

# Explanation of Changes to MCEA-MCSB Instructional Contract for 2016-17



This document is intended to summarize the changes that the Martin County Education Association (MCEA) and the Martin County School Board have agreed to in the Instructional Personnel Contract reopener negotiations for the 2016-17 contract year. While all of the changes are explained, we strongly advise that you read through the changes themselves as well to ensure that you fully understand all of the changes. Please feel free to contact your union representative or the MCEA office at 283-3727 for more information. Ratification will take place on **Friday, October 14**.

## Appendix B Salary Schedule

Performance Pay for the 2016-17 contract year was increased for all teachers. The new payment for PSC teachers will be \$900 and \$1200 and for annual \$1200 and \$1500. These increases will put Martin County in line with other school districts.

## Differentiated Pay

In accordance with Florida statute 1012.22 (1) (c) (4), both parties agreed to additional supplements. Title 1 school teachers will receive an additional \$500 dollars and will benefit eight schools and 459 instructional staff.

Port Salerno instructional staff will receive a \$500 Reading Remediation supplement.

Port Salerno instructional staff will work an additional fifteen (15) minutes and be compensated at the employees hourly rate.

## Evaluation Schedule Article VIII

A memorandum was signed with a number of changes to the evaluation schedule for Category 1 and Category 2 teachers. These changes involve dates and timelines for scheduling observations and also dates, class and length of time agreed upon prior to the pre-conference with a minimum of 30 minutes. A draft of the written feedback given in iObservation within 3 student attendance days and 24 hours to the post conference hours prior to the post conference if requested by the teacher in writing. Deliberate practice meetings must be held by the last school day in September. Deleted existing language where

teachers shall be observed by no less than two (2) site administrators at elementary and three (3) site administrators at secondary per school year.

## Compensatory Time Article V.7

Comp time may now be taken at the teacher's discretion with two days' notice given to the principal. Compensatory time may be used for instructional personnel not assigned to a classroom before or after the student day and/or during the 45 minute period provided for planning/preparation for all teachers.

## Supplement Committee - Memorandum of Agreement

A committee will make recommendations to the MCEA and the District bargaining teams, which may include the addition of new supplements, removal of current supplements, changes to existing supplement amounts and any other modifications to appendix 2.

## Schedules VI.11

Tentative schedules including teachers grade level teaching assignments shall be provided upon teachers' request each semester, at least ten (10) days prior to teacher pre-planning for the first semester and ten (10) days prior to beginning of the second semester.

## Opt-In Period

The annual opt in period for instructional personnel holding a professional services contract (PSC) or continuing contract (CC) will be the first ten (10) working days during the month of May in the school year preceding the year of the negotiated performance pay award.

## Existing Memorandum of Agreements

The following Memorandums of Agreements will be removed from the contract due to expiration: Deliberate Practice Conference, Affordable Care Act, Classroom Walkthrough Program, \$300 Bonus 2008-09, Race to the Top.

The following Memorandums of Agreements will be converted to contract language under the appropriate article: Impact of Employee Attendance on Marzano Element #59, Non-renewal Notification Deadline, Advanced Degree Supplements, CTE End of Course Assessment Honorarium, Tiger woods Career Exploration Program Stipend, Summer Programs, Auto Deposit, Worker's Compensation