

20.0 SALARY

20.1 The minimum of the pay range for teachers will be \$47,500.00 (Forty Seven Thousand Five Hundred Dollars) and the maximum of the pay range for teachers will be \$76,667.68 (Seventy Six Thousand Six Hundred Sixty Seven Dollar sand Sixty Eight Cents).

20.2 The performance evaluation system to be used is the PAGESPAGESCity of Pines Assessment and Growth Evaluation "PAGES"¹ (see Exhibit "C") based on the Marzano Professional Growth Model and amendments thereto as reflected in the SBBC/BTU Memorandum of Understanding dated August 2, 2018

Educator Development:

- A. Professional learning will be available at an on-going basis for deepening the knowledge and skill at all employee levels.
- B. The City, when the City determines it necessary, , will develop and offer courses to all educators who wish to increase their awareness and performance in the PAGES.
- C. A process shall be developed to assist employees, identified as needing improvement or unsatisfactory, in getting sound professional assistance and development to help correct job performance deficiencies. Other skilled individuals may be assigned, as appropriate, to increase employees' opportunities to succeed.
- D. The City will continue to develop support structures such as mentors, coaches, and peer reviewers.
- E. For the purposes of evaluation, the City agrees to ensure successful completion of the iObservation credentialing program for all observers.

Grievances:

- A. Educators have the right to grieve final ratings of Needs Improvement or Unsatisfactory. A final rating of Effective may not be grieved but an educator may submit a written response which may identify any evaluation discrepancies the educator believes occurred, after a meeting / discussion with the evaluator.

Communications:

¹ PAGES will be posted on the City web site.

- A. The City will work to provide all educators with greater accessibility to the School Board of Broward County's Evaluation Department personnel in order to provide greater opportunities for direct communication and growth.
- B. The City and BTU will continue to work jointly and collaboratively for the efficient and effective implementation of the PAGES system. Both entities agree to jointly share data, shall strive to create joint communiques, and/or will appraise each other of all official communication in the dissemination of information to their stakeholders.

Planned Improvements and Future Components:

- A. Peer Reviewers may assist teachers with performance concerns based on datamarks earned and/or on-going Instructional Practice Scores. Peer Reviewers may provide feedback and enhanced growth opportunities based on effective teaching strategies.
- B. Ongoing professional growth opportunities shall be developed, aligned, and implemented within the PAGES system.
- C. Changes in PAGES and other related issues may be required by statute or considered mutually desirable. Accordingly, changes may be made by mutual consent through the process established by the parties to implement this evaluation system. Any ruling by a court of competent jurisdiction overturning all or part of this agreement requires the parties to modify identified sections for the purpose of proper alignment with Florida Statute.
- D. Should the Florida Legislature amend any aspects of the instructional evaluation system and/or authorize holding Student Performance Scores in abeyance, the City and the BTU shall meet to negotiate and resolve any conflicts/disputes between this agreement and the new legislative language. In the absence of mutual agreement within forty-five (45) days of the legislative changes on the Instructional Evaluation being signed into law, the City will adhere to the legislative amendments for Student Performance as permitted by law but the BTU and City will continue bargaining the impact, if any, of the amendment. If no agreement is reached within forty-five (45) days of continued bargaining, it will be presumed that the parties have reached impasse and the statutory procedures for resolution of impasse will commence.

Final Evaluations:

- A. Each teacher will be rated either:
 - 1. Highly Effective,
 - 2. Effective,
 - 3. Needs Improvement
 - 4. Unsatisfactory

- B. Each employee is to electronically review and acknowledge the final evaluation within iObservation.
- C. An employee may request a conference to review the final evaluation
- D. An employee may elect not to acknowledge acceptance of the evaluation results. Refusal shall not result in disciplinary action.

20.4 By Florida Statute, teachers hired on or after July 1, 2014 will be placed in the Pay for Performance Compensation System Plan.

20.5 There are no automatic or guaranteed wage increases or movement in the grandfathered step plan for any subsequent school fiscal year unless negotiated and reflected in a new CBA or Addendum that is ratified by both parties.

20.6 No teacher's compensation may be adjusted over the maximum salary shown on the schedule.

20.7 The Performance levels convert to salary increases as follows:

PERFORMANCE LEVEL	COMPENSATION ADJUSTMENT (stated as percentage increase to base pay)
highly effective	Annual salary increases 25% above highest salary adjustment provided to employees in the same classification in the grandfathered salary schedule.
Effective	Annual increases- 75% of increases for highly effective teachers.
needs improvement or instruction personnel in the first three (3) years of employment, developing	None
Unsatisfactory	None

20.8 Teachers hired during the 2021-22 school year will not receive the pay 2021-2022 pay adjustments hereinafter described.

New hired members, will earn an annual bases salary per the attached (Initial Placement Chart for Teachers Hired After April 1, 2015). See Appendix “B”, and will be provided credit for up to 13 years of credible teaching experience.

20.9 For the 2021-22 school year only wages will be adjusted as follows:

a. Grandfathered Teachers who have not reached the maximum of the pay schedule as well as Grandfathered Teachers who are at the maximum of the pay schedule will receive a one-time \$1,300.00 (One Thousand Three Hundred Dollars and Zero Cents) base salary increase, up to the maximum of the pay range.

- b. Pay for performance teachers hired prior to the 2021-22 school year will receive increases based on performance level as stated in Section 20.7.
- c. Pay for performance teachers who are at the maximum of the pay range will receive the same increase as stated in “b” above calculated based on performance score.
- d. Teachers (Grandfathered and Non-Grandfathered) will receive a salary adjustment prior to the end of the current school year (2021-22) as a result of the TSIA funds that are anticipated to be received prior to the end of the 2021-22 school year as indicated by an *:

Grandfathered Employees		
	SBBC Sponsored Charter School	FSU Sponsored Charter School

FY2021-22 BTU Salary Increase Negotiated Amount	\$1,300.00	\$1,300.00
FY2021-22 Teacher Salary Increase Allocation Amount per FDOE Approved Plan (Funded by the City) *	\$260.18	\$254.49
Total FY2021-22 Salary Increase	\$1,560.18	\$1,554.49

Pay for Performance Employees		
Highly Effective Employee Rating (125%)	SBBC Sponsored Charter School	FSU Sponsored Charter School
FY2021-22 BTU Salary Increase Negotiated Amount	\$1,625.00	\$1,625.00
FY2021-22 Teacher Salary Increase Allocation Amount per FDOE Approved Plan (Funded by the City) *	\$260.18	\$254.49
Total FY2021-22 Salary Increase	\$1,885.18	\$1,879.49

Effective Employee Rating (75%)	SBBC Sponsored Charter School	FSU Sponsored Charter School
FY2021-22 BTU Salary Increase Negotiated Amount	\$1,218.75	\$1,218.75
FY2021-22 Teacher Salary Increase Allocation Amount per FDOE Approved Plan (Funded by the City) *	\$260.18	\$254.49
Total FY2021-22 Salary Increase	\$1,478.93	\$1,473.24

20.10 For school years 2022-2023 and 2023-2024, wages will be a reopener after annual funding amounts have been determined.

20.11 Employees shall not be required to substitute for absent employees. Where substitutes cannot be obtained for an absent employee, temporary coverage will be worked out mutually by the principal and the affected employees. The principal shall establish a list of volunteers and shall rotate requests for coverage among those who volunteer. Employees who volunteer to increase their normal work load by covering the class of an absent employee when no substitute is available shall have their hourly rate increased by forty (\$40.00) dollars during the period spent covering a class (rounded to the nearest half hour). Employees who volunteer to increase their normal work load by accepting a portion of the students assigned to an absent employee in order to cover a class when no substitute is available shall have their daily rate increased by forty dollars (\$40.00) on those days when they accept a portion of the students assigned to an absent employee. Classes

will be proportioned as equally as possible. When volunteers substitute by covering other classes, they are responsible to provide adequate planning for their own classes for the following school day. Underpayments: An employee shall be entitled to recover, without penalty to the City, funds due him by reason of errors in applicable regulations affecting pay. This shall be done in conjunction with the employee's next paycheck whenever possible, but in no event shall the payment be made later than the second paycheck after discovery of the error.

20.12 Employees who agree to teach an additional class beyond their normal teaching load shall receive an amount equal to one sixth (1/6th) of their salary.