
Collective Bargaining Agreement

Florida State University

Florida State University Schools, Inc.

United Faculty of Florida

2009-2011

2009-2011 Collective Bargaining Agreement

between

Florida State University, Board of Trustees

and

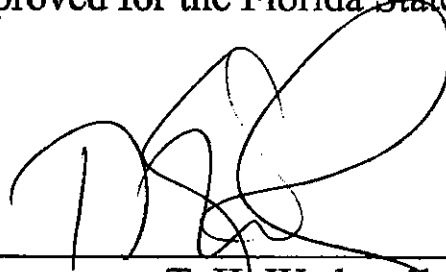
Florida State University Schools, Inc.,

Board of Directors

and the

United Faculty of Florida

Approved for the Florida State University:



T. K. Wetherell
President, Florida State University

10/20/08
Date

2009-2011 Collective Bargaining Agreement

between

Florida State University, Board of Trustees

and


Florida State University Schools, Inc.,

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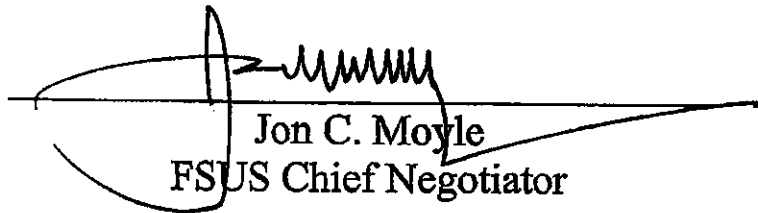
United Faculty of Florida

Approved for the Florida State University Schools, Inc.:



Robert Broome

Chairman, Florida State University Schools Inc.,
Board of Directors



Jon C. Moyle
FSUS Chief Negotiator

Sept. 9, 2008

Date

2009-2011 Collective Bargaining Agreement

between

Florida State University, Board of Trustees

and


Florida State University Schools, Inc.,

Board of Directors

and the

United Faculty of Florida

Approved for the United Faculty of Florida:



Maureen Oberlin
UFF Chief Negotiator



Ed Mitchell
UFF Executive Director

September 2, 2008
Date

Amendment to Article 7, Paragraph 7.06

Article 7.06 paragraph is amended as follows:

At end of sentence insert the following:

(For example, for those teaching an extra class for the year, the annual contracted salary, excluding supplements, will be divided by eight).

Amendments to Article 12

Amended Title to Article 12 as follows:

Vacancies, Reassignment and Non-Reappointment

Add new paragraph 12.05 as follows:

12.05 Non-reappointment: The Joint Employer shall use its best efforts to notify, in writing, the bargaining unit employee of the decision to not reappoint that employee for the subsequent year by May 15th.

Amendments to Article 17

Step Pay Increase

Article 17, specifically Sections 17.01(A) and 17.01(4)(C) are amended as follows:

(A) The parties agree that employees shall be paid during the 2008-09 fiscal year in accordance with the step pay plan for fiscal year 2007-08 as agreed to by the parties in July 2007. A copy of this plan is attached hereto as Exhibit 1.

Article 17, (4)(C) is amended as follows:

(C) The parties further agree that salary supplements shall be paid in accordance with the supplement schedule attached hereto as Exhibit 2.

Addition to Existing Paragraph 17.08 (A)

Article 17.08 (A) is amended as follows:

At the end of the existing paragraph A insert the following:

An employee may submit a written request for waiver of paragraph 17.08A. The waiver must reflect that reasonable efforts were made to comply with paragraph 17.08A and the failure to provide the information in a timely manner was not attributable to the employee. The Director has discretion to grant or deny the written waiver request.

Amendment to Article 17.08 (B)

Article 17.08 (B) is amended as follows:

At the end of the existing paragraph B insert the following:

If a major portion of a year is unable to be determined from the verification received from the previous employer, working at least 97 days at the previous place of employment will entitle the employee to be credited with one year experience.

Article 17.08 (D)(2) and (D)(3) are amended as follows:

17.08 (D)(2) is amended as follows:

(2) Credit shall be awarded to employees who held a valid Florida Teacher's Certificate while employed in the appropriate area with an accredited Florida private school.

17.08 (D)(3) is amended as follows:

(3) Private school experience credit for out-of-state schools which are accredited and where the employee's experience was in the area(s) of appropriate certification will be provided.

Additional Amendment to Article 17.08 (D)(4)

17.08 (D)(4) is added as follows:

(4) Credit as authorized above will be provided on a year-for-year basis.

Amendment to Article 21.01 (C)(1)

21.01 (C)(1) is amended as follows:

(1) The Elementary School Faculty Council, the Middle School Faculty Council and the High School Faculty Council shall meet once a month at a predetermined time with their respective Principal. Each Council shall be made up of at least seven (7) members.

Amendment to Article 29

Totality of Agreement; Reopening of Agreement; Term of Agreement

Article 29.04 and 29.05 are amended as follows:

Article 29.04:

29.04 This agreement shall be effective following ratification, on January 1, 2009 and shall expire on June 30, 2011.

The parties agree to reopen Article 17, compensation, on an annual basis. Additionally, each side can reopen up to two (2) articles, provided it delivers notice of intent to reopen to the other party by March 1, 2009 and 2010.

Article 29.05:

29.05 The parties agree to negotiate a successor agreement. A notice of intent to bargain will be provided by March 1, 2011.

Addition to Existing Paragraph 29

Article 29.06 is amended as follows:

The parties agree that the Articles of Collective Bargaining Agreement dated May 16, 2006 shall govern and control unless the Article had been modified/or amended by a subsequent written modification executed by the parties.

Florida State University Schools, Inc. – Florida State University
 FSUS Salary Pay Proposal for FY 2007-2008

Annual Rate

Teacher Base Pay \$33,000

Promotions Add to Base Pay

Assistant Professor \$1,250
 Associate Professor \$2,000
 Professor \$3,000

Educational Steps Add to Base Pay

Masters \$1,000
 Ed. Specialist \$2,000
 Doctorate \$3,000

Experience * Add to Base Pay

	Bachelors	Masters	Ed Spec	Doctorate
1-5 years	\$300	\$400	\$400	\$400
6-10 years	\$400	\$500	\$500	\$600
11-15 years	\$500	\$600	\$600	\$600
16-20 years	\$800	\$800	\$800	\$800
21-25 years	\$1,100	\$1,100	\$1,100	\$1,100
26-30 years	\$700	\$700	\$700	\$700
31-35 years	\$700	\$700	\$700	\$700

* pay steps are for each year of eligible experience, added cumulatively

[Handwritten signature]
 FSUS Chief Negotiator

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 OFF Chief Negotiator
 8-12-07

PROPOSED SUPPLEMENTS FOR FBUS
ACADEMIC YEAR 2007-2008

ACADEMIC SUPPLEMENTS YEARLY AMOUNT

	Proposed 2008-09
Team Leader Grade 6	\$800
Team Leader Grade 7	\$800
Team Leader Grade 8	\$800
Team Leader Grade 9	\$800
Team Leader Grade 10	\$800
Team Leader Grade 11	\$800
Team Leader Grade 12	\$800
Team Leader Elem Cluster	\$800
Team Leader Elem Cluster	\$800
Team Leader Elem Cluster	\$800
Team Leader Elem Cluster	\$800
Team Leader Elem Cluster	\$800
Team Leader Elem Cluster	\$800
Team Leader Elem Cluster	\$800
Team Leader Elem Cluster	\$800
Dept. Head English Curriculum Leader	\$800
Dept. Head Math Curriculum Leader	\$800
Dept. Head Visual Performing Arts	\$800
Dept. Head Foreign Lang	\$800
Dept. Head Science Curriculum Leader	\$400
Dept. Head Science Curriculum Leader	\$400
Dept. Head Visual Arts	\$400
Dept. Head Visual Arts	\$400
Dept. Head Social Studies Curriculum	\$800
Dept. Head Voc Tech	\$800
Dept. Head PE	\$800
Dept. Head BEE	\$800
Dept. Head Guidance	\$800
Dept. Head Reading	\$800
Curriculum Coordinator	\$2,500
	\$24,100

[Signature]
Don Moulton
FBUS Chief Negotiator
8-12-08

ACTIVITY SUPPLEMENTS 131017 610

MS Brain Bowl	\$300
Yearbook	\$1,300
Newspaper	\$1,300
Key Club	\$600
Student Govt	\$1,000
Middle Sch. Student Govt	\$300
9th Grade Sponsor	\$600
10th Grade Sponsor	\$600
11th Grade Sponsor	\$475
11th Grade Sponsor	\$475
12th Grade Sponsor	\$350
12th Grade Sponsor	\$300
12th Grade Sponsor	\$300
FBLA (Business)	\$600
FBLA (Hospitality)	\$600
MS Alpha Theta	\$600
Band	\$2,400
Choral	\$1,300
Latin Club	\$600
Science Club	\$550
Science Fair	\$550
Middle Sch Science Club	\$0
Spanish Club	\$300
Spanish Club	\$300
JNHIS	\$300
NHS Brain Bowl	\$425
NHS Brain Bowl	\$425
NHS Brain Bowl	\$425
Safety Patrol - Elem	\$600
K-Kids-Elementary	\$600
	\$19,075

[Signature]
Lauren Okel
UFF Chief Negotiator
8-12-08

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Florida High Athletic Coaching Supplements (2007-2008)

SPORT	BEGIN DATE	END DATE	POSITION	Coach 2008-09	AMOUNT	Proposed Amount 08-09
Athletics Director	Aug. 6	Aug. 5 (2008)		Hickman, Mike	2000	2400
Baseball	Jan. 14	Apr. 19	Head		2000	2400
Baseball	Jan. 14	Apr. 19	Asst. Varsity		1200	1430
Baseball	Jan. 14	Apr. 19	JV Head		1000	1200
Baseball	Jan. 14	Apr. 19	MS Head		800	930
Basketball (Boys)	Oct. 29	Feb. 2	Asst. Varsity		1200	1430
Basketball (Boys)	Oct. 29	Feb. 2	Head		2000	2400
Basketball (Boys)	Oct. 29	Feb. 2	JV Head		1000	1190
Basketball (Boys)	Oct. 29	Feb. 2	MS Head		800	930
Basketball (Girls)	Oct. 22	Jan. 26	Head		2000	2400
Basketball (Girls)	Oct. 22	Jan. 26	Asst. Varsity		1200	1430
Basketball (Girls)	Oct. 22	Jan. 26	JV Head		1000	1190
Basketball (Girls)	Oct. 22	Jan. 26	MS Head		800	930
Cheerleading	Aug. 6	Mar. 7-8	MS Head		1000	1190
Cheerleading	Aug. 6	Mar. 7-8	Head		2000	2400
Cheerleading	Aug. 6	Mar. 7-8	JV Head		1200	1430
Cross Country	Aug. 13	Oct. 27	Head Boys		1000	1200
Cross Country	Aug. 13	Oct. 27	Head Girls		1000	1200
Facilities Coordinator					800	0
Football	Aug. 6	Nov. 16	Asst. Varsity		1000	1190
Football	Aug. 6	Nov. 16	Asst. Varsity		1000	1190
Football	Aug. 6	Nov. 16	Off Coordinator		1200	1430
Football	Aug. 6	Nov. 16	Asst Varsity		1000	1190
Football	Aug. 6	Nov. 16	MS Head		800	930
Football	Aug. 6	Nov. 16	MS Asst.		800	930
Football	Aug. 6	Nov. 16	JV Football		1000	1190
Football	Aug. 6	Nov. 16	Head		2000	2400
Football	Aug. 6	Nov. 16	JV Football		1000	1190
Football	Aug. 6	Nov. 16	Def. Coordinator		1200	1430
Football	Aug. 6	Nov. 16	Asst. Varsity		1000	1190
Football			Spring			1300

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Florida High Athletic Coaching Supplements (2007-2008)

SPORT	BEGIN DATE	END DATE	POSITION	Coach 2008-09	AMOUNT	Proposed Amount 08-09
Golf	Aug. 6	Oct. 13	Head Boys		1000	1200
Golf	Aug. 6	Oct. 13	Head Girls		1000	1200
Soccer (Boys)	Oct. 15	Jan. 19	JV Head		1000	1190
Soccer (Boys)	Oct. 15	Jan. 19	Asst. Varsity		1200	1430
Soccer (Boys)	Oct. 15	Jan. 19	Head		2000	2400
Soccer (Boys)	Oct. 15	Jan. 19	MS Head		800	930
Soccer (Girls)	Oct. 8	Jan. 12	Head		2000	2400
Soccer (Girls)	Oct. 8	Jan. 12	Asst. Varsity		1200	1430
Soccer (Girls)	Oct. 8	Jan. 12	JV Head		1000	1190
Soccer (Girls)	Oct. 8	Jan. 12	MS Head		800	930
Softball	Jan. 7	Apr. 12	MS Head		800	930
Softball	Jan. 7	Apr. 12	Head		2000	2400
Softball	Jan. 7	Apr. 12	Asst. Varsity		1200	1430
Softball	Jan. 7	Apr. 12	JV Head		1000	1190
Swimming	Aug. 6	Oct. 13	Head Boys		1000	1200
Swimming	Aug. 6	Oct. 13	Head Girls		1000	1200
Tennis	Jan. 28	Apr. 12	Head Boys		1000	1200
Tennis	Jan. 28	Apr. 12	Head Girls		1000	1200
Track	Jan. 28	Apr. 12	Head Boys		1500	1500
Track	Jan. 28	Apr. 12	Asst. Varsity		1200	1430
Track	Jan. 28	Apr. 12	JV Head		1000	1190
Track	Jan. 28	Apr. 12	MS Head		800	930
Track	Jan. 28	Apr. 12	Head Girls		1500	1500
Trainer					1000	850
Volleyball	Aug. 6	Oct. 20	Head		2000	2400
Volleyball	Aug. 6	Oct. 20	Asst. Varsity		1200	1430
Volleyball	Aug. 6	Oct. 20	JV Head		1000	1190
Volleyball	Aug. 6	Oct. 20	MS Head		800	930
Weightlifting	Feb. 4	Apr. 12	Head		1000	1200
					70000	90500

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