

**For Ratification**

# **Master Contract**

**between**

**School Board of Okaloosa County**

**and**

**Okaloosa County Education  
Association**

**Agreement reached at the table on June 5, 2024**

## General Proposal

Replace “Professional Development” with “Professional Learning” in all instances.

Replace “Guidance Counselor” to “School Counselor” in all instances.

### Article II (H)(8)

The Board agrees that the union shall have the option of releasing their president full time or part time (~~increments of 20% at the secondary level~~). If the union opts to have the president released part or full time they must notify the Superintendent or his/her designee by June 1st of the previous year. The union agrees to reimburse the Board for the appropriate cost of the president to include salary, social security, retirement, and any Board paid insurance contributions. At the end of the release, the individual shall be placed in a similar position to what he or she originally held.

### Article VI (AA)(1)(a)

Pre-planning shall be defined as the weekdays immediately prior to the first day for students. There will be up to four pre-planning days to include district or school professional development days. Teachers may choose to work ~~up to the~~ three weekdays prior to pre-planning ~~and/or attend district training(s) lasting at least six (6) hours during the summer~~ and flex those days on any end of quarter teacher workday or end of year teacher workday, other than the day immediately following the last day for students. ~~The total days allowed to be flexed based on summer trainings, the three days prior to pre-planning, or a combination thereof, shall not exceed five.~~

### Article VI (N)

~~Collaborative Planning Groups or PLCs will occur once per week for no less than 30 minutes per week and shall define a shared instructional commonality (i.e. grade level, subject area, etc.) and will provide to principals a schedule of dates and times they will meet and will, at the direction of the principal, discuss, at minimum, student data, instructional strategies, practices, and content for a minimum of thirty (30) consecutive minutes once per week.~~ When necessary, principals will flex the personnel’s work week to accommodate the thirty (30) consecutive minutes.

### Article VI (O)

ESE teachers responsible for managing an IEP caseload, will be provided four (4) days and be paid per the Appendix each school year to complete required paperwork and/or to hold IEP meetings. The District ESE department will verify each teacher's caseload. During a Florida DOE FEFP FTE/Transportation audit year, ESE teachers managing an IEP caseload ~~at an audited site~~ will be paid per the Appendix. If the teacher fails to complete the student IEPs, the teacher will forfeit the money.

## **Article VI (O)**

Secondary school teachers will have no more than five (5) regular class periods with at least one (1) preparation period. The preparation period shall not be preempted for duty or activities not related to lesson planning and preparation. ~~If the daily schedule is altered for required testing in a manner that affects a teacher's planning, the principal will make up any missed planning time within five (5) student days.~~

## **Article VI (P)(6)**

A duty is an activity beyond contract hours up to ninety (90) minutes. If a duty extends beyond 90 minutes, ~~it will be counted as two duties.~~ each 90-minute period (or part thereof), will be counted as an additional duty.

## **Article VI (New Letter, *New Language*)**

**PP.** Teachers will not be charged for replacing identification badges that are accidentally damaged while performing job duties or due to normal wear and tear.

## **Article VII (B)(3)(a)**

**Add:** PreKD – 1:6 ratio (adults to students)

## **Article VII (E)**

Every effort will be made to have not more than three (3) subject area preparations per day ~~or no more than two (2) preps per day for teachers in their first year of teaching.~~

## **Article VIII (F)**

There shall be a Placement Review Committee consisting of a minimum of three members selected at each school during pre-planning. ~~Two~~ **One** teacher and one alternate shall be selected by the faculty. The selection process shall guarantee open nominations and a secret ballot. After the faculty has selected their one teacher and one alternate, the principal shall appoint a school staff member and one alternate. ~~If a request to remove a student is made, the teacher who requested removal shall select an additional teacher for the committee.~~ Any expansion of the Placement Review Committee shall maintain the ratio specified in (Section 1003.32, Florida Statutes): ~~two members selected by the faculty for each member appointed by the principal~~ **two teachers, one selected by the school's faculty, one selected by the teacher who has removed the student and one member from the school's staff who is appointed by the principal.**

## **Article IX (E)(2)**

The Board and the Association recognize supplemented positions to be those positions with duties over and above those of a full-time certificated instructional employee. The Board shall make annual appointments of teachers to supplemental positions ~~six (6) weeks~~ prior to the end of post school planning ~~when feasible~~. Once notified of their appointments, such teachers shall not be dismissed from supplemental positions without just cause for the appointed year.

#### **Article XIX (H)**

A teacher who has reached normal retirement eligibility according to the FRS Pension Plan and has been credited with twenty (20) 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 within 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, ~~or~~ (c) is terminated for cause or resigns in lieu of termination. 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.

#### **Article XII (F)(2)**

Employees will be credited with the paid bereavement leave on a fiscal year basis. Bereavement leave must be taken within two (2) weeks of the loss, ~~or~~ burial, ~~or~~ service and is not cumulative. Employees will not be paid bereavement for days not scheduled to work. Employees are required to attach a copy of the obituary or other satisfactory document to the leave request form.

#### **Article XII (K) (New Language)**

~~Teachers shall be granted TDE to take necessary certification exams to become fully certified in their current position. TDE will not be granted for retakes.~~

#### **Article XIX (F)**

The Board provided health, indemnity; dental and life insurance program will be reviewed prior to October 1st of each year by the Benefits Oversight Group. Members of this group (Chief Negotiator for the Board, District Finance Officer, Chief Negotiator for the Association, and the Association President or ~~designee~~) will review any proposed changes to the above-named

insurance plans (benefits or premiums). Changes to any of the above-named plans will be negotiated at the table.

## **Salary Information**

### **Negotiated Salaries for 24-25**

- Pay for Performance
  - Highly Effective 2.63% increase
  - Effective 1.97% increase
- Grandfather Salary Schedule
  - Highly Effective, Effective 2.1% increase
- Okaloosa Online teachers will be paid \$140 per completer.