

Dear Members,

Today, July 1, 2019, the Hendry County Education Association and the Hendry County School District announce they have reached a Tentative Agreement on the contract for 2019-2020.

A summary of the changes is listed below and new salary schedules are attached for your review to this email. You will have 5 business days (July 2-July 9) to review the changes and the new salary schedules provided. You can contact Jim Demchak, Florida Education Association, with any questions at jim.demchak@floridaea.org (Please identify yourself as an HCEA member in your email). You may also email me through school email at stittk@hendry-schools.net with any questions.

After the 5 days of posting for review, we will send out a second email with a form to VOTE for the ratification of the contract on July 10, 2019. The vote will be **Yes, I vote to ratify (accept) the contract** or **No, I do not vote to ratify (accept) the contract**. You will have until 3:00 pm on Friday, July 12th to vote. Each teacher will only be allowed to vote once from their email in Google forms. Votes are anonymous. Both HCEA Members and Non-Members vote for the ratification of the contract.

Remember: Voting will open on July 10, 2019 to 3:00 pm on July 12, 2019. Please check your school emails.

Congratulations on being the second highest density Teacher's Union in the State of Florida for 2018-2019.



WE DID IT!!!!!!!!!!!!!!!!!!!!!! 😄 😄 😄 😄 😄



HCEA Settlement 2019-2022
Change all dates to extend CBA through 2022

2.12 Upon appropriate written authorization from the Teacher, the Board shall deduct from the salary of any Teacher and make prompt remittance for annuities, credit union, savings bonds, insurance or any other plans or programs approved by the Board. Payroll slots for other Unions or Associations must be agreed to by both parties. Two such slots shall be made available for Valic and American Fidelity by 8/1/2019.suncoast is added by district.

ARTICLE XVI - PROFESSIONAL COMPENSATION

1,2,or 3 pay level moves for those who were frozen previous years. Add \$465 to all steps: \$40,000. base.

Explanation: It you were frozen on a pay step for 1, 2 or 3 years in Hendry you shall be moved that number of steps plus \$465.

Remove the following language:

~~Beginning with the 2018-2019 school year, instructional staff transferring years of experience into the District will be capped at 20 years of creditable service for salary purposes. This also includes instructional staff who returning to work after retirement. TA 6-18-19~~

ARTICLE XV - INSURANCE

Remains open pending insurance committee meeting

15.02The Board shall provide insurance coverage in an amount not to exceed \$9,000.00 annually for comprehensive hospital/surgical/medical/dental and major medical/life/disability insurance protection for a twelve-month period for each Teacher. Any amount in excess of \$9,000.00 will be paid by the employee. Any increase in the cap amount above \$9,000.00 per teacher will be subject to bargaining

15.08 INSURANCE BENEFITS TASK FORCE (IBTF): ~~Within thirty (30) days after ratification of this agreement by the parties,~~ The joint task force shall be created consisting of twelve members, three (3) HESPA, three (3) HCEA and six (6) members including the Chairperson who shall be appointed by the Superintendent. The IBTF shall review the current insurance programs. It will explore alternatives,

improvements, changes and specifications to the existing insurance programs. The IBTF shall meet quarterly beginning in August of each school year. Additional meetings may be called as needed.

Best and Brightest recognition money only:

Beginning 7/1/2019 and continuing as long as Florida Statute allows, any teacher not covered in the Best and Brightest regular bonus system, shall be nominated for the Recognition Award by their principal if they have met the evaluation requirements of effective or highly effective under FL Statute and policy of the School Board of Hendry County.

Remove attendance bonus from contract. This money went in to the across the board raise of \$465.00 for every teacher.

PERFORMANCE PAY TEACHER 2019-2020**PAY LEVELS**

Effective 07/01/2019 All newly hired teacher with 0 years of verified teaching experience, will receive a salary of \$ 40,000.00. The Salary Schedule, starting with the letter A to CC, is for teachers who have a least one year of verified teaching experience. One year of verified teaching experience, will be equal to a letter A on the Salary Schedule.

A	40,000
B	40,000
C	40,000
D	40,000
E	40,520
F	41,041
G	41,301
H	41,821
I	42,393
J	42,628
K	43,434
L	43,954
M	44,786
N	45,930
O	47,387
P	49,104
Q	50,508
R	52,173
S	53,733
T	55,346
U	56,855
V	58,415
W	59,976
X	60,496
Y	60,808
Z	61,016
AA	61,589
BB	62,109
CC	63,045

This total becomes the teacher's new base.

Highly Effective: Add 1% to teacher's current base

Effective: Add .5% to teacher's current base

Teachers on performance pay will receive the annually negotiated increase plus 1% highly effective or .5% for effective. for effective.

This total becomes the teacher's new base.

PAY FOR HIGHER DEGREES

Employees hired AFTER Jan. 18, 2011 add:

\$2,140 MASTER'S

\$3,000 SPECIALIST

\$5,000 DOCTORATE

F.S. 1012.22 (1) ('C) 3:

For instructional personnel hired on or after July 1, 2011 credit for the advanced degree held must be in the individual's area of certification.

Effective 07/01/2019, and continuing as long as state funding and provisions exist, any teacher not covered in the Best and Brightest regular bonus system shall be nominated for the Recognition Award by their principal if they have met the evaluation requirements of Effective or Highly Effective under Florida Statute and Hendry County School Board policy. A combination of Best and Brightest funds may be used to pay these recognition bonuses.

Effective 07/01/2019 Teachers will be moved onto their appropriate , verified salary experience level, including Hendry County employees moving up to 3 levels, if they had been frozen in the past.

Teachers shall be initially placed on the performance pay salary schedule based on teaching experience. Credit shall be given for each year of full time teaching experience for which the employee received at least a satisfactory or effective performance evaluation. After the initial placement on the salary schedule all future salary increases shall be based on performance and become added to and will become part of their new base salary.

Teachers on the performance pay plan who are rated effective or highly effective shall receive the same annually negotiated salary increase as teachers on the grandfathered salary schedule highly effective plus 1% for highly effective or .5% for Effective. In accordance with F.S. 2012.22 The payment for highly effective or effective shall not receive an annual salary adjustment.

This schedule lists the base salary for instructional personnel holding a valid Florida Educator's Certificate, regardless of each individuals contractual status, The schedule list salary as an annual figure. For working part-time beyond the regular contract year, (including summer school) pay will be computed in terms of the individual's professional hourly rate. The professional hourly rate is derived by dividing the annual base salary rate by the number of contracted days and then dividing the daily rate by seven and one half (7-1/2) to obtain the hourly rate.

11 AND 12 MONTHS INSTRUCTIONAL PERSONNEL: Salary based on teacher's contract salary plus 1/10= 11 Months, 2/10 = 12 Months.

***PLANNED POST GRADUATE PROGRAM:**

Documentation of additional credit hours must be received by OCTOBER 1, each year

CURRICULUM DEVELOPMENT AND INSERVICE ACTIVITIES: \$120
CCC SPEECH THERAPIST:\$4000

STATE APPROPRIATED BONUS..... \$50

1. Advance Placement Test - 3 or higher per student: (D & F school \$500, Maximum Pay \$2000) Contingent on State Funding

PERFORMANCE PAY: Performance pay paid under approved grants (School Improvement, others as applicable)

CRITICAL SHORTAGE AREAS.....\$3000

READING ENDORSEMENT (ONE TIME BONUS).....\$1000

to receive bonus, teachers must have the Reading Endorsement on their DOE certificate

LEVEL INCREASES WILL NOT BE PAID AUTOMATICALLY EACH YEAR. PAYMENT OF LEVEL INCREASES OR FUTURE INCREASES IN SALARY, IF ANY WILL RESULT FROM THE BARGAINING PROCESS. THE FUTURE USE OF THIS SALARY SCHEDULE IS CONTINGENT UPON RECEIVING SUFFICIENT FUNDS FROM THE STATE, DESIGNATED FOR SALARIES. IF THIS FUNDING DECREASES BOTH PARTIES AGREE TO RETURN TO THE NEGOTIATION TABLE.

If budget constraints limit the district's ability to fully adopt salary schedules the performance salary schedule shall not be reduced in a manner that is proportionally greater than reductions to any other salary schedule adopted by the district.

Performance Pay for Highly Effective and Effective shall only be paid to teachers under contract with the Hendry County School District when these distributions are made.

Effective: **July 1,2018**

Adopted: **Oct. 10,2018**

Revised:

GRANDFATHERED SALARY SCHEDULE 2019-2020**PAY****LEVELS**

Effective 07/01/2019 All newly hired teacher with 0 years of verified teaching experience, will receive a salary of \$ 40,000.00. The Salary Schedule, starting with the letter A to CC, is for teachers who have a least one year of verified teaching experience. One year of verified teaching experience, will be equal to a letter A on the Salary Schedule.

A	40,000
B	40,000
C	40,000
D	40,000
E	40,520
F	41,041
G	41,301
H	41,821
I	42,393
J	42,628
K	43,434
L	43,954
M	44,786
N	45,930
O	47,387
P	49,104
Q	50,508
R	52,173
S	53,733
T	55,346
U	56,855
V	58,415
W	59,976
X	60,496
Y	60,808
Z	61,016
AA	61,589
BB	62,109
CC	63,045

Employees hired on or before Jan. 18, 2011 add:

\$450 BA +12

\$950 BA+24

\$2,140 MASTER'S

\$2,560 MASTER'S+18

\$3,000 SPECIALIST

\$5,000 DOCTORATE

F.S. 1012.22 (1) (C) 3:

For instructional personnel hired on or after July 1, 2011 credit for the advanced degree held must be in the individual's area of certification.

Effective 07/01/2019, and continuing as long as state funding and provisions exist, any teacher not covered in the Best and Brightest regular bonus system shall be nominated for the Recognition Award by their principal if they have met the evaluation requirements of Effective or Highly Effective under Florida Statute and Hendry County School Board policy. A combination of Best and Brightest funds may be used to pay these recognition bonuses.

Effective 07/01/2019 Teachers will be moved onto their appropriate , verified salary experience level, including Hendry County employees moving up to 3 levels, if they had been frozen in the past.

Teachers shall be initially placed on the performance pay salary schedule based on teaching experience. Credit shall be given for each year of full time teaching experience for which the employee received at least a satisfactory or effective performance evaluation. After the initial placement on the salary schedule all future salary increases shall be based on performance and become added to and will become part of their new base salary.

Teachers on the performance pay plan who are rated effective or highly effective shall receive the same annually negotiated salary increase as teachers on the grandfathered salary schedule highly effective plus 1% for highly effective or .5% for Effective. In accordance with F.S. 2012.22 The payment for highly effective or effective shall not receive an annual salary adjustment.

This schedule lists the base salary for instructional personnel holding a valid Florida Educator's Certificate, regardless of each individuals contractual status, The schedule list salary as an annual figure. For working part-time beyond the regular contract year, (including summer school) pay will be computed in terms of the individual's professional hourly rate. The professional hourly rate is derived by dividing the annual base salary rate by the number of contracted days and then dividing the daily rate by seven and one half (7-1/2) to obtain the hourly rate.

11 AND 12 MONTHS INSTRUCTIONAL PERSONNEL: Salary based on teacher's contract salary plus 1/10= 11 Months, 2/10 = 12 Months.

***PLANNED POST GRADUATE PROGRAM:**

Documentation of additional credit hours must be received by OCTOBER 1, each year

CURRICULUM DEVELOPMENT AND INSERVICE ACTIVITIES: \$120
CCC SPEECH THERAPIST:\$4000

STATE APPROPRIATED BONUS. \$50

1. Advance Placement Test - 3 or higher per student: (D & F school \$500, Maximum Pay \$2000) Contingent on State Funding

PERFORMANCE PAY: Performance pay paid under approved grants (School Improvement, others as applicable)

CRITICAL SHORTAGE AREAS:\$3000

READING ENDORSEMENT (ONE TIME BONUS).....\$1000

to receive bonus, teachers must have the Reading Endorsement on their DOE certificate

LEVEL INCREASES WILL NOT BE PAID AUTOMATICALLY EACH YEAR. PAYMENT OF LEVEL INCREASES OR FUTURE INCREASES IN SALARY, IF ANY WILL RESULT FROM THE BARGAINING PROCESS. THE FUTURE USE OF THIS SALARY SCHEDULE IS CONTINGENT UPON RECEIVING SUFFICIENT FUNDS FROM THE STATE, DESIGNATED FOR SALARIES. IF THIS FUNDING DECREASES BOTH PARTIES AGREE TO RETURN TO THE NEGOTIATION TABLE.

If budget constraints limit the district's ability to fully adopt salary schedules the performance salary schedule shall not be reduced in a manner that is proportionally greater than reductions to any other salary schedule adopted by the district.

Performance Pay for Highly Effective and Effective shall only be paid to teachers under contract with the Hendry County School District when these distributions are made.

Effective: **July 1,2018**

Adopted: **Oct. 10,2018**

Revised: