CONTRACT

BETWEEN THE

INSTRUCTIONAL PERSONNEL

OF GILCHRIST EMPLOYEES/UNITED

AND THE SCHOOL BOARD OF GILCHRIST COUNTY

2020-2023

Affiliated with FEA, AFT$_r$ NEA

Approved by the School Board of Gilchrist County

April 15, 2021

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TERMS OF AGREEMENT

This Agreement shall be **in** effect from the ratification of GE/United and the School Board of Gilchrist County and shall remain **in** effect and full force through June 30, 2023.

Negotiations for a successor agreement shall begin on or before May 1, 2023 unless modified by mutual agreement.

Both parties agree to reopen negotiations on or before, May 1, 2021 and May 1, 2022 on the following items:

1 . Salary and Fringe Benefits

2. Any item mutually agreed upon

3. Any item necessitated by a change of law

4. One new item

5. One existing item

PREAMBLE

The SCHOOL BOARD OF GILCHRIST COUNTY, FLORIDA, hereinafter called the "BOARD" and Gilchrist Employees/United, hereinafter called the "ASSOCIATION", have reached the following agreements:

ARTICLE I

RECOGNITION

Section 1

The BOARD hereby recognizes the ASSOCIATION as the exclusive representative for the bargaining unit, which shall consist of all personnel recognized by the Public Relations Employees Commission and any other employees agreed to by both parties during the negotiation process.

Section 2

The BOARD hereby agrees that it will not negotiate with any employee organization, other than the ASSOCIATION during the length of this agreement.

ARTICLE II

BOARD RIGHTS

Section 1

The BOARD on its own behalf, and on behalf of the electors of the district, retains and reserves unto itself subject only to the language of this agreement all powers, rights, responsibilities, authority, and duties conferred upon and vested in it by the laws of the State of Florida, the Rules of the State Board of Education and the Policies of the School Board of Gilchrist County including the right to the executive, management, and administrative control of the school system and its properties.

ARTICLE III

DEFINITIONS

Employee - all persons within the recognized bargaining unit.

Teacher - all certified instructional personnel within the recognized bargaining unit.

Education Staff Professional (ESP) shall refer to all non-instructional persons within the bargaining unit.

Superintendent - The Superintendent of the School Board of Gilchrist County or his/her designee.

Year or School Year - the entire contractual period of each employee within the bargaining unit.

Grievance - a written allegation that a specific article or section, or part thereof in this contract has been violated.

Grievant - An employee or group of employees and/or the Gilchrist Employees/United filing a grievance.

Seniority - shall mean the status secured by the total length of creditable service rendered under contract. In determining district-wide seniority, service shall not be deemed to have been interrupted by any leave granted and approved pursuant to this agreement and/or BOARD policy.

Extra Curricular - student activities which occur prior to or after the regular employee workday and require adult supervision.

Union Representative - any person as so designated by the union president.

Probationary Employee - an employee holding a probationary contract

Regular Employee - any employee following the successful completion of the probationary period and reappointed by the BOARD.

Day - working day of an employee excluding weekends and holidays.

Annual Contract - an employment contract for a period of no longer than one (1) school year which the district school board may choose to award or not award without cause.

Professional Services Contract - employees holding a Professional Services Contract shall be renewed each year unless the district superintendent, after receiving recommendations required by 1012.34, Florida Statutes, charges the employee with unsatisfactory performance and notifies the employee of performance deficiencies as required by 1012.34, F.S.; or the employee receives two consecutive annual performance evaluation ratings of unsatisfactory under 1012.34, F.S., two annual performance evaluation ratings of unsatisfactory within a 3-year period under 1012.34, F.S., or three consecutive annual performance evaluation ratings of needs improvement or a combination of needs improvement and unsatisfactory under 1012.34, F.S.

Probationary Contract - an employment contract for a period of one (1) school year awarded to instructional personnel upon initial employment in the school district. Probationary contract employees may be dismissed without cause or may resign without breach of contract. A district school board may not award a probationary contract more than once to the same employee unless the employee was rehired after a break in service for which an authorized leave of absence was not granted. A probationary contract shall be awarded regardless of previous employment in another school district or state.

Board - the School Board of Gilchrist County.

Category I Teacher - a teacher with 0 -3 years teaching in the district.

Category II Teacher - a teacher with more than 3 years teaching in the district.

ARTICLE IV

ASSOCIATION RIGHTS

Section 1

Every EMPLOYEE in the ASSOCIATION bargaining unit shall have the right to voluntarily join and actively support the organization or refrain from joining.

Section 2

The ASSOCIATION shall have the right of uniform membership assessments in the following manner:

A. Any EMPLOYEE eligible for membership in the ASSOCIATION may request ASSOCIATION assessments in equal monthly installments beginning the month following the date of authorization.

B. Upon written authorization for an EMPLOYEE, the BOARD shall provide for the continuous deduction of dues and/or uniform assessments for the ASSOCIATION. Such deductions shall be made in 10 equal installments beginning with the pay period in September. EMPLOYEES who authorize such deductions after October 1st shall have an amount deducted from their salary equal to the proportion between the remaining months in the school year and the remaining annual ASSOCIATION assessments.

ASSOCIATION dues deduction may be canceled upon written request to the BOARD and ASSOCIATION by any EMPLOYEE previously authorizing them. Cancellation will take place within 30 calendar days of the written request being received by the BOARD.

C. ASSOCIATION assessments shall be made on the form shown in the Appendix of this Agreement.

D. The BOARD shall remit to the ASSOCIATION each month the proceeds of payroll deductions for ASSOCIATION assessments plus a list of names of those from whom deductions were made.

E. The BOARD may charge the ASSOCIATION up to a maximum of 50 cents per member per year for providing for ASSOCIATION assessments and upon request the ASSOCIATION shall pay the BOARD this fee annually.

F. The authorization of assessment forms shall be forwarded to the BOARD by the ASSOCIATION.

G. ASSOCIATION agrees to hold the BOARD harmless from any action or actions commenced by any employee against the BOARD, for any claims arising out of such deductions, and the ASSOCIATION assumes full responsibility for the distribution of the funds so derived once they have been turned over to the ASSOCIATION as provided. Errors made by the BOARD in the decision and/or remittance of monies under this Agreement shall not be considered by the ASSOCIATION as a violation of this Agreement.

Section 3

The ASSOCIATION shall be permitted the use of school buildings for meetings while not being used for school purposes. Details, including approval for use shall be arranged with the Principal. Charges and liability will be the same as to other groups.

Section 4

The ASSOCIATION may provide a bulletin board for its exclusive use in the teacher workroom. The bulletin board shall be no larger than three feet by five feet.

Section 5

The ASSOCIATION shall be permitted the use of the mail boxes for the distribution of materials related to the ASSOCIATION business with the knowledge of the building Principal, provided that an ASSOCIATION member is responsible for the distribution of such items and such distribution does not interfere with normal school operations.

Section 6

During the WORKDAY, authorized representatives of the ASSOCIATION, e.g., local and/or state level officials and staff, may visit bargaining unit personnel within the school provided that the visit does not interfere with or disrupt normal school activities. The time of day that would not interfere with or disrupt normal school activities are:

- before the workday begins;
- during the employees lunch time;
- during break times; and
- after the workday.

Authorized representatives will report their presence to the school Principal or his/her designee and request his/her approval for such visit. Such approval shall not be unreasonably denied. No authorized representative shall use the privilege except to conduct ASSOCIATION business.

Section 7

The ASSOCIATION will be permitted to use up to a total of 20 days annually to be charged to temporary duty elsewhere in order to attend BOARD meetings and state union workshops that are held during the school day. The cost of travel, per diem, and substitute teachers shall be borne by the ASSOCIATION.

Section 8

The BOARD agrees to furnish the Association with a copy of the agenda and the minutes of the regular BOARD meetings.

A copy of the agenda and all supporting' data will be provided to the ASSOCIATION by the Secretary of the Board. Said materials shall be sent to the ASSOCIATION at the same time they are sent to the Board members.

Section 9

Bargaining team members may use school computers and copy machines equipment with the approval of the building principal. The BOARD may charge the ASSOCIATION for all materials and supplies.

ARTICLE V

EMPLOYEE RIGHTS

Section 1

The private and personal life of an EMPLOYEE is the concern only of that individual unless it interferes with the effective performance of his/her duties.

Section 2

No TEACHER shall be reduced in contractual status or compensation, be reprimanded, disciplined, discharged, terminated, or otherwise separated from employment by the BOARD except for sufficient reasons and after due process or as provided by Florida Statutes. Renewal of annual contracts shall be at the discretion of the BOARD.

Section 3

An EMPLOYEE may be suspended or dismissed at any time during the school year provided there is just cause and after basic due process. If the charges are dropped or dismissed, or if the employee is exonerated, the employee shall be reinstated immediately at his/her contractual status with no loss of compensation during the time of suspension. Any EMPLOYEE suspended by the Superintendent will be entitled to full pay and fringe benefits pending the completion of the BOARD hearing or Department of Administration Hearing (DOAH) on charges leading to such suspension. The BOARD shall have the option of the type of hearing to be selected.

Section 4

If an EMPLOYEE is required to appear before the BOARD, or a committee thereof, for any matter which could result in the loss of job status for that EMPLOYEE, said EMPLOYEE shall have the right to representation at such a meeting. Furthermore, the EMPLOYEE shall be given at least five days advance notice for such meeting. Notice of the items to be covered and/or discussed shall be provided in writing at the time of the notice for the meeting.

If an EMPLOYEE is required to appear before an administrator (other than assessment or evaluation conferences) for any matter which could result in a written reprimand, said EMPLOYEE shall have the right to representation at such a meeting. Furthermore, the EMPLOYEE shall be given at least two days advance notice for such meeting. Notice of the items to be covered and/or discussed shall be provided in writing at the time of the notice for the meeting.

Section 5

An EMPLOYEE may be asked, but not required, to participate in non-curricular activities after the EMPLOYEE workday.

Section 6

An EMPLOYEE shall be permitted to use the telephone and computer at his/her school site for personal emergencies during the student day. Outside the student day, an EMPLOYEE may use the telephone and computer so long as such does not interfere with normal school activities. Any toll charges incurred by the use of school telephones must be charged to that EMPLOYEE'S home phone.

Section 7

An EMPLOYEE shall be permitted to examine his/her personnel file(s) and date and initial each item therein. An EMPLOYEE shall be notified in writing within 5 days of any critical statement placed in his/her personnel file(s) and upon receipt of such statement shall have the opportunity to rebut such statements in writing within 20 days with the rebuttal to be placed in the EMPLOYEE'S personnel file(s). If the rebuttal is substantiated by either informal or formal procedures, both documents shall be removed from the personnel file(s).

Section 8

EMPLOYEES shall not be required to use their personal vehicles, personal phones, or personal time for school business. EMPLOYEES shall not use their personal vehicles to transport students without prior permission from the parent or guardian and the school Principal except in cases of emergency when no other means of transportation is available. An EMPLOYEE shall not transport students in his/her personal vehicle unless he/she carries liability insurance. If an EMPLOYEE, upon request of the school Principal agrees to use his/her personal vehicle for school business, he/she shall be reimbursed at the mileage rate currently provided by the BOARD for use of personal vehicles. When an EMPLOYEE transports students with the approval of the Principal, the BOARD will provide liability coverage as provided by law.

Section 9

No EMPLOYEE shall be coerced, threatened, or intimidated to submit a resignation in lieu of disciplinary action or low evaluation.

Section 10

The BOARD agrees that EMPLOYEES shall not be required to perform their duties under conditions which are unsafe, dangerous, or hazardous to an individual's health or welfare. All work site environments shall be maintained in compliance with State and Federal health and safety laws and regulations. The BOARD shall provide safety equipment for all EMPLOYEES assigned responsibilities in areas where the use of safety equipment is required by law or regulation.

Section 11

The Joint Safety Committee shall consist of three members recommended by the ASSOCIATION President and three members recommended by the Superintendent. The committee shall submit a written report to the ASSOCIATION President, Superintendent, and BOARD which should be utilized in the work place to ensure a safe environment and safe work related practices.

Section 12

Each EMPLOYEE will receive during each regular workday a 30 minute duty free lunch.

Section 13

The BOARD agrees to provide clothing and safety accessories for all EMPLOYEES assigned to areas where a high incidence of irreparable damage to clothing or physical well-being can be expected.

Section 14

The BOARD agrees to provide materials and supplies for the employee to do the best job possible.

Section 15

TEACHERS holding 12 month contracts at the present time shall maintain that contractual status as long as they remain in that position. TEACHERS who change from the present assignment to an assignment not presently assigned for 12 months shall be placed on 10 month status.
All teaching contracts issued after ratification of the agreement on November 17, 1992 shall be for 10 months and if justification can be shown or employed for summer school terms, the contract shall be issued annually for the desired amount of time up to 40 days as recommended by the Principal and approved by the BOARD.

Section 16

Any fingerprinting and/or criminal background check of any currently employed employee required as the result of the changes in Florida Statutes shall be provided free of cost to the employee by the BOARD. The BOARD agrees to pay the cost of re-fingerprinting any existing bargaining unit employee.

Section 17

The Drug-Free Workplace and Testing Policy adopted by the BOARD with an effective date of May 22, 2006 is incorporated in this agreement by reference. Any changes to the policy are subject to negotiations.

Section 18

Whenever a principal/immediate supervisor fails to recommend the appointment of an annual contract unit member, the administrator shall notify the employee, in writing, by the first Friday immediately following the last day of state testing of his/her decision not to recommend reappointment.

ARTICLE VI

TEACHING CONDITIONS

Section 1

The BOARD agrees to make available in each school center, for the use of the school staff, at least one area to be designated as a faculty workroom which shall be both reasonably furnished and climate controlled. All faculty and staff members shall have free access to the faculty workroom.

Section 2

No sales talk or demonstration directed to personal sales to a TEACHER shall occur at any meeting a TEACHER is required to attend.

Section 3

TEACHERS will be provided with administration approved textbooks, supplies, and teaching materials to teach the courses assigned. Reasonable effort shall be made by the BOARD to provide all necessary materials for instruction prior to the first student day.

Section 4

TEACHER participation in inservice activities which takes place beyond the workday or workyear shall be on a voluntary basis and shall be based upon identified needs as indicated in the Master Plan for Inservice Education of the district.

Section 5

The maximum instructional assignment shall be 300 minutes daily. All TEACHERS shall have a minimum of 250 minutes of scheduled planning time weekly, at least two (2) days per week will be unencumbered by meetings, including but not limited to; IEP meetings, data chats, and parent conferences (unless initiated by the teacher). Principals shall endeavor to schedule planning time of no less than 50 minutes daily. By mutual agreement between a TEACHER and principal, the provisions of this section may be altered.

Section 6

The TEACHER workday shall be seven and one-half consecutive hours and shall include a duty free lunch of at least 30 consecutive minutes.

If scheduling problems arise, the Principal and a TEACHER may mutually agree to provide a duty free period at another time.

Section 7

In recognition of additional paperwork and parent conferencing demands, at least one (1) out of every three (3) days of pre-planning and second (2^{nd}) semester planning will be uninterrupted by meetings and reserved for teachers to have self-directed planning.

ARTICLE VII

TEACHER AUTHORITY AND STUDENT DISCIPLINE

Section 1

Student Discipline shall be administered in accordance with BOARD policy and the Florida Statutes.

Section 2

A TEACHER may send a student to the office if the student is involved in a disturbance in the classroom. The TEACHER will notify the office immediately when a student is sent.

Section 3

If a grossly disruptive student is sent to the office, the Principal or his/her designee shall provide oral and/or written feedback to the TEACHER with regard to action taken concerning the student. When a student has been referred three times to the office by the same TEACHER, a conference between their Principal and that TEACHER, with the student in attendance, shall be held to discuss alternative plans of discipline.

Section 4

Any case of assault or battery upon a TEACHER which had its inception in a school centered problem shall be reported immediately to the Principal.

Section 5

TEACHERS shall administer corporal punishment to students according to guidelines set by the Principal.

Section 6

Upon request, a TEACHER may *have* access to an individual student's record if the requesting TEACHER has the student in class or if the student is scheduled to be in the requesting TEACHER'S class for the coming year. The record of the student who is scheduled to be in the requesting TEACHER'S class for the coming year will be available to that TEACHER at the end of the school year.

ARTICLE VIII

LEAVES

Section 1

SICK LEAVE -Four days of sick leave shall be credited to each TEACHER at the beginning of the contractual period for each school year and one day shall be added each month until a total of 10 days shall have accumulated for TEACHERS on 10 month contracts and 12 for TEACHERS on 12 month contracts. There shall be no limit on the number of days of sick leave a TEACHER may accumulate except that at least one-half of this cumulative leave must be established within Gilchrist County. Written substantiation may be required for leave after the fourth consecutive day of absence.

ANNUAL AND ACCUMULATED LEAVE -Annual and accumulated sick leave may be used for personal illness or for death or illness within the Employee's immediate family. Immediate family shall include: the spouse of the Employee; the parents, grandparents, or grandchildren of the Employee or his/her spouse; the Employee's children, step-children, or the child or step-child of his/her spouse; the brother, sister, aunt, or uncle of his/her spouse and any other person who is or who has been dependent upon the Employee or his/her spouse.

Section 2

PERSONAL LEAVE -Six days of personal leave with pay will be allowed for any EMPLOYEE each school year, provided that such days shall be charged to accrued sick leave and provided further that personal leave days shall be noncumulative, and may not be counted in determining a year of service. Days shall be subject to approval by the Superintendent, but if in excess of six days, shall require approval of the BOARD. Personal leave will not be used to extend holidays except at the discretion of the Principal, based only on availability of substitutes.

Section 3

MILITARY LEAVE -An Employee who volunteers for military duty or who is drafted will be eligible for military leave. Military leave will be granted for a period not to exceed four years. An Employee on military leave who desires to return to the school system must notify the Superintendent in writing within 30 calendar days of discharge from active duty.

Section 4

ILLNESS-IN-LINE-OF-DUTY LEAVE -Illness-in-line-of-duty-leave shall be granted to any Employee who has been absent from his/her duties because of personal injury received in the discharge of duty or because of illness from any contagious or infectious disease contracted in school work or assigned duties. Duration and compensation shall be as provided in Florida Statutes 1012.63.

Section 5

JURY DUTY LEAVE -When required to report for jury duty or for litigation other than personal to the Employee, an Employee shall receive full pay for a period covering such jury duty or litigation. The Employee may retain any per diem for such services.

Section 6

PROFESSIONAL LEAVE -Upon recommendation of the Superintendent, professional leave may be granted by the BOARD for an Employee to attend professional meetings, conferences, workshops, or other meetings. Such leave may be with or without pay at the discretion of the BOARD.

Section 7

BEREAVEMENT LEAVE - In the event of a death of a member of the immediate family, an employee shall be granted up to three (3) days of paid leave upon request. Bereavement leave is of a special nature and may not be deferred or converted to any other purpose. It is not charged against any other leave account. It is not transferrable or accruable and must be used within 30 calendar days of the death. Application shall be made to the Superintendent and granted by the Superintendent or his/her designee, in advance whenever possible. The employee will not be paid bereavement leave for days not scheduled to work. In order to honor a request for bereavement leave, employees are required to submit a copy of the obituary or other satisfactory document with the leave request form to the Superintendent or his/her designee and details about the relationship may be required by the Superintendent.

Immediate family member defined as: Employee's spouse, great-grandparent, grandparent, parent, step-parent, brother, sister, child, grandchild, or the great- grandparent, grandparent, parent, step-parent, brother, sister, child, grandchild, of the employee's spouse. This also includes individuals for whom the employee is the current legal guardian.

ARTICLE IX

EMPLOYEE ASSESSMENT

Section 1

The parties agree that the primary objective of the program to evaluate performance is to improve the quality of services.

All observations of Employees for the purpose of assessment shall be conducted openly and with full knowledge of the Employee.

The Principal, or other administrator designated by the Superintendent in charge of EMPLOYEE supervision, shall be responsible for the administration of the procedure for evaluating performance.

The evaluators shall meet with all employees, no later than 2 weeks following the 1st nine weeks grading period, and inform each Employee (individually, in small groups, or in a faculty meeting) of the criteria and procedures associated with the assessment process before any assessment takes place. The evaluator shall explain his expectations when informing the Employees of the assessment criteria and procedures. Employees shall have five days to request additional explanations of criteria and procedures.

Section 2

Each Employee will participate in an initial session and discuss performance expectations/goals for the position. The Principal/Supervisor will schedule an interim performance review(s) based on the nature of the objectives, previous performance and individual need for constructive feedback. Any observation(s) which is/are made for the purpose of assessment, shall be reduced to writing and discussed with the Employee within 10 workdays of said observation. The Employee will receive a written copy of both the initial goal session and the interim performance review. The final performance review conference will be scheduled by the Principal/Supervisor in which the Employee receives final ratings on performance. The Employee will receive a copy of the final written performance review. Such signature of the Employee shall indicate that the Employee has read the performance report; however, such signature does not necessarily mean the Employee agrees with the performance report. The Employee shall have the right to make any desired comments on the performance report form, if necessary, and both the form and comments shall become part of the Employee's personnel file.

Section 3

If the Principal/Supervisor determines that the Employee's performance has at any time during the performance assessment cycle been considered to be at a level less than satisfactory, a Professional Development Assistance Plan, complete with assistance and time frame for correction will be established. If, at the time of the summative evaluation conference, these deficiencies have not been corrected, a specific objective must be included in the next planning cycle to provide for this correction.

Section 4

All Category I TEACHERS shall receive a minimum of two formal observations annually. One observation will take place during the first semester and one during the second semester. All Category I teachers shall receive additional interim performance reviews as deemed necessary by the Principal/Supervisor. The schedule of progress in relation to performance expectations will be discussed. All Category II TEACHERS will receive a minimum of one formal observation during the school year. Particular deficiencies, if any, will be noted and a Professional Development Assistance Plan established. Any TEACHER who receives an unsatisfactory rating on their assessment shall be entitled to request an additional assessment observation.

Section 5

A committee comprised of three TEACHERS appointed by the GE/United President and three administrators appointed by the superintendent will meet to monitor and make recommendations to the Superintendent concerning the TEACHER evaluation system.

ARTICLE X

REDUCTION IN PERSONNEL

Section 1

Reduction in staff shall be made as the BOARD deems necessary. All Federal and State requirements will be followed.

Section 2

Any Employee(s) who would have qualified for regular retirement during the reduction year, and who has/have at least five years of experience within the district, shall be granted permission to work for that year so as to acquire the needed service to complete the requirements of the retirement system.

Section 3

Teacher Reduction

In the event the BOARD determines that the instructional staff must be reduced, the BOARD shall give written notice to any TEACHER(S) who may be affected and to the ASSOCIATION before implementing such reduction in staff. **If** reduction in teaching staff is to occur, the BOARD must retain employees at a school or in the school district based upon educational program needs and the performance evaluations of employees within the affected program areas. Within the program areas requiring reduction, the employees with the lowest performance evaluations must be the first to be released; and reductions shall continue in a like manner until the needed number of reductions has occurred. The BOARD may not prioritize the retention of employees based upon seniority.

In the event of a lay-off pursuant to this section, a leave of absence of one calendar year, without pay, shall be granted to each TEACHER affected by the reduction in personnel.

Section 4

Teacher Recall

If TEACHERS are to be rehired, the BOARD shall determine the number of positions to be recalled. If such rehiring takes place within one calendar year, then TEACHERS shall be rehired within each grade or subject area in the reverse order of their reduction.

ARTICLE XI

TRANSFERS

Section 1

Transfers of TEACHERS shall be at the discretion of the BOARD and shall be voluntary whenever possible. Involuntary transfers, except for emergencies, shall not be made prior to 10 days of notice to the TEACHERS involved. Involuntary transfers may be processed through the grievance procedure to the level of the BOARD.

Section 2

If there is a reduction or increase in students in a school and transfers become necessary, seniority will be considered. Essential certification needs may be the determining factor without regard to seniority.

Section 3

TEACHERS may apply for transfers to be effective for the next school year without giving reason(s) for the request. Transfers may be initiated through the Principal or the Superintendent's office. TEACHERS may apply for transfers to be effective during the current school year, but shall state the reason(s) for the request.

Section 4

All vacancies or new positions that occur shall be posted on all school site sign-in boards. Existing district personnel shall be given first preference if they so desire and apply.

ARTICLE XII

SICK LEAVE BANK

Section **1**

In order to provide employees emergency sick leave for illness or injury beyond that available under provisions governing sick leave, the SICK LEAVE BANK has been established.

Section 2

Any full-time employee shall be eligible for voluntary participation in the sick leave bank after one (1) year from the date of initial employment with the school system, provided that such employee has accrued a minimum of six (6) sick days. Enrollment in the sick leave pool program will be accepted during September 1 through the 15th of each school year. Employees must wait thirty (30) days after initial enrollment before being eligible to withdraw days from the sick leave bank.

Section 3

During initial enrollment period, new participating members shall contribute one (1) day of sick leave during the enrollment period. All participating members shall contribute one (1) day each time the bank reaches 10 days. Said contributions shall be made one (1) month following the depletion occurrence, at which time members will be notified of the need for an additional day and be given the option to contribute the day, withdraw from the bank or shall be allowed to contribute one day immediately when a sick leave day is earned. The Sick Leave Bank Committee shall not grant days in excess of the balance of days in the bank. Sick leave days donated to the bank by an employee will not be returned to the employee except as provided for in this Article.

Section 4

Any sick leave days withdrawn from the bank by a participating employee must be used for said employee's personal illness, accident, or injury. The employee must make application to the sick leave bank in order to receive sick leave benefits. Employees must provide a Medical Doctor's note stating illness and lack of ability to perform assigned duties. Employees not properly certificated to perform duties shall be ineligible to draw from the sick leave bank.

Section 5

No employee shall be eligible to draw more than ninety (90) days from the bank for any one illness or injury or complications thereof. The number of hours will be equal to the hours that take up an employee's work day. Fragmentary sick leave days in excess of sick leave will not be honored by the Sick Leave Bank Committee unless the request is for the same illness, accident or injury. After an employee's accumulated sick leave has been exhausted and any special leave also has been exhausted, the employee will be eligible to draw from the bank only for approved absences of ten (10) continuous days or more.

Section 6

Any employee withdrawing sick leave days from the bank shall not be required to replace those days except as a regular contributing member of the pool.

Section 7

A participating employee who chooses to no longer participate in the Sick Leave Bank shall not be eligible to withdraw any sick leave already contributed to the bank.

Section 8

Should the membership in the bank fall below ten (10), the Sick Leave Bank shall be automatically dissolved. Such days remaining shall be equally proportioned to the remaining members, provided that no member may receive more than the days contributed.

Section 9

All requests for withdrawal of days from the Sick Leave Bank shall be addressed to the Sick Leave Bank Committee on an official form provided for this purpose. The decision of the committee shall be final.

Section 10

The County Office, after consulting with the ASSOCIATION, shall establish procedures for identifying and recording contributions to the pool and for complying with applicable governmental regulations and/or associated record keeping.

Section 11

A notification letter will be sent to applicants informing them of their acceptance or rejection into the sick leave pool. Participating members will also be notified when they are no longer a member of the pool.

Section 12

The Sick Leave Bank Committee shall have five (5) members. The ASSOCIATION shall select three (3) members and the BOARD shall select two (2) members. The Superintendent or designee and the ASSOCIATION President or designee shall be members of the SLBC. Teacher members shall hold Continuing Contract or Professional Services Contract status. Education Staff Professionals shall hold non-probationary status. Vacancies on Sick Leave Bank Committee shall be filled by the party for whom the vacancy exists.

Section 13

A. The Sick Leave Bank Committee, by majority vote, shall determine the Rules and Procedures of the Sick Leave Bank and shall have the authority to amend them when necessary.

B. The Sick Leave Bank Committee shall review all withdrawal applications. It will approve or deny each request.

C. Denials will be fully explained in writing.

D. A minimum of three (3) committee members' signatures will be required for all approvals or denials.

Section 14

Alleged abuse of the use of the Sick Leave Bank shall be investigated by the Superintendent with the assistance of the Sick Leave Bank Committee. Any finding of wrongdoing shall result in the employee being required to repay all sick leave credits drawn from the bank. Refusal on the part of the employee to repay said credits shall be grounds for termination. Other appropriate disciplinary action may be taken by the BOARD even if the employee provides repayment to the pool.

ARTICLE XIII

GRIEVANCE PROCEDURES

Section 1

Purpose

The purpose of the grievance procedure is to secure, at the lowest possible administrative level, settlements of disputes which may arise between the parties hereto, concerning the interpretation or application of this Agreement. The proceeding should be conducted as informally and confidentially as possible.

Section 2

Grievances

A. All grievances must be initiated at the lowest appropriate level.

B. All formal grievances within the scope of this Agreement shall be presented in writing.

C. No grievance shall be processed anonymously. However, the ASSOCIATION may initiate grievance involving a group of EMPLOYEES.

D. If a grievance is not initiated within 15 days after the grievant knew of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.

E. An EMPLOYEE processing a grievance shall be assured freedom from restraint, interference, coercion, discrimination, or reprisal.

F. In the presentation of a grievance, the EMPLOYEE shall have the right to present his/her own appeal or to designate a representative to appear with him/her at any step in his/her appeal. GE/United is recognized as the sole representative organization with a right to present or process a grievance.

G. Nothing herein contained shall be construed to limit the right of any EMPLOYEE having a grievance to process it through all prescribed levels with or without intervention by the ASSOCIATION, as the EMPLOYEE may elect. The ASSOCIATION shall, however, be given the opportunity to be present at all meetings conducted after Level One, and shall have access to all pertinent documentation. Written notification of all meetings conducted on all levels, except the information level of the grievance procedure, shall be forwarded to the grievant with a copy to the ASSOCIATION Grievance Chairperson. If the ASSOCIATION does not represent the grievant, it shall be provided by the BOARD copies of all written grievances and responses.

H. Failure at any level of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved EMPLOYEE to proceed to the next level. Failure at any level of this procedure to appeal a grievance to the next level within the specified time limits shall be deemed to be abandonment of the grievance or acceptance by the EMPLOYEE of the decision rendered at this level. Time limits may be waived only with the written consent of the parties at each level.

I. It is understood that the EMPLOYEE shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and

regulations of the BOARD until such grievance and any effect thereof shall have been fully resolved.

J. The binding arbitration provisions of the Agreement shall pertain only to the interpretation, application, or violation of the terms and provisions of this written Agreement.

K. Steps in the grievance procedure may be bypassed by mutual agreement.

Section 3

Informal Procedure for Resolving Grievances

The EMPLOYEE shall first discuss the alleged grievance with his/her Principal or Supervisor. NOTE: Formal grievance procedures cannot be used until informal procedures have been followed.

Section 4

Formal Grievance Procedure

A. If the aggrieved is not satisfied with the outcome of the informal procedures at the local level, he/she may present his/her claim in writing to his/her Principal or Supervisor within 10 workdays. One copy should be retained by the aggrieved and copies presented to the Superintendent and ASSOCIATION Grievance Chairperson and the person to whom the grievance is directed. Grievances filed by the Association, if not resolved at the informal step, will begin at Level Two.

B. The person to whom the grievance is directed shall within 10 workdays after receipt of the written grievance render his/her decision in writing to the aggrieved person and copies presented to the ASSOCIATION Grievance Chairperson, Principal or Supervisor, and Superintendent.

Level Two

A. If the aggrieved is not satisfied with the disposition of his/her grievance at Level One, or in the case of a grievance filed by the ASSOCIATION, he/she may within five workdays after the decision, present the grievance to the Superintendent with copies going to the ASSOCIATION Grievance Chairperson, Principal or Supervisor, and one to whom the grievance is directed.

B. The Superintendent shall within five workdays after receipt of the grievance meet with all parties or their representatives for the purpose of resolving the grievance.

C. The Superintendent shall within 10 workdays after the hearing render his decision in writing to the aggrieved with copies to the ASSOCIATION Grievance Chairperson, Principal or Supervisor, and to the person to whom the grievance is directed.

Level Three

A. If the aggrieved is not satisfied with the disposition of his/her grievance at Level Two, he/she may request the BOARD to review the grievance at the next regular meeting.

B. The BOARD shall, after hearing the grievance, render its decision at the next regular BOARD meeting in writing to all involved parties.

Level Four

A. In the event a grievant is dissatisfied with the determination of the BOARD, the grievant shall have the right to seek binding arbitration.

B. A request for arbitration shall be made known no later than 10 workdays following determination by the BOARD. Failure to file within said period shall constitute a bar to such arbitration unless the aggrieved EMPLOYEE(S) and the BOARD mutually agree upon a longer time period within which to assert such a request.

C. The following procedure shall be used to secure the services of an arbitrator:

1. Either party may request the Federal Mediation and Conciliation Service to supply a list of persons qualified to act as arbitrators. The arbitrator shall be selected from such panel in accordance with the rules and regulations of the agency. In the alternative, the parties may meet together to jointly discuss an appropriate arbitrator and may then mutually agree upon an appropriate arbitrator. The Superintendent will then contact the mutually agreed upon arbitrator to determine his/her willingness and availability to serve as arbitrator in the dispute.

2. The arbitrator shall limit himself/herself to the issues submitted to him and shall consider nothing else. He/she can add nothing to or subtract anything from the agreement between the parties.

3. Only the BOARD, ASSOCIATION, and the grievant shall be given copies of the arbitrator's report of findings and recommendations. This shall be accomplished within 30 calendar days after the hearing or post hearing briefs, whichever occurs later.

4. There shall be no appeal from the arbitrator's decision; it shall be final and binding on all parties; provided, however, that the arbitrator's decision is not outside or beyond the scope of his/her jurisdiction.

5. The parties shall share equally in the total cost of arbitration; however, expenses for witnesses shall be borne by the party calling them. Either party may be represented by counsel.

ARTICLE XIV

NEGOTIATION PROCEDURES

Section 1

It is understood and agreed by both parties that this agreement represents the full and entire agreement. It may be changed only through voluntary mutual consent of the parties, in writing, and signed amendments to this agreement.

Section 2

Negotiations proposals shall be submitted as provided by The Terms of Agreement on page 1 of this contract.

Section 3

Upon completion of negotiations, the tentative agreements signed by the teams designated by each party shall be supported by the respective representatives throughout the ratification process. Ratification by a majority of the BOARD and a majority of the membership of the bargaining unit voting shall be required before this agreement is binding on the parties.

Section 4

In the event that either or both parties during the course of negotiations make a written declaration that an impasse exists, the parties agree that such declared impasse shall follow the steps set forth in Chapter 447, Florida Statutes.

Section 5

A copy of this agreement entitled "CONTRACT BETWEEN THE INSTRUCTIONAL PERSONNEL OF GILCHRIST COUNTY/UNITED AND THE SCHOOL BOARD OF GILCHRIST COUNTY" will be made available to all employees via the School Board of Gilchrist County website. A copy will be given to the GILCHRIST EMPLOYEES/UNITED. Two printed copies will be located at each worksite: one copy located in the main office and one copy in the staff work/break room. Upon employee request, printed contracts will be provided at their worksite by their worksite administrator.

Section 6

During the course of any negotiations in this ARTICLE, the parties mutually pledge that such negotiations shall be conducted in good faith.

Section 7

The BOARD shall provide the ASSOCIATION with a copy of the current scattergram including their certificate rank or education level and the number of years of teaching experience.

Section 8

Printing of this contract will be done only in the years in which the complete contract is up for renegotiation. During all other years, changes and any additions will be printed and given to the employees to be inserted into the previously printed contract.

ARTICLE XV

MISCELLANEOUS

Section 1

CONFLICTS -Should any portion of this agreement be found by a court or competent jurisdiction to be in conflict with state or federal law, or State Board Regulations, the provision in conflict shall automatically be modified to conform to such law, but only to such extent as said provision is in conflict with such law.

Section 2

Representatives of the BOARD and representatives of the ASSOCIATION will meet periodically at the request of either party during the regular school year at a time convenient to both parties for the purpose of reviewing problems that may arise in connection with the provisions of this agreement or Employee complaints. These meetings are not intended to bypass the negotiations or grievance procedures.

Section 3

The ASSOCIATION shall appoint two members to serve in an advisory capacity along with the duly authorized administrative personnel and the school related personnel responsible for school calendar formation for the upcoming year to jointly recommend the establishment of such calendar.

Section 4

An employee benefits committee will monitor the district benefits program and make recommendations to the Superintendent. This committee will be comprised of four TEACHERS (one representative from each school) and two ESPs (one from Bell and one from Trenton) appointed by GE/U President, and two administrators. A BOARD member and the GE/U President shall serve as ex officio members.

ARTICLE XVI

COMPENSATION AND FRINGE BENEFITS

Section 1

All 10-month employees shall have a choice to be paid salary payments in 11 or 12 installments, the last payment to be made on or before June 30. The December check will be the last working day before Christmas if funds are available to make payment, otherwise the December check will be December 31st at the discretion of the BOARD.

Section 2

Upon application, terminal pay for accumulated sick leave earned in Gilchrist County shall be paid to an EMPLOYEE at termination or to his/her beneficiary if services are terminated by death. Terminal pay shall be as provided in Chapter 1012.61, Florida Statutes, to wit:

A. During the first three years of service in Gilchrist County the daily rate of pay multiplied by 35 percent times the number of days accumulated sick leave*;*

B. During the next three years of service in Gilchrist County the daily rate of pay multiplied by 40 percent times the number of days accumulated sick leave*;*

C. During the next three years of service in Gilchrist County the daily rate of pay multiplied by 45 percent times the number of days accumulated sick leave*;*

D. During the next three years of service in Gilchrist County the daily rate of pay multiplied by 50 percent times the number of days accumulated sick leave*;*

E. During and after the 13th year of service in Gilchrist County, the daily rate of pay multiplied by 100 percent times the number of days accumulated sick leave.

To protect sick leave earned in Gilchrist County for terminal pay purposes, all leave transferred from other districts to Gilchrist County shall be used prior to deducting Gilchrist County sick leave.

Section 3

The BOARD will pay the FULL premium for employee health insurance. This health insurance plan will be selected, approved, and offered to the EMPLOYEES by the BOARD. Two EMPLOYEES may combine benefits to offset the cost of the premium of the family plan, in part.

Section 4

Supplements

A. Steps represent number of years receiving a specific supplement in Gilchrist County (A partial year does not count. All employees receiving a newly created supplement will start at the entry level).

B. All employees who held a supplement in 1992-93 will be placed at least at step 4-5 no matter how many years they have participated in that specific supplement.

C. Experience in one specific supplement does not count toward another supplement. However, experience within one supplement type will count for all levels of that supplement. (Example: Two years of experience as Assistant Varsity football are transferable years of experience to Junior Varsity football or Head Varsity football.)

D. Supplements will be paid in ten equal payments starting with the September paycheck each school year. Supplement payments will stop upon action by the principal to reassign the supplement to another person or if the person resigns from duties of the supplement. The effective date of the supplement assignment change, determined by the principal, will be the date used for termination of supplement payments. The newly assigned person will receive the remainder of the supplement for the school year. When a supplement is terminated within a month, the supplement payment for that month will be prorated to the effective date of the change

.

Section 5

The BOARD agrees to grant 10-month Instructional Bargaining Unit employees working 196 days six (6) paid holidays each school year. 12-month Instructional Bargaining Unit employees will work the same schedule as Non-Bargaining Unit employees.

Section 6

All bargaining unit employees will participate in the Gilchrist County School District's FICA Alternative Plan effective November 16, 1999.

Section 7

Effective July 1, 2002, credit on the salary schedule shall be given an employee for each year of active military service up to a maximum of two (2) years. A minimum of six (6) months continuous active military service with an honorable discharge shall be required to qualify for a year of service. Eligible employees shall submit documentation of service (DD-214) to the Personnel Department. Salary schedule credit shall be for the fiscal year documentation is received and for all subsequent years.

Section 8

PRIOR YEARS COMPENSATION

2019-2020

Florida's Best and Brightest

1. Recruitment Bonus - $1000.00 for those who statutorily qualify
2. Retention Bonus – As specified in statute
3. Principal Bonus – As specified in statute
4. Recognition Bonus – Use indices of 1.00 for Effective, 1.25 for Highly Effective and 1.50 for Outstanding
   a. Award to those individuals approved by school principal
   b. Total awards will use the remaining Best & Brightest allocations

Salaries

1. All instructional employees on the Grandfathered Salary Schedule will receive step increases according to their years of experience retroactive to July 1, 2019.
2. All instructional employees on the Performance Schedule will receive salary adjustments according to their performance during the 2018-2019 school year retroactive to July 1, 2019.
   a. Effective - $1,046
   b. Highly Effective - $1,257
   c. Outstanding - $1,468

3. Performance Bonuses will be awarded to Instructional employees on the Grandfathered Salary Schedule.
   a. Highly Effective - $211
   b. Outstanding - $422
4. For returning employees at their maximum step during 2018-2019 school year, a Longevity Supplement of $500 will be awarded.

Supplemental Salary Schedule

1. Volleyball – Head Varsity increase to $2,800 over the next 3 years ($212 per year)
2. Volleyball – Junior Varsity increase to $1,750 over the next 3 years ($133 per year)
3. Volleyball – Junior High increase to $1,120 over the next 3 years ($133 per year)
4. Soccer – Increase to $2,800 over the next 3 years ($766 per year)
5. Chorus – Increase to $2,000 over the next 3 years ($387 per year)
6. CDA Certification – Increased to $1,500

Differentiated Pay Schedule

1. Self-Contained ESE Paraprofessional – Increase to $750 over the next 3 years ($166 per year)
2. Self-Contained ESE Teacher – Increase to $1,500 over the next 3 years ($333 per year)

2020-2021

Salaries

1. Revise the Grandfathered Salary Schedule

Step 0-4	$44,455
Step 5	$44,700
Step 6	$44,800
Step 7	$44,900
Step 8	$45,000
Step 9	$45,100
Step 10	$45,200
Step 11-22	$1,200 added to the 2019-2020 base salary and reflected on the salary schedule

Increases retroactive to July 1, 2020 for all employees currently employed as of November 9, 2020.

2. Performance Pay Bonuses and Adjustments will be held in abeyance for evaluations from the 2019-2020 school year.
3. Step increases will not be awarded.
4. Implement year 2 of Supplement and Differentiated Pay changes from 2019-20.

GILCHRIST EMPLOYEES/UNITED

_____

President

_____

Secretary

_____

Vice President

_____

Chief Negotiator

GILCHRIST COUNTY SCHOOL BOARD

_____

Chairman

_____

Superintendent

_____

Chief Negotiator

APPENDIX A

AUTHORIZATION FOR DUES AND UNIFORM ASSESSMENTS

I, _____

a faculty member at _____

and an employee of the Gilchrist County School Board, by the execution of this authorization form authorize my employer, pursuant to Florida Statutes 447.303, to deduct dues and uniform assessments which I am obligated to by reason of my membership in the Gilchrist Employees/United and remit such to the ASSOCIATION.

This written authorization shall continue for as long as Gilchrist Employees/United remains the certified bargaining agent or unless revoked by me upon 30 days written notice tendered by me to the BOARD and the Gilchrist Employees/United.

APPENDIX B

GRIEVANCE FORM

Name _____ School _____

A. Specific contract provisions grieved: Article(s) and Section(s): _____

B. Statement of the Grievance: (include date(s), time, place and event(s) leading to the grievance)

_____

_____

_____

C. Person(s) responsible for alleged contract violation: _____

D. Person(s) affected by alleged contract grievance: _____

E. Relief sought: _____

_____

_____

Hearings Held:

Level of Procedure 1 2 3 4 (circle one)

Date: _____ Person(s) Present: _____

Disposition of Grievance at this level: _____

_____

_____

_____

Validation of Procedure: (Signatures)

_____

Send copies to: Association Grievance Chairperson, Principal, & Superintendent

APPENDIX C

School Board of Gilchrist County
2020-2021 Grandfather Instructional Salary Schedule

Base: $44,455 $2,417 $2,940 $3,665

STEP	INDEX	BACHELOR'S	MASTER'S	SPECIALIST	DOCTOR'S
0	1.0000	$44,455	$46,872	$47,395	$48,120
1	1.0000	$44,455	$46,872	$47,395	$48,120
2	1.0000	$44,455	$46,872	$47,395	$48,120
3	1.0000	$44,455	$46,872	$47,395	$48,120
4	1.0000	$44,455	$46,872	$47,395	$48,120
5	1.0055	$44,700	$47,117	$47,640	$48,365
6	1.0078	$44,800	$47,217	$47,740	$48,465
7	1.0100	$44,900	$47,317	$47,840	$48,565
8	1.0123	$45,000	$47,417	$47,940	$48,665
9	1.0145	$45,100	$47,517	$48,040	$48,765
10	1.0168	$45,200	$47,617	$48,140	$48,865
11	1.0387	$46,176	$48,593	$49,116	$49,841
12	1.0622	$47,222	$49,639	$50,162	$50,887
13	1.0858	$48,268	$50,685	$51,208	$51,933
14	1.1093	$49,314	$51,731	$52,254	$52,979
15	1.1328	$50,360	$52,777	$53,300	$54,025
16	1.1564	$51,406	$53,823	$54,346	$55,071
17	1.1799	$52,452	$54,869	$55,392	$56,117
18	1.2034	$53,498	$55,915	$56,438	$57,163
19	1.2269	$54,543	$56,960	$57,483	$58,208
20	1.2505	$55,589	$58,006	$58,529	$59,254
21	1.2740	$56,635	$59,052	$59,575	$60,300
22	1.2975	$57,681	$60,098	$60,621	$61,346

EXPERIENCE CREDIT

(A) For initial placement, all creditable experience in U.S. Public Schools shall be credited on the salary schedule. Private school experience shall be credited provided the school was listed in the Florida Educational Directory for the year(s) claimed. Effective October 19, 2010 Step Increases are to be negotiated annually.

(B) Out of State accredited private school experience shall be limited to five (5) years upon initial employment. For each year the employee works as a teacher for the School Board of Gilchrist County he/she may earn an additional year up to a maximum of 10 years total out of state accredited private experience.

(C) All non-degree vocational teachers hired after July 1, 1982 shall receive credit on the salary schedule for the number of years necessary to get proper vocational certification.

(D) Effective July 1, 2002, credit on the salary schedule shall be given an employee for each year of active military service up to a maximum of two (2) years. A minimum of six (6) months continuous active military service with an honorable discharge shall be required to qualify for a year of service.

(E) Effective July 1, 2004, credit on the salary schedule shall be given an employee for each year of Administrative experience earned with the Gilchrist County School Board

(F) Effective January 8, 2008, the Lead ROTC Instructor will be paid $53,375 and the Assistant Instructor will be paid $47,457. In the event these amounts are not sufficient to meet Federal requirements, the salary amounts will be adjusted to the minimum required by Federal law.

PERFORMANCE PAY

Classification of performance level and compensation for each:

(A)	Highly Effective	Step if negotiated + % increase (if applicable) + bonus*
(B)	Very Effective	Step if negotiated + % increase (if applicable) + bonus*
(C)	Effective	Step if negotiated + % increase (if applicable)
(D)	Needs Improvement	Step if negotiated only
(E)	Unsatisfactory	Freeze salary

* Bonus - $45,000 will be split among all instructional personnel receiving a Highly Effective or Very Effective rating. Those receiving Highly Effective will receive double the amount of those receiving Very Effective. For Instructional personnel on the Grandfather Salary Schedule, the payment will be a one-time bonus. For those on the Performance Pay Schedule, the amount will be treated as a Salary Adjustment and added to the employee's base pay.

APPENDIX D

School Board of Gilchrist County
2020-20 Performance Based Instructional Salary Schedule

1. Initial placement on the schedule will coincide with the historical placement on the Grandfathered Salary Schedule

2. Employees must elect to switch to the Performance Based Salary Schedule prior to July 1. For example, for salary placement in the 2018-19 school year on the Performance Based Salary Schedule an employee must notify the District Human Resource Department of their decision prior to July 1, 2018.

3. Salary Adjustments

    a. Returning employees receiving a rating of effective or better will receive an adjustment to their base salary equal to the highest step increase displayed on the Grandfather Salary Schedule. Newly hired employees will be awarded an adjustment after supplying the District with a copy of their prior year evaluation showing effective or better performance.
    b. In addition, employees receiving a rating of Very Effective will receive an adjustment to their base pay equal to the amount of the performance bonus on the Grandfather Salary Schedule for a Very Effective rating. Employees receiving a rating of Highly Effective will receive an adjustment to their base pay equal to the amount of the performance bonus on the Grandfather Salary Schedule for a Highly Effective rating. See 2.d. below.
    c. If a percentage increase is negotiated on the Grandfather Salary Schedule, the increase in the base (Bachelors at Step 0) will be treated as an additional adjustment to employees on the Performance Based Salary Schedule.
    d. These salary adjustment s will be made following the completion of all evaluations for the prior year and made retroactive to July 1.

4. Specifics for 2020-21 School Year

    a. Salary adjustments will be made in accordance with the negotiated agreement including specifics for the State appropriated Teacher Salary Increase Allocation. Salary Adjustments for performance during the 2019-20 school year will not be made in 2020-21.

APPENDIX E

School Board of Gilchrist County
2020-21 Supplemental/Differentiated Pay Schedule

Steps	0-1	2-3	4-5	6-7	8 & Above
Step Index	1.00	1.05	1.10	1.15	1.20
Supplement Description					
Athletic Director	$ 1,800	$ 1,890	$ 1,980	$ 2,070	$ 2,160
Fall Football (75%):					
Head Varsity	$ 2,625	$ 2,756	$ 2,888	$ 3,019	$ 3,150
Assistant Varsity	$ 1,500	$ 1,575	$ 1,650	$ 1,725	$ 1,800
Junior Varsity	$ 1,275	$ 1,339	$ 1,403	$ 1,466	$ 1,530
Junior High	$ 831	$ 873	$ 914	$ 956	$ 997
Spring Football (25%):					
Head Varsity	$ 875	$ 919	$ 963	$ 1,006	$ 1,050
Assistant Varsity	$ 500	$ 525	$ 550	$ 575	$ 600
Junior Varsity	$ 425	$ 446	$ 468	$ 489	$ 510
Junior High	$ 278	$ 292	$ 306	$ 320	$ 334
Basketball:					
Head Varsity	$ 3,500	$ 3,675	$ 3,850	$ 4,025	$ 4,200
Junior Varsity	$ 1,750	$ 1,838	$ 1,925	$ 2,013	$ 2,100
Junior High	$ 1,750	$ 1,838	$ 1,925	$ 2,013	$ 2,100
Softball:					
Head Varsity	$ 2,800	$ 2,940	$ 3,080	$ 3,220	$ 3,360
Junior Varsity	$ 1,750	$ 1,838	$ 1,925	$ 2,013	$ 2,100
Junior High	$ 1,120	$ 1,176	$ 1,232	$ 1,288	$ 1,344
Baseball:					
Head Varsity	$ 2,800	$ 2,940	$ 3,080	$ 3,220	$ 3,360
Junior Varsity	$ 1,750	$ 1,838	$ 1,925	$ 2,013	$ 2,100
Junior High	$ 1,120	$ 1,176	$ 1,232	$ 1,288	$ 1,344
Track	$ 1,109	$ 1,164	$ 1,220	$ 1,275	$ 1,331
Cross Country	$ 865	$ 908	$ 952	$ 995	$ 1,038
Golf	$ 865	$ 908	$ 952	$ 995	$ 1,038
Volleyball:					
Head Varsity	$ 2,587	$ 2,716	$ 2,846	$ 2,975	$ 3,104
Junior Varsity	$ 1,618	$ 1,699	$ 1,780	$ 1,861	$ 1,942
Junior High	$ 1,035	$ 1,087	$ 1,139	$ 1,190	$ 1,242
Weightlifting	$ 865	$ 908	$ 952	$ 995	$ 1,038
Soccer	$ 2,032	$ 2,134	$ 2,235	$ 2,337	$ 2,438
Cheerleader Sponsor:					
Head Varsity	$ 1,298	$ 1,363	$ 1,428	$ 1,493	$ 1,558
Junior Varsity	$ 973	$ 1,022	$ 1,070	$ 1,119	$ 1,168
Junior High	$ 865	$ 908	$ 952	$ 995	$ 1,038
Band:					
Marching	$ 2,704	$ 2,839	$ 2,974	$ 3,110	$ 3,245
Concert	$ 946	$ 993	$ 1,041	$ 1,088	$ 1,135
Chorus $ 1,612	$ 1,693	$ 1,773	$ 1,854	$ 1,934	
Athletic Field Maintenance:					
Football Field	$ 1,030	$ 1,082	$ 1,133	$ 1,185	$ 1,236
Baseball Field	$ 618	$ 649	$ 680	$ 711	$ 742
Softball Field	$ 618	$ 649	$ 680	$ 711	$ 742
Practice Field	$ 618	$ 649	$ 680	$ 711	$ 742
Flag Corps Sponsor	$ 865	$ 908	$ 952	$ 995	$ 1,038

APPENDIX E

School Board of Gilchrist County
2020-21 Supplemental/Differentiated Pay Schedule

Steps		0-1	2-3	4-5	6-7	8 & Above
Step Index		1.00	1.05	1.10	1.15	1.20
Supplement Description						
FBLA		$ 1,082	$ 1,136	$ 1,190	$ 1,244	$ 1,298
FFA:						
Senior		$ 3,000	$ 3,150	$ 3,300	$ 3,450	$ 3,600
Junior		$ 2,000	$ 2,100	$ 2,200	$ 2,300	$ 2,400
Criminal Justice		$ 1,082	$ 1,136	$ 1,190	$ 1,244	$ 1,298
Class Sponsor		$ 973	$ 1,022	$ 1,070	$ 1,119	$ 1,168
Beta Club Sponsor		$ 811	$ 852	$ 892	$ 933	$ 973
Yearbook		$ 973	$ 1,022	$ 1,070	$ 1,119	$ 1,168
Student Council		$ 973	$ 1,022	$ 1,070	$ 1,119	$ 1,168
High Q Team		$ 865	$ 908	$ 952	$ 995	$ 1,038
Safety Patrol		$ 541	$ 568	$ 595	$ 622	$ 649
AA/AS/BA/BS Degree *		$ 460	$ 483	$ 506	$ 529	$ 552
CDA Certification ***		$ 1,500	$ 1,575	$ 1,650	$ 1,725	$ 1,800
Interact Club		$ 500				
Technology:						
Teacher Expert Trainer		$ 703	$ 738	$ 773	$ 808	$ 844
Support Staff		$ 297	$ 312	$ 327	$ 342	$ 356
Technology Integration Coach		$ 7,500	$ 7,875	$ 8,250	$ 8,625	$ 9,000
Basic Skills Coordinator		$ 2,704	$ 2,839	$ 2,974	$ 3,110	$ 3,245
Activities Coordinator		$ 865	$ 908	$ 952	$ 995	$ 1,038
Communications Coordinator	$ 500	$ 525	$ 550	$ 575	$ 600	
Drama Coordinator		$ 541	$ 568	$ 595	$ 622	$ 649:
Head Custodian		$ 1,406	$ 1,476	$ 1,547	$ 1,617	$ 1,687
Food Service Certification		$ 128	$ 134	$ 141	$ 147	$ 157
Teaching During Planning Block – Semester (Over 300 Minutes) **		$ 2,500				
Professional Orientation Program		$ 541				

* AS degree in education related field only. Non-Instructional employees only.

** Additional Block must be assigned by Administration (not voluntary) Supplement is amount per semester

*** All Pre-K Paraprofessionals (Required by Job Description) and ESE Aides working one-on-one full-time with handicapped students

APPENDIX E

School Board of Gilchrist County
2020-21 Supplemental/Differentiated Pay Schedule

Steps	0-1	2-3	4-5	6-7	8 & Above
Step Index	1.00	1.05	1.10	1.15	1.20
Supplement Description					
	Differentiated Pay				
Admin Support (TSA)	$ 2,163	$ 2,271	$ 2,379	$ 2,487	$ 2,596
High School Dean	$ 4,500	$ 4,725	$ 4,950	$ 5,175	$ 5,400
Psychologist (Non-Union)	$ 2,704	$ 2,839	$ 2,974	$ 3,110	$ 3,245
Speech Therapist	$ 2,704	$ 2,839	$ 2,974	$ 3,110	$ 3,245
Health Academy Coor	$ 4,975	$ 5,224	$ 5,473	$ 5,721	$ 5,970
Engr & Const Acad Coor	$ 2,704	$ 2,839	$ 2,974	$ 3,110	$ 3,245
IT Academy Coor	$ 2,704	$ 2,839	$ 2,974	$ 3,110	$ 3,245
Alternative School Coor	$ 5,408	$ 5,678	$ 5,949	$ 6,219	$ 6,490
Central Campus Placement	$ 1,082	$ 1,136	$ 1,190	$ 1,224	$ 1,298
Self-Contained ESE Paraprofessional	$ 582				
IEP****	$ 1,166				
Longevity (Instructional) 2015-16	$ 1,000				
Longevity (Instructional) 2017-18	$ 500				
Longevity (Instructional) 2018-19	$ 500				
Longevity (Instructional) 2019-20	$ 500				
Longevity (Non-bargaining exempt) 2020-21	$ 500				
Longevity (ESP) 2015-16	$ 500				
Longevity (ESP) 2017-18	$ 250				
Longevity (ESP) 2018-19	$ 250				
Longevity (ESP) 2019-20	$ 250				
Longevity (ESP) 2020-21	$ 250				
Endorsements:					
ESOL (K-12)	$ 500				
Reading (7-12 and 6)	$ 500				
Math or Science (PK-5 and 6) *	$ 500				

* Compensation for the Math or Science endorsement shall be limited to only ONE area and includes expectation of mentoring.

**** VE Teachers that are in self-contained classrooms, actively writing IEP's and perform consult work with other teachers (when applicable)