

2009-2010 Reopener

to the

2009-2011 Collective Bargaining Agreement

between

Florida State University, Board of Trustees

and

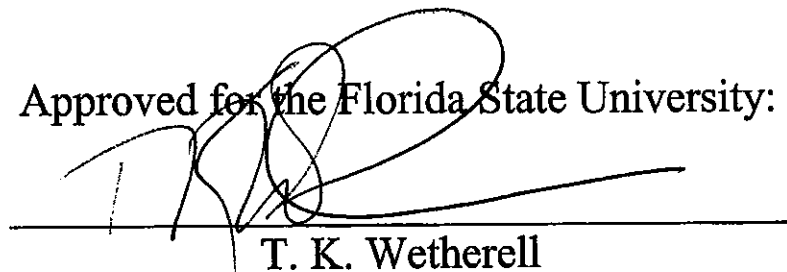
Florida State University Schools, Inc.,

Board of Directors

and the

United Faculty of Florida

Approved for the Florida State University:

A handwritten signature in black ink, appearing to read 'T. K. Wetherell', is written over a horizontal line. The signature is stylized and somewhat cursive.

T. K. Wetherell

President, Florida State University

11-18-09
Date

2009-2010 Reopener

to the

2009-2011 Collective Bargaining Agreement

between

Florida State University, Board of Trustees

and

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and the

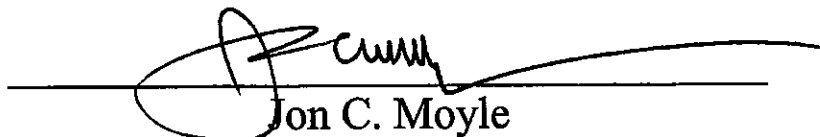
United Faculty of Florida

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

10/13/09

Date

2009-2010 Reopener

to the

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:



Ed Mitchell

UFF Executive Director and Chief Negotiator

10-13-09

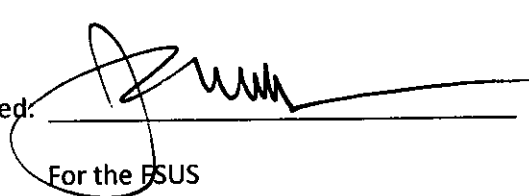
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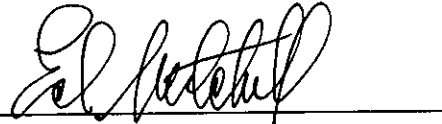
ARTICLE 27
CONTINUING STATUS

27.01 All appointments of FSUS employees are to be continuing status earning positions.

27.02 Florida High employees shall be granted continuing status provided that such employees:

- A. hold the required educational qualifications as specified by Florida Statutes;
- B. have completed three years of full-time or equivalent service at Florida High, such service being continuous except for leave duly authorized and granted;
- C. upon application, the applicant has been reappointed for the fourth year;
- D. by April 15 of the third continuous year or more of full-time or equivalent service at Florida High the applicant shall submit to the Director a folder containing the following:
 - 1. A copy of the FSUS regulations regarding continuing status.
 - 2. Assigned Duty Forms for the previous three year period.
 - 3. A vita.
 - 4. Annual evaluations/Tier I, Tier II.

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For the United Faculty of Florida

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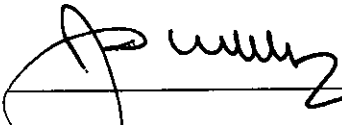
- 5. A list of courses taught.
- 6. Teaching and performance effectiveness.
- 7. Research, creativity and dissemination.
- 8. Service.
- 9. Letters of recommendation.


F. have been recommended by the Director and approved by the Board of Directors of Florida State University Schools, Inc. for continuing status based on successful performance of duties and demonstration of professional competence.

27.03 Continuing status shall become effective at the beginning of the school year following its being granted as set forth above in Section 27.02

27.04 An employee with continuing status shall be entitled to continue in the same or similar position at Florida High until the employee resigns, is removed for just cause pursuant to Article 9, Employee Authority and Protection, is laid off pursuant to Article 13, Layoff and Recall-

27.05 Continuing status shall be earned and held as a bargaining unit employee; it shall not extend to an administrative or supervisory position. Upon release from an administrative or supervisory position, an employee shall be entitled to reassignment to the same or a similar position in which continuing status was attained, at the classification level and salary range which would have been earned had the position been held continuously.

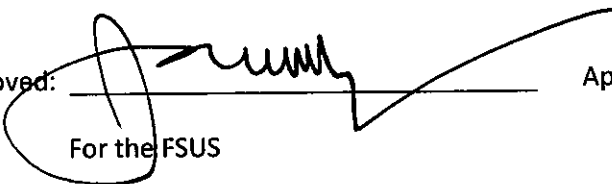
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For the FSUS


Approved: 
For the United Faculty of Florida

Date: 10/13/09

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27.06 Eligibility for continuing status after three continuous years of full-time or equivalent service at Florida High will begin with the 2010-2011 academic year, effective in August, 2010. Those employees who will have completed three or more years of full-time or equivalent service at Florida High by the end of the 2009-2010 academic year must submit the required folder in 27.02(E) by April 15, 2010.

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Date: 10/13/09

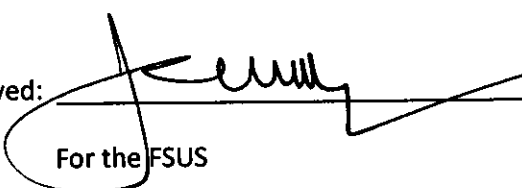

ARTICLE 26

PROMOTION

26.01 Policy. Promotion decisions are not merely the totaling of an employee's annual performance evaluations. Rather, the Joint Employer, through its faculty, its professional employees, and administrators assesses the full-time employee's potential for growth, positive impact upon Florida High and its students, scholarly contribution, and meritorious performance. In reviewing criteria for promotion, it is expected that achievements shall be greater and more significant with each rank for which promotion is sought. In order to be considered for promotion, the teacher must provide sufficient evidence to satisfy each criterion listed below.

26.02 Notification of Eligibility for Promotion: Faculty will be advised by the Principal or Director, at least once a year, to collect data to support application for promotion. New faculty will be advised of the need to collect data to support application for promotion. Areas in which data should be collected are those related to the mission of the school and include teaching effectiveness, research, development projects and creative accomplishment, dissemination, and service.

26.03 Procedures. Each faculty member shall be apprised by the appropriate Principal or Director of general expectations in terms of teaching effectiveness, including execution of teaching responsibilities and other duties as assigned, research and creativity, dissemination, and service; and specifically of other

Approved:  Approved: 
For the FSUS For the United Faculty of Florida

Date: 10/13/09 Date: 10/13/09

requirements and/or duties involved. This appraisal shall be done before new faculty is hired, and at least on an annual basis for existing faculty. (Providing a copy of this collective bargaining agreement or posting this section or a copy of the collective bargaining agreement on the Florida High website shall constitute notice.)

A. Each faculty member shall have an Assigned Duty form before the start of each contract year. The assigned duties for any faculty member shall be consistent with the mission of Florida High and assist the faculty member to gain credit toward promotion. Faculty members should examine each Assigned Duty Form to be sure the opportunities are identified within their duties that will aid them in achieving promotion. If the faculty member feels such opportunities are not identified, requests for changes in assigned duties shall be made in writing to the appropriate Principal or Director. The appropriate Principal or Director shall respond in writing within seven (7) calendar days.

B. A copy of the promotion guidelines shall be given to each faculty member at the time of employment.

C. The normal time for applying for promotion to Assistant Professor is at the beginning of the fourth year of employment.

D. Although the period of time in a given rank is normally five years, demonstrated merit, not years of service, shall be the guiding factor for promotion. Promotion shall not be automatic, nor may it be guaranteed upon

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completion of a given term of service. Early promotion is possible in cases in which sufficient justification is presented, and the Promotion Committee has recommended early promotion. However, consideration for promotion shall normally occur after five (5) years of service. Candidates applying before their fifth (5th) year of service shall be considered early promotion candidates.

E. Employees who obtain a doctorate degree and who have a valid teacher certification in his/her area of instruction are eligible to apply for promotion from Instructor to Assistant Professor.

F. Candidates for promotion shall submit a folder containing information that will substantiate the effectiveness of the faculty member in the four major areas of teaching and performance, research and creative activity, dissemination, and service. The submitted folder shall contain nine sections:

1. A copy of the FSUS regulations regarding promotion.
2. Assigned Duty Forms for the previous five year period.
3. A vita.
4. Annual evaluations/Tier I, Tier II.
5. A list of courses taught.
6. Teaching and performance effectiveness.
7. Research, creativity and dissemination.

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8. Service.

9. Letters of recommendation.

26.04 Prequalification. Unless otherwise set forth in this Article:

A. To be eligible for the rank of University School Instructor, a faculty member should have at least a Bachelor's degree and be eligible for appropriate certification.

B. To be eligible for the rank of University School Assistant Professor, a faculty member should have earned at least 18 credits toward a Master's degree.

C. Candidates for University School Associate Professor should hold at least a Master's degree.

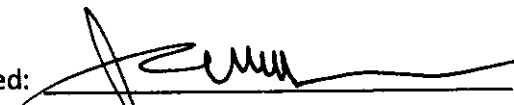
D. Candidates for University School Professor should hold at least a Master's degree plus thirty (30) hours.

26.05 Criteria.


A. Teacher Effectiveness

1. Effective teaching is a significant factor when considering a promotion. The considerations for teacher effectiveness include, but are not limited to:

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a. Classroom observations indicating effective classroom practices; observation reports shall be prepared to document teacher effectiveness.

b. Achievement of student performance goals as determined for the performance appraisal (Tier I or Tier II). Documentation of student achievement shall be prepared.

B. Research, development projects, and/or creative accomplishment.


1. Research - candidates should document their involvement with and duties and responsibilities for all research activities.


2. Development projects, including, but not limited to, development of curriculum materials, learning activities, evaluation instruments, major curriculum plans for Florida High, and collaboration with FSU.

3. Creative projects, including, but not limited to, artistic, musical and dramatic works.

4. Grant writing - efforts and successes in identifying and obtaining local, state, federal or other grants.

C. Dissemination. Involvement in various types of dissemination should be documented to show involvement in relevant research, development projects, and/or creative projects. Examples of dissemination involvement include, but are not limited to:

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For the United Faculty of Florida

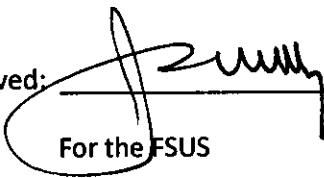

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1. Workshops.
2. Presentations at professional meetings.
3. Summer institutes.
4. Publications (professional journals).

D. Service. Candidates for promotion will be evaluated on their level of service, which includes, but is not limited, to:

1. Committee membership.
2. Chairperson of Committee.
3. Extracurricular assignments.
4. Department Head.
5. Team Leader.
6. Faculty Council.
7. Professional Organizations.
8. Participation in workshops.
9. School Advisory Council.
10. Organization or leading in service workshops or conferences

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Date: 10/13/09 Date: 10/13/09

11. Holding state office or membership on state-level committees or other professional organizations

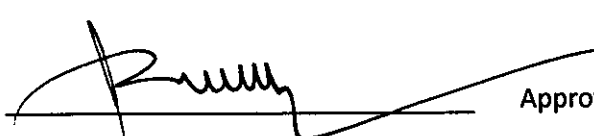

E. Letters of Recommendation. A current letter of recommendation shall be presented from each of the following persons:

1. a colleague who has worked closely with the candidate,
2. an FSUS supervising administrator who has supervised the teacher, and
3. a colleague outside the FSUS community.

F. Vita. Up-to-date detailed professional vita (resume).

G. Assignment of Responsibilities Form. The Assignment of Responsibilities form (which details the teacher’s assigned responsibilities) for each year since the last promotion shall be provided. If this is the first promotion, the last two (2) years of assigned duty forms are required.

H. Annual Evaluation including administrator’s letter of performance in Tier I/Tier II form. Evaluation letter and tier forms for the preceding two years shall be provided.

Approved: 	Approved: 
For the FSUS	For the United Faculty of Florida
Date: <u>10/13/09</u>	Date: <u>10/13/09</u>

Please PRINT complete information where necessary.

Social Security Number

Circle One

Dr. Mr.

Ms. Mrs.

Last Name, First Name

Home Address - City, State, Zip Code

FSUS

Campus Address

Department

Office Phone

Home Phone

Please enroll me as a member of the United Faculty of Florida (UFF).

UFF dues are 1 percent of base salary for members for which the United Faculty of Florida is the bargaining agent. UFF dues payments and contributions to UFF-PAC are not tax deductible as charitable contributions for Federal income tax purposes. However, they may be tax deductible under other provisions of the Internal Revenue Code.

Signature of Member

Date

Return your completed membership form to your FSUS Representative or United Faculty of Florida, 306 East Park Avenue, Tallahassee, FL 32301.

Amendment to
Article 17
Compensation
Step Pay Increase

Article 17.01(A) is amended as follows:

(A) The parties agree that employees shall be paid during the 2009-2010 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.

Approved: _____

For the FSUS

Date: _____

10/13/09

Approved: _____

For the United Faculty of Florida

Date: _____

10/13/09

Florida State University Schools, Inc. -- Florida State University
 FSUS Salary Pay Proposal for FY 2009-2010

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

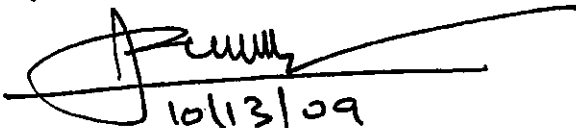
Ed Specialist or Master's with 30 additional graduate hours	\$2,000
Doctorate	\$3,000

Experience * Add to Base Pay

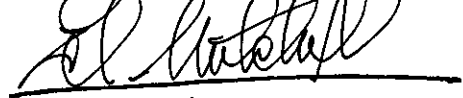
	Bachelors	Masters	Ed Specialist or Master's with 30 additional graduate hours	Doctorate
1-5 years	\$300	\$400	\$400	\$400
6-10 years	\$400	\$500	\$500	\$500
11-15 years	\$500	\$600	\$600	\$600
16-20 years	\$800	\$800	\$800	\$800
21-25 years	\$1,100	\$1,100	\$1,100	\$1,100
26-30 years	\$700	\$700	\$700	\$700
31-35 years	\$700	\$700	\$700	\$700

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

Approved: FSUS, Inc


10/13/09

Approved: UFF


10/13/09

Florida High Athletic Coaching Supplements

Sports	BEGIN DATE	END DATE	POSITION	2009-10	Sports	BEGIN DATE	END DATE	POSITION	2009-10
Athletics Director	August	June		\$3,000.00	Basketball (Girls)	October	January	Head Coach	\$3,000.00
Cheerleading	August	March	MS Head	\$950.00	Basketball (Girls)	October	January	MS Head	\$950.00
Cheerleading	August	March	JV Head	\$1,225.00	Basketball (Girls)	October	January	Asst. Varsity	\$1,480.00
Cheerleading	August	March	Head Coach	\$3,000.00	Basketball (Girls)	October	January	JV Head	\$1,225.00
Cheerleading	August	March	Asst. Varsity	\$1,480.00					
Cross Country (Boys)	August	October	Head Coach	\$1,375.00	Soccer (Boys)	October	January	JV Head	\$1,225.00
Cross Country (Girls)	August	October	Head Coach	\$1,375.00	Soccer (Boys)	October	January	Asst. Varsity	\$1,480.00
Football	August	November	JV Football	\$1,225.00	Soccer (Boys)	October	January	Head Coach	\$3,000.00
Football	August	November	Asst. Varsity	\$1,225.00	Soccer (Boys)	October	January	MS Head	\$950.00
Football	August	November	Asst. Varsity	\$1,225.00	Soccer (Girls)	October	January	Asst. Varsity	\$1,480.00
Football	August	November	MS Head	\$950.00	Soccer (Girls)	October	January	MS Head	\$950.00
Football	August	November	JV Football	\$1,225.00	Soccer (Girls)	October	January	Head Coach	\$3,000.00
Football	August	November	Def. Coordinator	\$1,480.00	Soccer (Girls)	October	January	JV Head	\$1,225.00
Football	August	November	Off Coordinator	\$1,480.00	Baseball	January	April	JV Head	\$1,225.00
Football	August	November	Head Coach	\$3,000.00	Baseball	January	April	Asst. Varsity	\$1,480.00
Football	August	November	Asst. Varsity	\$1,225.00	Baseball	January	April	Head Coach	\$3,000.00
Football	August	November	Asst Varsity	\$1,225.00	Baseball	January	April	MS Head	\$950.00
Football	August	November	MS Asst.	\$950.00	Softball	January	April	JV Head	\$1,225.00
Golf (Boys)	August	October	Head Coach	\$1,375.00	Softball	January	April	Asst. Varsity	\$1,480.00
Golf (Girls)	August	October	Head Coach	\$1,375.00	Softball	January	April	Head Coach	\$3,000.00
Swimming (Girls)	August	October	Head Coach	\$1,375.00	Softball	January	April	MS Head	\$950.00
Swimming (Boys)	August	October	Head Coach	\$1,375.00	Tennis (Boys)	January	April	Head Coach	\$1,375.00
Volleyball	August	October	MS Head	\$950.00	Tennis (Boys)	January	April	Head Coach	\$1,375.00
Volleyball	August	October	Asst. Varsity	\$1,480.00	Track	January	April	Asst. Varsity	\$1,480.00
Volleyball	August	October	Head Coach	\$3,000.00	Track (Girls)	January	April	Head Coach	\$1,500.00
Volleyball	August	October	JV Head	\$1,225.00	Track (Boys)	January	April	Head Coach	\$1,500.00
Basketball (Boys)	October	January	JV Head	\$1,225.00	Track	January	April	JV Head	\$1,225.00
Basketball (Boys)	October	January	MS Head	\$950.00	Track	January	April	MS Head	\$950.00
Basketball (Boys)	October	January	Head Coach	\$3,000.00	Weightlifting	February	April	Head Coach	\$1,375.00
Basketball (Boys)	October	January	Asst. Varsity	\$1,480.00					
KEY:								Grand Total	\$90,480.00
JV	Junior Varsity								
MS	Middle School								

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 10/13/09

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 10/13/09

10/13/2009

PROPOSED SUPPLEMENTS FOR FSUS
ACADEMIC YEAR 2009-2010

ACADEMIC SUPPLEMENTS	YEARLY AMOUNT	ACTIVITY SUPPLEMENTS	131017 610
Team Leader K-5	\$1,200	MS Brain Bowl	\$600
Instruction Tech Liasion Grades K-5	\$1,200	Key Club	\$600
Team Leader Kindergarten	\$1,200	Middle Sch. Student Gov't	\$600
Team Leader Grade 1	\$1,200	9th Grade Sponsor	\$600
Team Leader Grade 2	\$1,200	10th Grade Sponsor	\$600
Team Leader Grade 3	\$1,200	11th Grade Sponsor	\$600
Team Leader Grade 4	\$1,200	11th Grade Sponsor	\$600
Team Leader Grade 5	\$1,200	12th Grade Sponsor	\$600
Team Leader 6-12	\$1,200	12th Grade Sponsor	\$600
Instruction Tech Liasion Grades 6-12	\$1,200	FBLA (Hospitality)	\$600
Dept. Head English Curriculum Leader	\$1,200	Mu Alpha Theta	\$600
Dept Head Math Curriculum Leader	\$1,200	Latin Club	\$600
Dept. Head Visual/Performing Arts	\$1,200	Science Club	\$600
Dept. Head Foreign Lang	\$1,200	Spanish Club	\$600
Dept. Head Science Curriculum Leader	\$1,200	JNHS	\$600
Dept. Head Visual Arts	\$1,200	NHS/Brain Bowl	\$600
Dept. Head Social Studies Curriculum	\$1,200	NHS/Brain Bowl	\$600
Dept. Head Voc/Tech	\$1,200	NHS/Brain Bowl	\$600
Dept. Head PE	\$1,200	Safety Patrol - Elem	\$600
Dept. Head Reading	\$1,200	Yearbook	\$1,200
		Newspaper	\$1,200
	\$24,000	Student Govt	\$1,200
		Choral	\$1,200
		Band	\$2,400
			\$19,200

10/7/2009

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