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

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 Schools, Inc.:

Robert Broome

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

Jon C. Moyle

FSUS Chief Negotiator

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.

Slorida ate University Schools, Inc. -- Florida St U FSUS Salary Pay Proposal for FY 2007-2008 University

Annual Rate

Teacher Base Pay		\$33,000		
Promotions	Add to Base Pay			
Assistant Professor Associate Professo Professor				
Educational Steps	Add to Base Pay			
Masters Ed. Specialist Doctorate	\$1,000 \$2,000 \$3,000			
Experience *	Add to Base Pay			
1-5 years 6-10 years 11-15 years 16-20 years 21-25 years	Bachelors \$300 \$400 \$500 \$800 \$1,100	Masters \$400 \$500 \$600 \$800 \$1,100	Ed Spec \$400 \$500 \$600 \$800 \$1,100	Doctorate \$400 * \$500 \$600 \$800
AD AA		A11150	\$1,1UU	\$1,100

\$700

\$700

\$1,100

\$700

\$700

\$1,100

\$700

\$700

\$700

\$700

26-30 years

31-35 years

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

PROPOSED SUPPLEMENTS FOR FOUS ACADEMIC YEAR 2007-2008

ACADEMIC SUPPLEMENTS	YEARLY AMOUNT	•		
	Proposed 2008-09			
Tram Lender Grada 6	2800			
Toem Loader Grade 7	2800			
Team Leader Grade 8	2R00			
Toam Losdor Gradu 9	2 R00			
Tuern Leader Grade 10	\$800			
Team Leader Grade 11	\$800			
Toum Loader Gmie 12	\$800			
Team Leader Blum Cluster	2800			
Team Leader Blan Chuter	\$800			
Teem Leader Blem Cluster	\$200			
Toam Louder Riem Chater	\$800			
Team Loader Rium Chatur	2KDD			
Tourn Louder Blom Cluster	\$800			
Tonm Leader Blom Cinater	2800			
Team Leader Blom Cluster	\$800			
Dept. Hoad Ruglish Currionium Londor	\$800			
Dept Huad Math Currientum Leader	\$500			
Dept. Head Visual Performing Acts	\$800			
Dept. HendForeign Lang	\$800			
Dopt, HeadSalance Curriculum Lende	\$400			
Dept. HeadScience Curriculum Legis	\$400			
Dept. Head Vienel Arte	\$40D			
Dept Head Visual Acts	\$400			
Dryt, Head Social Studies Curriculum	\$80D	17	1	
Dept. Head Voe Tech	\$800	TIM	\ \\\\	
Dopt. Heed PR	\$800	110-		
Don't Huad RER	\$800			
Dopt. Head Guidence	\$R00 /	all we	بردی ک	
Dept. Head Reading	\$R00			
Curriculum Coordinator	\$2,500	म्हाप र अ	a chies	Mary Mary
	\$24,100	3-15	80-	

ACTIVITY SUPPLEMENTS	131017 610	-
MS Brain Bowl	\$300	
Yearbook	\$1,300	
Numpaper	\$1,300	
Key Club	\$600	
Student Govi	\$1,000	l
Middle Eak. Student Govit	\$300	•
9th Grade Spontor	\$60D	
19th Grade Spousor	2600	
11th Grado Sponsor	\$475	
1 Ith Grade Spousor	\$475	
17th Grade Sponsor	5950	
12th Gradu Spontor	\$300	
12di Grads Sponsor	\$300	
PBLA (Buriness)	\$600	
FBLA (Hospitality)	\$600	
Mu Algha Them	\$600	
Band	\$2,400	
Charel	Q0E,1 2	
Latin Club	\$600	
Science Club	\$550	
Suienco Pair	\$550	
Middle Salt Science Club	S 0	
Spanish Club	\$300	
Spanish Club	\$300	
INHS	\$300	
NHS Brain Bowl	\$425	
NHS Busin Bowl	\$425	
NHS Brain Bowl	\$425	
Safety Patrol - Eleca	\$600	
K-Kide-Blamentary	\$600	
	\$19,075	

7183

8/12/2009

	Florida High Athletic Coaching Supplements (2007-2008)			-2008)	Proposed	
SPORT	BEGIN DATE	END DATE	POSITION	Coach 2008-09	AMOUNT	
Athletics Director	Aug. 6	Aug.6 (2008)		Hickman, Mike	2000	2400
Baseball	Jan. 14	Apr. 19	Head	· Hestellari Infile	2000	2400
Baseball	Jan. 14	Apr. 19	Asst. Varsity		1206	1430
Basebali	Jan. 14	Apr. 19	JV Head		1000	1200
Baseball	Jan. 14	Apr. 19	MSHead		608	930
Basketball (Boye)	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
Baskethati (Boya)	Oct. 29	Feb. 2	MS Head		800	930
Basketball (Girls)	Oct. 22	Jan. 26	Head		2000	2400
Basketbali (Girls)	Oot. 22	Jap. 28	Aset. Varelty		1200	1430
Basketball (Girls)	Dot. 22	Jan. 28	JV.Head		1000	1190
Basketball (Girls)	Oot. 22	Jen. 26	MS Head		800	930
Cheerieading	Aug. 6	Mar. 7-8	MS Head		1000	1190
Cheerleading	Aug. B	Mar. 7-8	Head	<u> </u>	2000	2400
Cheerleading	Aug. 6	Mar. 7-8	JV Head	ļ	1200	1430
Cross Country	Aug. 13	Oot. 27	Head Boys		1006	1200
Cross Country	Aug. 13	Oct. 27	Head Girls		1000	1200
Facilities Coordinator					800	0
Football	Aug. 8	Nov. 16	Asst. Varsity		1000	1190
Foetball	Aug. 6	Nov. 16	Asst. Varsity	,	1000	1190
Footbali	Aug. 6	Nev. 18	Off Coordinator		12:00	1436
Foetball	Aug. β	Nov. 16	Asst Varsity		1000	1196
Football	Aug. 6	Nov. 16	MS Head		.800	930
Foetbali	Aug. 6	Nov. 16	MS Asst.	1	800	936
Football	Aug. 6	Nov. 16	JV Feotball		100	1190
Football	Aug. 6	Nov. 18	Head		200	2400
Feotball	Aug. 6	Nov. 16	JV Football		100	1190
Foetball	Aug. 6	Nov. 18	Def. Ceerdinator		120	1481
Football	Aug. 8	Nov. 16	Aest, Varelly		100	119
Football	1	<u> </u>	Spring			1890

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	Florida High Athletic Coaching Supplements (2007-2008)				Proposed	
SPORT	BEGIN DATE	END DATE	POSITION	Coach 2008-09	AMOUNT	Amount 08-09
Goff	Aug. 8	Oct. 13	Head Boys		1000	1200
Golf	Aug. 6	Oct. 13	Head Girls		1000	1200
Soccet (Boys)	Oct. 45	Jan. 19	JV Head		1000	1190,
Seccer (Boys)	Oct. 15	Jan. 19	Aset. Versity		1200	1430
Specer (Bpys)	Oct. 15	Jan. 19	Head		2000	2400
Soccer (Boys)	Oct. 145	Jan. 19	MS:Head		866	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	M6 Head		809	930
Softball	Jan.7	Apr. 12	Head		2000	2400
Softball	Jan. 7	Apr. 12	Asst Varsity		1200	1430
Softball-	äan. 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
Tennîs	Jan. 28	Apr. 12	Head Boys		1000	1200
Tennie	Jan. 28	Apr. 42	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		ВОО	930
Track	Jan. 28	Apr. 12	Head Girle		1500	1500
Trainer					1000	8540
Volleybali	Aug. 6	Oct, 20	Head		2000	2400
Volleyball	Aug. 6	Oct, 20	Asst. Versity		1200	1430
Volleyball	Aug. 6	Oot. 20	JV Head		1000	1190
Volleyball	Aug. 6	Oct. 20	MS Head		800	930
Welghtlifting	Feb. 4	Apr. 12	Head	3	1000	1200
	<u> </u>				70000	90500

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