

Proposed Changes to the CCEA/Board Agreement

Effective July 1, 2013-June 30, 2016



The bargaining teams of CCEA and the District tentatively agree to the following revisions to the collective bargaining agreement. Additions to the current contract language are underlined and deletions are ~~crossed out~~. Comments are also provided for the proposed changes. This agreement is subject to ratification by CCEA's bargaining unit and, subsequently, by a majority vote of the School Board.

Compensation

Comment: The salary schedule was improved by 4.4% and all employees in CCPS are to receive a step increase (except new hires as noted below). Longevity steps were removed, allowing those on Step O to advance. One step was added at the top to provide for 21+ year veterans. Additional steps were added within the schedule to level the step increases. Allows employees hired since 2011/10 to bring in 9 years of experience this year and 10 next year. Pegs index for supplemental positions to \$38,198 rather than base pay/Baccalaureate.)

Appendix A-1

Differentiated Instructional Salary Schedule for 2013-14

EMPLOYEES With a Start Date Prior to July 1, 2011

Step	Current Bachelors	Step	Bachelors	Step	Current Masters	Step	Masters
A	\$38,198	A	<u>\$40,400</u>	A	\$40,893	A	<u>\$43,100</u>
B	\$39,344	B	<u>\$41,720</u>	B	\$42,120	B	<u>\$44,600</u>
C	\$40,663		<u>\$43,040</u>	C	\$43,698	C	<u>\$46,100</u>
D	\$41,984	D	<u>\$44,360</u>	D	\$45,285	D	<u>\$47,600</u>
E	\$43,304	E	<u>\$45,680</u>	E	\$46,870	E	<u>\$49,100</u>
F	\$44,623	F	<u>\$47,000</u>	F	\$48,454	F	<u>\$50,600</u>
G	\$45,943	G	<u>\$48,320</u>	G	\$50,039	G	<u>\$52,100</u>
H	\$47,264	H	<u>\$49,640</u>	H	\$51,621	H	<u>\$53,600</u>
I	\$48,583	I	<u>\$50,960</u>	I	\$53,206	I	<u>\$55,100</u>
J	\$49,904	J	<u>\$52,280</u>	J	\$54,791	J	<u>\$56,600</u>
K	\$51,224	K	<u>\$53,600</u>	K	\$56,376	K	<u>\$58,100</u>
M	\$53,864	M	<u>\$56,240</u>	M	\$59,540	M	<u>\$61,100</u>
-	-	N	<u>\$57,560</u>	-	-	N	<u>\$62,600</u>
N	\$56,900	O	<u>\$58,880</u>	N	\$62,978	O	<u>\$64,100</u>
-	-	P	<u>\$60,200</u>	-	-	P	<u>\$65,600</u>
-	-	Q	<u>\$61,520</u>	-	-	Q	<u>\$67,100</u>
O	\$60,576	R	<u>\$62,840</u>	O	\$66,699	R	<u>\$68,600</u>
20	\$61,928	S	<u>\$64,160</u>	20	\$68,186	S	<u>\$70,100</u>
21	\$62,617	T	<u>\$65,480</u>	21	\$68,812	T	<u>\$71,600</u>
-	-	U	<u>\$66,800</u>	-	-	U	<u>\$73,100</u>

Notes:

- EMPLOYEES who worked or received paid leave for more than one-half of the number of days required by their 2012-13 work calendar shall receive one (1) step increase on the revised salary schedule implemented July 1, 2013.
- EMPLOYEES who worked less than one-half of the number of days required by their 2012-13 work calendar and those EMPLOYEES with a start date on or after July 1, 2013, shall not receive a step increase, but will receive a salary increase by moving laterally to the corresponding step on the revised salary schedule.
- Longevity Steps "20 years" and "21 years" are removed (EMPLOYEES on current Step O would advance to proposed Step S).
- Steps N, P, Q, and U are new steps

12.01 Salary and Supplements: ...Supplemental differentiated pay shall be indexed to the dollar amount of \$38,198 the base pay/Bachelor's Step "A-1 or A-2" and made in accordance with the appropriate schedule (see Appendices B through F) attached to this AGREEMENT and by this reference made a part thereof:

12.011 In order to differentiate salary for experience and education, each new EMPLOYEE shall be placed on the appropriate experience step of the Salary Schedule. Effective July 1, ~~2012-2013~~, each new EMPLOYEE shall be limited to a maximum of ~~six (6)~~ nine (9) years of validated, full-time related experience. Effective July 1, 2014, each new EMPLOYEE shall be limited to a maximum of ten (10) years of validated, full-time related experience.

12.012 Effective for vocational instructors hired on or after July 1, 2002: The six (6) years of work experience required for initial certification will carry experience credit for differentiated salary. EMPLOYEES with a start date on or after July 1, ~~2012 2013~~ shall be limited to a maximum of ~~six (6)~~ nine (9) years of work experience for the initial salary step assignment in lieu of teaching experience on a year for year basis. EMPLOYEES with a start date on or after July 1, 2014 shall be limited to a maximum of ten (10) years of work experience for the initial salary step assignment in lieu of teaching experience on a year for year basis.

Note: Current full-time employees hired during the 2012-13 and 2013-14 school years who were limited to six (6) years of work experience for initial salary step assignment will receive credit for up to nine (9) years of validated work experience applied to the 2013-14 school year.

Employees hired during the 2012-13 school year will be eligible to be placed on Step G (maximum) when verifying a total of nine (9) years of experience, inclusive of any step received for 2013-14.

Employees hired during the 2013-14 school year will be eligible to be placed on Step F (maximum) when verifying a total of nine (9) years of experience, inclusive of any step received for 2013-14.

Each employee will be responsible to apply for the Step Adjustment on the appropriate Verification of Experience form provided by the District Human Resources Department. The employee shall also be responsible to insure that the completed verification form(s) is/are received by the Human Resources Department with the appropriate information as required no later than June 30, 2014.

12.014 (b) EMPLOYEES who teach in Immokalee and/or Everglades City shall receive an annualized index supplement of .02 of \$38,198 base pay for Baccalaureate Degree/0 experience on the appropriate salary schedule, A-1 or A-2, during any year that they teach in Immokalee and/or Everglades City.

Appendix C: *Supplements are computed by applying the above index to the dollar amount of \$38,198 base pay for the Baccalaureate Degree/0 experience.

Appendix D: *Supplements are computed by applying the above index to the dollar amount of \$38,198 base pay for the ~~Baccalaureate Degree/0~~ experience.

Appendix F: 1. Supplements are computed by applying the above index to the dollar amount of \$38,198 base pay for the ~~Baccalaureate Degree/0~~ experience.

New Tentative Agreements

Article 6.063 (*Comment: Itinerant teachers are no longer only Related Arts teachers.*)

Itinerant ~~Related Arts~~ teachers may apply for a vacant full time (1.0) position at a single school at any time during the school year, and, if the teacher is selected for the position, the transfer will take effect upon approval of the Human Resources office.

Article 11.05 Parental Leave (Without Compensation) (*Comment: This combines maternity, parental, and adoption leave. "Paid Adoption Leave" is misleading – employees were only paid from their sick leave.*)

11.051 Any EMPLOYEE ~~who is pregnant or~~ shall be entitled to parental leave without compensation for the birth or adoption of a child ~~to begin at a time agreed upon by the EMPLOYEE and her Principal or appropriate Supervisor for a time period not to extend beyond the remainder of the contract year in which the birth or adoption takes place. An EMPLOYEE shall be entitled to take leave for the subsequent contract year if the leave commences less than 12 weeks prior to the last day of the EMPLOYEE'S current contract year~~ birth takes place after April 1 of the contract year.

- a. An EMPLOYEE who is pregnant may continue employment as late in her pregnancy as she desires, provided she is able to perform her professional duties without extraordinary considerations or accommodations as certified by her physician.
- b. The EMPLOYEE is responsible for notifying the Human Resource Office one month prior to the expiration of the leave as to the desire for employment. If a position is available, the leave may be terminated earlier upon request of the EMPLOYEE and the approval of the Human Resource Office.
- ~~c. Sick leave cannot be taken beyond eight (8) weeks from the date of delivery unless the EMPLOYEE's physician certifies to a condition that continues the EMPLOYEE's eligibility.~~

~~d. c.~~ FMLA and all other leaves permitted under this agreement shall run concurrently with this provision.

~~11.052 A male EMPLOYEE shall notify his Principal or Supervisor, in writing, of his desire to take parental leave at least thirty (30) days prior to the date for which the leave is requested. Said request shall be subject to the provisions stated in 11.051 above.~~

~~11.053 Paid Adoption Leave: Upon request, an EMPLOYEE may be granted paid adoption leave for a time period not to extend beyond the remainder of the contract year in which the adoption takes place. An EMPLOYEE shall be entitled to take leave for the subsequent contract year if the adoption takes place after April 1 of the contract year. Paid adoption leave following the placement of a child will be paid available sick leave under the following conditions:~~

- ~~a. For a child of less than school age: For at least six (6) weeks immediately following the placement of the child with the EMPLOYEE.~~

~~b. For a child who is school age: For at least two (2) weeks immediately following the placement of the child with the EMPLOYEE.~~

~~c. If the adopting parents are both EMPLOYEES of the District, they are eligible for a total combined paid adoption leave [under the provision 11.053(a) and (b) above] of no more than six (6) weeks for a less than school age child or no more than two (2) weeks for a school age child.~~

~~d. FMLA and all other leaves permitted under this agreement shall run concurrently with paid adoption leave.~~

11.081 Personal Leave (Without Compensation) (Comment: Expands this provision to Annual Contract teachers and removes outdated language.)

Any EMPLOYEE ~~who is currently on PSC or CC~~ may be granted personal leave without compensation at the discretion of the SUPERINTENDENT.

~~11.082 Any EMPLOYEE who is currently on PSC or CC may be granted two additional years, beyond the current contract year, of personal leave without compensation. Leave shall be for the following reasons and shall be approved by the SUPERINTENDENT if appropriate documentation is provided, subject to verification by independent medical authority as determined by the SUPERINTENDENT.~~

~~a. Personal health problems, including recuperation, rehabilitation and regeneration.~~

~~b. Health care of spouse, children or parents.~~

~~Said leave shall be requested in writing by the EMPLOYEE and received by the SUPERINTENDENT prior to the start of the contract year.~~

~~If the EMPLOYEE returns during the first additional year, he/she shall be placed in an appropriate position in the district within the same geographic area.~~

~~If the EMPLOYEE returns during the second additional year, he/she shall be placed in an appropriate and *available* position (a position not occupied or a position filled by a day to day substitute) anywhere within the District.~~

~~If the EMPLOYEE is unable to return at the end of the second additional year, the EMPLOYEE is deemed to have resigned from the district and his/her employment shall be terminated.~~

~~The EMPLOYEE shall provide at least two weeks notice of his/her intent to return.~~

~~The provisions of this section expire June 30, 2004.~~

11.101 Extended Professional Leave (Comment: Expands this provision to Annual Contract teachers and removes language that no longer conforms to statute.)

Extended Professional Leave: Extended leave for professional study may be granted by the BOARD for a period of time up to one year to any EMPLOYEE ~~who possesses continuing contract status or a professional service contract and who~~ has served continuously and satisfactorily for five (5) years in the Collier County Schools.

11.102 Any EMPLOYEE who has served continuously and satisfactorily for five (5) years in the Collier County Schools ~~is on continuing contract or who holds a professional service contract~~ may upon request be granted extended professional

leave for a period of time up to one year without compensation when such EMPLOYEE joins the Peace Corps, VISTA, or Teacher Corps, serves as an exchange or overseas teacher, or accepts a Fulbright Scholarship.

11.14 ~~With approval of the retirement system, said EMPLOYEE may continue participation in the system while on leave without compensation, provided that the retirement contribution is paid by the EMPLOYEE.~~

Previous Proposals – these Tentative Agreements were part of last year’s Ratification Document

3.01: Clean Up Language

It is the responsibility of the EMPLOYEE to report promptly to the ~~Personnel Office~~ Human Resource Office any change in name or address.

3.11: FAC Chair (*Comment: Establishes an EMPLOYEE as the FAC Chair*)

A Faculty Advisory Council (FAC) shall be established at each school center for the purpose of acting as an advisory group to the School's administration. One (1) EMPLOYEE from each recognized department or team shall be elected by the members of such department or team to serve on the FAC. The principal and/or a member of the faculty shall announce the need for members. The principal shall not be held responsible if no EMPLOYEES volunteer to be members. The FAC shall annually elect an EMPLOYEE to serve as Chair. The FAC and Principal shall meet upon the request of either at a mutually agreed upon time. The agenda for any meetings of the FAC with the Principal shall be the responsibility of the requesting party. At the outset of the meeting, the invited party shall have the right to add items to this agenda after all items originally submitted for the agenda have been addressed. Principals will respond to outstanding agenda items within 20 work days. Minutes of all meetings of the FAC and Principal shall be the responsibility of the EMPLOYEES serving on the FAC.

3.14: Discipline Meetings (*Comment: Employees will be disciplined in private and will receive prior written notice of discipline meetings.*)

When a conference is held primarily for the purpose of EMPLOYEE discipline the EMPLOYEE shall have the right to the presence of a union-representative witness of his/her choosing. The EMPLOYEE may request and be granted a delay of 48 hours for said meeting except in the case of an emergency. The EMPLOYEE shall be given prior written notice of the reason of such meeting. Any verbal or written reprimand or other disciplinary action of an EMPLOYEE shall be conducted in private in a professional manner. For purposes of this provision, discipline includes a verbal or written reprimand or a recommendation for suspension or termination.

3.15: Student Discipline (*Comment: Provides statutory reference so teachers know this is supported by state law.*)

Pursuant to FS 1003.32. ~~When~~ the gravity of the offense, the persistence of the misbehavior, or the disruptive effect of the behavior makes the continued presence of the student in the classroom unacceptable, an EMPLOYEE may exclude a student from his class until the student has been seen by the appropriate administrator and corrective action, if warranted by the administrator, has been taken and communicated to the teacher through

email, face-to-face communication, or a copy of the discipline referral. The referring teacher must communicate the nature of the offense to the appropriate administrator/designee at the earliest practicable moment and provide a written referral by the end of the day. It is understood that without timely communication, the administrator may be unaware of the gravity of the offense and return the student to class.

4.15: Flex Time (Comment: Strictly speaking, “flex time” only applies to hourly employees.)

An EMPLOYEE shall be allowed to deviate from their regular work hours ~~use flex time~~ with prior approval of the Principal. All approved ~~flex~~ time must be made up within five (5) contract days of its being used. ~~Flex~~ Time shall be taken only when the EMPLOYEE is not directly responsible for student instruction/supervision.

Article 9: Reduction In Force (Comment: Aligns our language with state statute under 736 and makes provisions to return to the table is the law changes.)

- 9.01 A reduction in force shall be defined as a reduction in the number of district-wide budgeted positions in one or more teaching areas (i.e. Math, ~~DCT~~, Guidance, Early Childhood, Elementary Education, Specific Learning Disabilities, Physical Education, Art) which would result in one or more EMPLOYEES being terminated involuntarily.
- 9.02 In the event that the SUPERINTENDENT determines that a reduction in work force (RIF) is necessary, written notice shall be given to the ASSOCIATION of the positions by teaching areas and the names and school assignments of those individuals to be ~~laid off~~ released. Unless emergency conditions exist, such notice shall be provided not less than five (5) days prior to the BOARD taking action on the recommendation of the SUPERINTENDENT.
- 9.03 ~~Should the BOARD have to lay off EMPLOYEES in a teaching area, those with the least district-wide seniority in each area of certification will be laid off first. For the purpose of this section, an EMPLOYEE's teaching area shall be defined as the area in which an EMPLOYEE is assigned a majority of the time. Should the SUPERINTENDENT have to make a choice between EMPLOYEES with identical district-wide seniority, the following criteria will be considered: educational qualifications, performance record, and the capacity to meet the educational needs of the district. If a reduction in force is needed, the Superintendent will retain EMPLOYEES at a school or in the school district based upon educational program needs and the performance evaluations of EMPLOYEES. In this subsection, “performance evaluation score” refers to the average of the three most consecutive final evaluation scores (or fewer of three consecutive evaluations are not available) received in the Collier Teacher Assessment Model (CTEM). Within the program areas requiring reduction, EMPLOYEES with no recorded CTEM performance evaluation would be the first to be released. If reductions are still necessary, the EMPLOYEE with the lowest average evaluation score will be the next to be released; the EMPLOYEE with the next lowest average evaluation score will be the next to be released; and the reductions shall continue in a like manner until the needed number of reductions has occurred.~~
- 9.04 Recall:
- The following procedures shall be followed:
- a. The BOARD and the SUPERINTENDENT shall determine the teaching areas in which recall will be made and the number of EMPLOYEES to be recalled.

- b. Recall will be implemented using the criteria for reduction in force except in reverse order. Recall notice shall be made by certified letter to the EMPLOYEE's last known address.
 - c. No new EMPLOYEES shall be hired in a ~~laid-off~~ released EMPLOYEE's teaching area until all certified and fully qualified ~~laid-off~~ released EMPLOYEES of that teaching area with a performance evaluation of Highly Effective, Effective, or Developing have been recalled or have declined or failed to accept recall within ~~two~~ one week of that mailing date. If recall occurs within two weeks of the first teacher contract day or during the school year, the notification period shall be two weekdays. Failure to respond to the letter of recall within the time required automatically terminates the EMPLOYEE's rights of recall.
 - d. EMPLOYEES shall lose their seniority as a result of their:
 1. Termination
 2. Retirement
 3. Resignation
- 9.05 Any EMPLOYEE who would have qualified for retirement during the reduction in force shall ~~be permitted to teach~~ continue to be employed by CCPS that year so as to acquire needed service.
- 9.06 For the purposes of this article, 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.
- 9.07 This article does not apply to EMPLOYEES who are being non-renewed or terminated for any reason other than a reduction in force.
- 9.08 If legislative repeal of Florida Statutes impacting reduction in force occurs, then the School Board and CCEA agree to revert to the 2011-12 original contract language for Article IX.
- 9.09 If legislative changes of Florida Statutes impacting reduction in force occurs, then the School Board and CCEA agree to immediately return to the table to negotiate the impact.

Article 10: Clean Up Language

Pursuant to Section ~~231.40(4)~~, 1012.61(3), F.S., the Board agrees to provide a sick leave pool program for the benefit of all District EMPLOYEES as provided in Board Policy 3430.07.

11.023: Doctor's Note *(Comment: Specifically designates individuals who are empowered to request a doctor's note.)*

When requested by the ~~Area Assistant Superintendent for Administration~~ Superintendent's district-level designee (i.e. Assistant Superintendent, Executive Director of Human Resources), an EMPLOYEE will be required to submit a physician's certificate to be eligible for sick leave benefits. Such certificate shall be at the EMPLOYEE's expense.

11.041: Clean Up Language

... Any EMPLOYEE who has any claims for compensation while absent because of illnesses contracted or injury incurred as prescribed herein shall file in the manner prescribed in F.S. ~~231.40-1012.61(2)(b)~~, within five (5) working days following his return from such absence....

11.07: Clean Up Language

12.013: JROTC *(Comment: Grandfathers current employees, but readjusts calculation of Minimum Instructor Pay.)*

c. JROTC salary shall not be affected by increases in the minimum requirement of the military pay formula unless the salary as calculated in a) above falls below the minimum requirement. If this occurs, an adjustment shall be made to increase the salary to the minimum monthly salary required. Any decrease in the minimum requirement due to an increase in retired pay will not affect JROTC salaries for EMPLOYEES hired before July 1, 2012. Retired pay figures for current EMPLOYEES hired before July 1, 2012, will be frozen to those amounts listed on the current pay figures from first JROTC Region dated February 17, 1984. ~~Future EMPLOYEES' retired pay figures will be frozen at those figures provided by third JROTC Region at the time of employment.~~ Minimum Instructor Pay (MIP) for JROTC instructors hired on or after July 1, 2012 shall be calculated using their current yearly retirement pay which reflects any adjusted December increase/decrease.

12.017: Pay Dates *(Comment: Simplifies this language.)*

a. EMPLOYEES shall be paid on a biweekly basis, except the last pay date for each fiscal year shall be the Friday closest to July 12. Although every-other-Friday will generally be payday, some deviations are appropriate. For example, if a payday would occur on the day after Thanksgiving, that payday would be on Wednesday before Thanksgiving. ~~If the Friday at the ending of either the winter or spring break is a normal payday, that payday will be moved to the following Monday for all EMPLOYEES. If, after adjusting the pay dates as outlined above, a payday falls on a holiday when banks are closed, direct deposits will be made on the weekday immediately preceding the holiday.~~

12.07 Insurance Benefits *(Comment: Clean up language and eliminates pre-existing conditions as per federal law – only slight changes from language that was previously agreed to. If you are reading this electronically, please disregard the colors – they help you locate the changes, but mean nothing more than that.)*

12.07~~21~~ Eligibility

~~Eligibility: Effective January 1, 2010, eligibility-Eligibility~~ for health ~~care~~ insurance coverage and other benefits ~~(including basic life insurance and optional/voluntary benefits)~~ during the duration of this agreement ~~will be increased from .5 FTE to shall be~~ .75 FTE (28.125 hours per week); EMPLOYEES whose start date is on or before October 15, 2009 and who are employed between .50 and .749 FTE will be provided the same health care coverage and other benefits as .75 – 1.0 FTE EMPLOYEES through December 31, 2010. Effective January 1, 2011 these EMPLOYEES, if still employed between .50 and .749 FTE, will be eligible to purchase health care coverage and other benefits and charged the premium based on the coverage choice. EMPLOYEES whose start date or reassignment date is after October 15, 2009 and who are employed between .5 and .749 FTE will be ineligible for health coverage and other benefits. Specific information on eligibility requirements is contained in the Health Benefits Plan Summary Plan Description document (the "Plan" SPD) available on at the District Bbenefits' office website. ~~In addition, a Summary Plan Document (the "SPD") will be available to EMPLOYEES prior to the annual enrollment period held each year. (Additional copies of the SPD will also be available to EMPLOYEES by contacting the District benefits' office.)~~

The District shall make a health insurance plan available to eligible EMPLOYEES.

- a. Enrollment ~~and~~ /Waiting Periods ~~& Pre-existing Conditions~~: The ~~SPD Plan~~ shall stipulate when an EMPLOYEE or his/her dependents may enroll in the health insurance plan. Enrollment may be subject to limitations ~~based on pre-existing~~ or other conditions as defined in the ~~SPD Plan~~.
- b. Plan Benefits: Each year, prior to the annual enrollment period, EMPLOYEES will receive ~~an SPD booklet Enrollment Guide~~ information that will outline the ~~current health insurance~~ benefits ~~and limitations offered for the next calendar year~~. Information relative to specific health insurance benefits and limitations will be updated regularly and contained in the ~~SPD Plan document available at the District benefits' office~~. In the event there is a conflict between the provisions of the collective bargaining agreement and the ~~SPD Plan~~, the District's ~~SPD Plan~~ shall control.
- c. Health ~~Care Insurance~~ Premiums:
 1. EMPLOYEE Coverage: The BOARD shall provide and fully fund (100% District paid) comprehensive health insurance as defined in the ~~Plan SPD~~ for all ~~eligible~~ EMPLOYEES covered under this section, ~~excluding those grandfathered employees referred to in Section 12.071~~.
 2. Dependent Coverage: EMPLOYEES selecting dependent coverage pursuant to the ~~SPD Plan~~ shall be responsible for the payment of premiums as set on an annual basis. ~~The following P~~remiums are effective January 1 and ~~will may~~ be adjusted each year during the term of this agreement pursuant to an actuarial recommendation.
 3. Annual Premium Adjustment: Each ~~fiscal~~ year, ~~prior to the enrollment period~~, the health insurance premiums shall be set to insure that the rates are actuarially sound and meet any and all federal, state and other requirements. ~~Premiums for dependent coverage, set for the fiscal year, will begin effective January 1. At a minimum, T~~he premiums ~~will may~~ increase ~~annually. (by 3.5% per year~~

12.073 Cafeteria (Section 125) Plan / Voluntary Benefits

~~Beginning January 1, 2006, T~~he BOARD shall provide eligible EMPLOYEES a Cafeteria ~~(Section 125)~~ Plan, ~~and EMPLOYEES shall receive \$450 each year~~, subject to Section 125 of the Internal Revenue Code, to select benefits provided in the District's Cafeteria Plan. ~~The District Flex Care contribution will be \$225 during calendar year 2010 and sunset in 2011~~. The Cafeteria Plan shall include such benefits as agreed to by the joint Collaborative Study Committee on Employee Health Insurance and Benefits. Premiums for benefits provided in the Cafeteria Plan shall be paid by the EMPLOYEE.

12.074 Life Insurance: Each eligible EMPLOYEE (per 12.071) shall receive term life insurance with a benefit of \$30,000, or one times (1 x's) the EMPLOYEE's annualized salary up to \$100,000, whichever is greater, ~~effective at the expiration of the D~~istrict's ~~master current life insurance agreement and subject to the provisions of the life insurance contract then in effect.~~

12.075 Retired EMPLOYEES shall be permitted to participate in the basic health care plan with any primary coordinating coverage offset at no cost to the BOARD. EMPLOYEES retiring during the current school year will be accepted into the plan within 30 days of their retirement date.

12.076 It is the responsibility of the eligible EMPLOYEES to report in writing, or by the use of e-mail, within thirty (30) days, any change in marital, dependent or any other status for the purpose of updating insurance records for the District's ~~b~~enefits ~~e~~Office.

12.0717 CCEA shall be afforded the opportunity to name three (3) representatives to a joint ASSOCIATION/Administration committee which shall meet annually to review and make recommendations to the SUPERINTENDENT regarding EMPLOYEE insurance benefits. The mission of the health care program shall be to achieve the following four goals:

- a. Ensure financial access to clinically efficacious health care services for plan participants
- b. Protect plan participants from extreme financial hardship due to major health care needs

- c. Minimize the total cost of the health plan over the long term
- d. Simplify, wherever possible, the administrative burden of the health plan

12.09: Sick Leave Buyout *(Comment: Aligns with fiscal year and provides another option for employees)*

f. Application letters must be submitted to the ~~Business Office~~ Human Resources/Compensation Office prior to June 1 ~~30th~~ of each year to be paid the following school year and must include the total number of days requested. In calculating buyout pay, the collective bargaining AGREEMENT in effect at the time the EMPLOYEE elects the buyout provision will be used to determine the appropriate pay. ~~Payment will be included with the first regular pay date in January of the subsequent calendar year.~~ The EMPLOYEE may choose between payment either in the first contractual pay period in the fall or the first pay period in January in the following school year.

Appendix D: Supplements *(Comment: Allows for another music coordinator. Creates an umbrella social studies coordinator to oversee Mock Trial, Laws of Life, and Academic World Quest. Increases EVG director position.)*

Music Event Coordinator (6 7 per District).....	0.0090
Law Fair Coordinator (1 per District)	0.0150
Social Studies Academic Competition Coordinator.....	0.1505

ATHLETICS RELATED

Index*

Everglades City Activities Director.....	0.0517 <u>0.0786 per year</u>
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