

**PROPOSED 2024-25, 2025-26 INSTRUCTIONAL BARGAINING UNIT**  
**PROPOSED CONTRACT LANGUAGE CHANGES**

**Note:** Below are the actual proposed changes to your Instructional Bargaining Unit Agreement. Only those articles or sections containing changes are included. You may assume that any language that does not appear below remains unchanged. Please take the time to read all the proposed changes very carefully.

**Key:** Underlined text is new contract language  
~~Strikethrough~~ text is existing contract language that is to be deleted  
Regular text is existing contract language that is to remain as is  
Language that does not appear below is not being altered or deleted

**ARTICLE IX – TEACHER DUTY DAY**

**E. Faculty Meetings**

Attendance at faculty meetings may be required by the Principal provided:

5. Faculty meetings will be held no more than once month not to exceed 60 minutes beyond the contract day, ~~except as provided in sub-paragraph 6 below.~~
6. Additional faculty meetings may be used to provide the staff with training that may be required by the Superintendent, or which is approved by the school's SDMT.
7. ~~There will be no in-service training at faculty meetings unless agreed to by the SDMT in advance or that may be required by the district and which is addressed to teachers' district-wide of similar grade levels.~~

This language limits the length of a faculty meeting to one hour though does allow management to use it for some professional development activities.

**ARTICLE XII – TEACHER CONTRACTS**

K. Minimum Certification Requirements

7. In the event a fully certified teacher as described herein cannot be secured, the district retains the right to hire an out-of-field teacher for the remainder of the school year with the understanding that he or she will become fully certified in the subject area in question by the established timeframes of the district.

This allows the district to hire a teacher out-of-field if an in-field teacher cannot be found. It requires that teacher to become certified within 12 months.

**ARTICLE XIX - EVALUATION OF STUDENTS**

Teachers shall maintain the responsibility to determine grades and other evaluations of students within the terms of the grading regulations of the Sarasota County School system. All mid-term grades must be entered in the electronic grade book no later than 5 weeks after the beginning of the quarter.

This language requires teachers to enter mid-term grades by a date certain.

**ARTICLE XXVIII - SALARIES**

A. Grandfathered Salary Schedule

~~2023-2024~~ 2024-2025 Salary Computation:

A grandfathered teacher will receive an ~~total 3.5% across-the board increase of 2.5% increase and plus an additional of \$1,200 to be added to the teacher's base pay. one-time payment of 2% of the teacher's normal annual salary, to be paid in December of 2023. The 3.5% under this Agreement~~ These amounts will automatically carry over into future years. The 3.5% ~~2.5%~~ increase is in addition to the .5% retention adjustment for the prior years' service where applicable.

A one-time supplement will be paid to teachers who did not reach an overall 5% increase (including the 0.5% retention increase and the performance pay). The amount will be pensionable but will not recur into future years.

This change deletes outdated contract language and replaces it with this year's salary settlement.

This is a two-year salary settlement with combined 5% increase for each of the next two years. Please read the salary agreements carefully.

~~2023-2024~~ 2025-2026 Salary Computation:

A grandfathered teacher will receive ~~an total 3.5% across-the board increase of 3% increase and plus~~ an additional of \$1,200 to be added to the teacher's base pay, one-time payment of 2% of the teacher's normal annual salary, to be paid in December of 2023. ~~The 3.5% under this Agreement~~ These amounts will automatically carry over into future years. ~~The 3.5%-3% increase includes is in addition to the .5% retention adjustment for the prior years' service where applicable.~~

A one-time supplement will be paid to teachers who did not reach an overall 5% increase (including the 0.5% retention increase and the performance pay). The amount will be pensionable but will not recur into future years.

Teachers whose base daily rate exceeds \$600.00 per day will no longer have the negotiated across-the-board increase each year added to their base pay. Base daily rate does NOT include educational supplements or any other supplemental pay. The \$600.00 daily rate will be revisited as part of the normal bargaining process. The daily rate is based on a 7.5-hour duty day, teachers working a longer duty day will have that amount adjusted accordingly.

Teachers earning over the then current daily rate will receive all other negotiated increases in a manner consistent with other teachers and will have the amount he or she would have received in the across-the-board increase as a one-time pensionable supplement.

Supplements

2. Activity Based Supplements

Any teacher receiving a sports or activity salary supplements will be paid as specified in Appendix A of this Agreement. The Supplement Salary Schedule will be automatically increased by the amount added to the Grandfathered Salary Schedule through negotiations. ~~For the 2022-23 school years that amount will be 6%.~~

B. Performance Salary Schedule

The \$600 day amount replaces the top step of a salary schedule, which we do not presently have, and acts as a salary cap. That cap is the equivalent of \$117,600 per year without including the degree supplement or any extra duties, just base pay. Teachers making less than that amount (the vast majority of teachers) are not affected by this.

~~2023-2024~~ 2024-2025 Salary Computation:

~~Performance Salary Schedule teachers will receive a total 4.25% \$1,600 if their last evaluation was rated as highly effective and \$1,200 3.5% plus an across-the-board increase of 2.5% for all other performance teachers. Performance Teachers will also be paid an additional 2% of the teacher's normal annual salary as a one-time payment, to be paid in December of 2023. The salary increase will automatically carry over into future school years. This amount is in addition to the .5% retention adjustment for the prior years' service where applicable. First year teachers will receive a 3.5% total increase. These amounts will automatically carry over into future years. These 3.5% 2.5% increase is in addition to is in addition to the previously received .5% retention adjustment for the prior years' service where applicable.~~

A one-time supplement will be paid to teachers who did not reach an overall 5% increase (including the 0.5% retention increase and the performance pay). The amount will be pensionable but will not recur into future years.

~~2023-2024~~ 2025-2026 Salary Computation:

~~Performance Salary Schedule teachers will receive an total 3.5% across-the board increase of 3% increase and plus an additional of \$1,600 for a highly effective and \$1,200 for other Performance Scale teachers to be added to the teacher's base pay. one-time payment of 2% of the teacher's normal annual salary, to be paid in December of 2023. The 3.5% under this Agreement These amounts will automatically carry over into future years. The 3.5%-3% increase includes is in addition to the .5% retention adjustment for the prior years' service where applicable.~~

A one-time supplement will be paid to teachers who did not reach an overall 5% increase (including the 0.5% retention increase and the performance pay). The amount will be pensionable but will not recur into future years.

Teachers whose base daily rate exceeds \$600.00 per day will no longer have the negotiated across-the-board increase each year added to their base pay. Base daily rate does NOT include educational supplements or any other supplemental pay. The \$600.00 daily rate will be revisited as part of the normal bargaining process. The daily rate is based on a 7.5-hour duty day, teachers working a longer duty day will have that amount adjusted accordingly.

Teachers earning over the then current daily rate will receive all other negotiated increases in a manner consistent with other teachers and will have the amount he or she would have received in the across-the -board increase as a one-time pensionable supplement.

This year's settlement is 5%.

The \$600 pre day amount replaces the top step of a salary schedule, which we

Minimum Teacher Salary

2023-24-2024-2025

The minimum teacher salary for the ~~2023-24~~ 2024-2025 school year will be a total of ~~\$55,000~~ \$57,500.

2025-2026

The minimum teacher salary for the 2025-26 school year will be a total of \$60,000.

Supplements

2. Activity Based Supplements

Any teacher receiving a sports or activity salary supplements will be paid as specified in Appendix A of this Agreement. The Supplement Salary Schedule will be automatically increased by the amount added to the Grandfathered Salary Schedule through negotiations. ~~For the 2022-23 school years that amount will be 6%.~~

IMPLEMENTATION

4. All instructional positions will be of 7.5 hours in duration. Those employees who worked a longer duty day prior to ratification of this Agreement will be grandfathered in their longer duty day unless he or she voluntarily transfers to a 7.5 hour position. For those grandfathered employees, the following job classifications or job titles will receive a supplement of 7.1% above the appropriate teacher’s daily rate of pay due to a lengthened normal duty day. The duration of work year figures shown below represents the normal work year for each position (except those employees covered by a prior contractual obligation).

- School Psychologist (11-month position)\*
- School Social Worker (11-month position)\*
- Program Specialist (11-month position)\*

Program specialists, with the exception of those appointed to their positions prior to June 30, 1995, will be considered temporary in nature. The employee will be told of his/her status for the coming school year, no less than four weeks prior

do not presently have, and acts as a salary cap. That cap is the equivalent of \$117,600 per year without including the degree supplement or any extra duties, just base pay. . Teachers making less than that amount (the vast majority of teachers) are not affected by this.

to the last workday of the prior school year. A program specialist will accrue no property right to, or expectation of, continued employment as a program specialist. During the period in which the teacher is serving as a program specialist, s/he will continue to be considered a member of the staff of his/her former work site assigned to temporary duty elsewhere for placement purposes.

(Instructional Salary Schedule + 7.1%) - 220 Day Schedule. For those employees hired or transferred into a school psychologist, social worker, or program specialist position after June 30, 2011, the normal work year will be 196 days.

Volunteers may be sought at the discretion of management for school psychologists, social workers, or program specialist to alter their term of contract from 11-month to 10-month. Such moves will be irrevocable.

This year's settlement is 5%.

Positions having various lengths of duty days have been a point of contention for many years now. Going forward all instructional staff will work the same 7.5- hour day.

<p><b><u>ARTICLE XXXIII - DURATION OF AGREEMENT</u></b></p> <p>A. This Agreement shall be effective as of July 1, <del>2023</del> <u>2024</u> and shall continue in effect until June 30, <del>2026</del> <u>2027</u>. This Agreement may be extended only in writing.</p> <p>B. This Agreement may not be assigned by either party.</p> <p>C. This Agreement is subject to salary and benefit re-openers for the <del>2024-25</del> <u>2026-27</u> and <del>2025-26</del> school years.</p> <p>Contract language can only be reopened for negotiation if mutually agreed to by the parties.</p> <p>IN CONSIDERATION OF THE MUTUAL COVENANTS THIS AGREEMENT IS MADE AND ENTERED INTO THIS <del>TWENTY EIGHTH</del> <u>SIXTH</u> DAY OF NOVEMBER <del>2023</del> <u>2024</u>, BY AND BETWEEN THE SARASOTA CLASSIFIED/TEACHERS ASSOCIATION AND THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA.</p>	<p>The contract is going to be extended for another two years.</p>