the investigation by the outside agency is complete.

When notified of the completion of an investigation conducted by the Human Resources or Equity offices, an employee who is named as a claimant or respondent must sign for investigative documents or contact Human Resources for alternate delivery arrangements within 5 business days.

Article XV – TEACHER EVALUATION

Proposed edits/changes to the teacher evaluation handbook can be viewed here: www.myoce.org/handbook. Changes notated in purple.

Article XIX – PROFESSIONAL COMPENSATION

H. A teacher who has reached normal retirement eligibility according to the FRS Pension Plan and has been credited with ten (10) years of experience earned in Okaloosa County School System shall have ten (10%) percent of the employee’s annual salary, excluding supplements paid upon the submission of their resignation and completion of the necessary procedures through the Human Resources Department. The retirement incentive will not be paid to any teacher who: *(a) fails to submit a request with one (1) calendar year after the date of separation or (b) continues employment beyond June 30 of the year in which the teacher reaches first eligibility for normal retirement benefits.* It shall be the responsibility of each teacher to determine the teacher’s eligibility for normal retirement and to meet the requirements set forth in this provision. Employees who are members of the FRS Investment Plan will be held to the same normal retirement eligibility requirements as the FRS Pension Plan members.

CC. *Instructional Personnel not defined as a classroom teacher who are required to hold credentials outside of standard DOE Certification will be eligible for reimbursement of licensure costs not to exceed \$355 annually.*

Appendix E Salary Schedule

Initial Placement for Specific Types of Positions

New ROTC instructors shall be placed on the salary schedule as 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~~ *participate*

in Pay for Performance. Initial placement shall be in lieu of experience in teaching and no credit shall be granted for years teaching prior to initial placement.

~~Teachers at the two vocational schools and occupational specialists new to the system shall bring in experience under the following conditions:~~

- ~~1. Maximum of nine (9) years for like work experience. Work experience is defined as having one day over half the number of work days in the year.~~
- ~~2. Teaching experience shall be granted according to Article XIX-B.~~
- ~~3. If years of work experience and teaching experience are combined, the number of years combined shall not exceed nine (9).~~
- ~~4. No credit previously granted for teaching and work experience will be retracted. School psychologists and guidance counselors may receive up to five (5) years credit for verified full-time work as a licensed therapist in a non-school environment in lieu of previous experience in a public or accredited private school. Credit will NOT be allowed for experience in both an education setting and a professional setting. Speech, Occupational & Physical Therapists shall be given credit for all verified experience as a licensed therapist in the State of Florida and up to nine (9) years of credit for verified experience in another state. Social Workers may receive up to nine (9) years of credit for verified full-time work as a licensed Social Worker in a non-school environment in lieu of previous experience in a public or accredited private school.~~
- ~~5. Annual contract column shall only apply to teachers who are newly hired to the Okaloosa County School District after September 2, 2009. Newly hired shall include employees returning after a break in service.~~

Work experience is defined as having one day over half the number of work days in the year. All experience must be verified before receiving credit.

Vocational

- 1. Job alike work experience shall be granted not to exceed nine (9) years.*
- 2. Teaching experience shall be granted according to Article XIX-B not to exceed nine (9) years.*
- 3. The combination of job alike work experience and teaching experience shall not exceed nine (9) years.*

Guidance Counselors and School Psychologists

- 1. Job alike work experience in a non-school environment shall be granted not to exceed nine (9) years.*
- 2. Job alike work experience in a school environment shall be granted according to Article XIX-B.*
- 3. The combination of job alike experience in a school and non-school environment shall not exceed nine (9) years. If school related job alike experience is greater than nine (9) years it will be granted according to item 2 above, and non-school experience will not be applied.*
- 4. School Psychologists will receive an annual supplement of \$8,000.*

Occupational Therapists, Physical Therapists, Speech and Language Pathologists and Assistants, Social Workers, Mental Health Counselors and Behavior Analysts.

- 1. Job alike work experience shall be granted for all verified experience.*
- 2. Speech, Occupational and Physical Therapists, Social Workers, and Mental Health Counselors will receive an annual supplement of \$3,015 if they are licensed by the Department of Health.*
- 3. Behavior Analysts who are BCBA or BCaBA Certified will receive an annual supplement of \$8,000*

APPENDIX F

DIFFERENTIATED PAY SCHEDULE

SENIOR HIGH SUPPLEMENT

<i>7. District Social Worker</i>	<i>3,015</i>
14. Behavioral Analyst Analyst <i>Interventionist</i>	1,051
17. <i>ESE/EBD Alternative Placement Teacher</i>	<i>5,000</i>