

UFF-FSU 2022-2023 Negotiations
FSUS Article 17: Second Proposal, First Counter
Third Session: August 29, 2022

ARTICLE 17

COMPENSATION

17.01 Florida State University Schools (FSUS) Employees.

A. The parties agree that employees shall be paid each fiscal year in accordance with the following pay plans: Employees on an annual contract shall be paid based on the Performance Salary Schedule and formula attached hereto as Appendix G. Employees on continuous contract shall be based on a bargained Grandfathered Salary Schedule step pay plan attached hereto as Appendix D. New faculty to the school will have their salary based on Appendix H.

(a) For 2020-2021, the Performance Salary Schedule will not be used for salary increases. The salary agreement for 2020-2021 is as follows:

New Teacher Starting Base Salary: \$ 43,250.00

- 1) Salary increase up to \$6,989.00 for a new base salary of \$43,250.00 (previously \$36,26.10)- Every full-time teacher below this minimum, \$43,250.00, will be brought up to at least the new base salary.
- 2) Eligibility: Employed by December 1, 2020 in active payroll status.

Minimum Increase: \$1,800

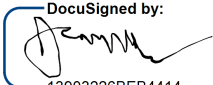
- 1) All teachers on the salary schedule receive an increase to base salary, to be no less than \$1,800, prorated by FTE.
- 2) Eligibility: Employed by August 8, 2020 in active payroll status.

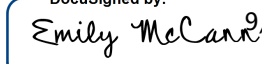
(b) For 2021-2022, the Performance Salary Schedule will not be used for salary increases.

The salary agreement for 2021-2022 is as follows:

New Teacher Starting Base Salary: \$43,662.00

- 1) Salary increase up to \$412 for a new base salary of \$43,662.00 (previously base salary was \$43,250.00). Every full-time teacher below this minimum, \$43,662.00, will be brought up to at least the new base salary.
- 2) Salary increase of \$92 on the base salary for all full-time teachers above the new teacher starting base salary.
- 3) A one-time, non-recurring bonus in the sum of \$3000 for each eligible in-unit member. The bonus will be paid within 3 pay periods after full ratification of the agreement.
- 4) Eligibility: Employed by December 1, 2021 in active payroll status.

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- 5) The above salary proposal, should it be accepted, is contingent and subject to Department of Education review and approval.

The salary agreement for 2022-2023 is as follows:

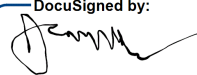
New Teacher Starting Base Salary: \$45,250.00

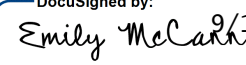
- 1) Salary increased by 3.64% to a new base salary of \$45,250.00 (previously base salary was \$43,662.00).
- 2) Salary increased by 4.5% for all full-time teachers above the new teacher starting base salary.
- 3) Eligibility: Employed by September 1, 2022 in active payroll status.
- 4) The above salary proposal, should it be accepted, is contingent and subject to Department of Education review and approval. Should the Department of Education reject the above salary proposal, the parties will commence negotiations within thirty days after receiving notice from Department of Education that the parties' original plan was rejected.

1. Florida State University Schools (FSUS) Employee Promotion Increases: Promotion increases shall be granted to Florida State University Schools (FSUS) employees pursuant to Article 26 and as set forth in Appendix H. Advanced degree increases shall be granted upon submission of appropriate transcripts as set forth in Appendix H.

2. Florida State University Schools (FSUS) Supplements. Florida State University Schools (FSUS) employees shall receive salary supplements for approved extracurricular activities assigned by the Director under the following conditions:

- a. The activity must involve duties that extend beyond the normal workday;
- b. Employees shall receive a separate salary supplement for each assigned activity;
- c. The parties further agree that salary supplements shall be paid in accordance with the supplement schedule attached hereto as Appendix F. The parties may amend the supplement schedule by mutual agreement.
- d. Salary supplements are not to be included in the base salary rate upon which future salary increases are calculated and shall be paid during the semester in which the supplementary worked is performed.

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17.02 Eligibility for Annual Salary Increases. Bargaining unit employees whose most recent annual evaluation rating is effective or highly effective and who are in pay status are eligible for the increases described in Appendix D. For 2021-22, the clause is not applicable.

17.03 Effective Dates for Salary Increases. Salary for Florida State University Schools (FSUS) bargaining unit members shall be effective retroactive to the beginning of the current fiscal year. Implementation of the new salary schedule will begin upon tentative acceptance of this Agreement by UFF, subject to, and contingent upon, ratification by the Joint Employer.

17.04 Grievability. The only issues to be addressed in a grievance filed pursuant to Article 5 alleging violation of this Article are whether there is unlawful discrimination under Article 10, or whether there is an arbitrary and capricious application of the provisions of one or more sections of this Article.

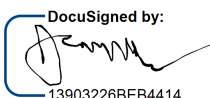
17.05 Employees who teach more than five (5) contact hours shall be paid at their regular hourly rate for the additional assigned teaching time.

17.06 Loss of pay for personnel during the regular school term for daily absences not otherwise covered by provisions in this Agreement shall be made at the regular hourly rate of pay determined by dividing the employee's annual contract salary by 1712.


17.07 Any employee whose regular contractual duties are extended beyond the employee work year shall be paid at the daily rate of 1/214th (dividing the employee's annual contracted salary by 1712 hours) of their regular annual contract salary.

17.08 Employees are to be given credit for previous experience according to the following plan:

A. Credit for one year's experience shall be given for each year of full time teaching in any state or regionally accredited public school (K-12), junior or community college, or university (graduate assistant experience shall not be counted). Credit shall also be given for teaching in a U.S. government sponsored military base school, upon a determination by the Principal or Director that such schools have the equivalent of state or regional accreditation. Credit shall also be provided for holding a valid teaching certificate while teaching in an accredited prekindergarten program. The affected employee shall be responsible for providing the Principal or Director with the necessary documentation of such experience and the determination of the Principal or Director shall be final. All increases for additional degree or additional teaching experience will be implemented within two (2) pay periods of receipt of the appropriate documentation. An employee may submit a written request for waiver of paragraph 17.08 (A.). The waiver must reflect that reasonable efforts were made to comply with paragraph 17.08 (A.) 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.

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B. Credit for one (1) years' experience is to be given for a major portion of a year's work (i.e., ½ year plus one day). Out-of-state and Florida experience which occur during the same school year shall be combined. If a major portion of a year is unable to be determined from 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.

C. Part-time employees will receive credit for one year's experience when working over fifty percent (50%) of the hours required for full-time employees (including sick leave); however, only one (1) year of service may be earned during one school year. No more than a cumulative total of three (3) years may be earned by use of paragraphs B and C of this section

D. Private School Experience Credit.

1. Credit is allowed for certified teaching experience at private schools or institutions that have Southern Association of Colleges and Schools, Western Association of Schools and Colleges, Northwestern Association of Schools and Colleges, North Central Association of Schools and Colleges, New England Association of Schools and Colleges, or Middle States Association of Colleges and Schools accreditation. Credit shall also be allowed for certified teaching experience at institutions with accreditation from agencies equivalent or similar to that provided by the Southern Association of Colleges and Schools such as the National Academy of Early Childhood Programs, the Florida Council of Independent Schools, the Association of Independent Schools of Florida, the Florida Catholic Conference, and the Florida Association of Christian Colleges and Schools or other accrediting associations.

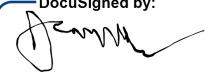
2. Employees also must have held a valid Florida Teacher's Certificate while employed in the appropriate area with an accredited Florida private school.

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

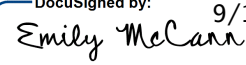
4. Credit as authorized above will be provided on a year- for-year basis.

17.09 For employees hired before July 1, 2011 adjustments to higher salary levels shall be made only upon the receipt of an official transcript signifying the award of the advanced degree from an institution of higher education that has Southern Association of Colleges and Schools, Western Association of Schools and Colleges, Northwestern Association of Schools and Colleges, North Central Association of Schools and Colleges, New England Association of Schools and Colleges, or Middle States Association of Colleges and Schools accreditation, or the verification of appropriate experience.

17.10 Health Insurance Program.

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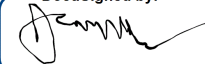
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A. The Joint Employer and UFF will support legislation to provide adequate and affordable health insurance to all employees.

17.11 Director's Awards: The Director may present awards annually to teachers whose performance the Director believes is deserving of special recognition. The Director may present up to five (5) such awards and may provide a payment of up to \$250 for each award. The criteria for each award shall be articulated and appropriate recognition of the recipient of each award provided.

17.12 Teachers hired after July 1, 2011: The parties acknowledge and recognize that Chapter law 2011-1, which passed the 2011 Florida Legislature as Senate Bill 736, imposes certain legal requirements on the parties. It is the parties' intent to comply with Florida law, and new teachers hired after July 1, 2011 are subject to the provisions of Chapter law 2011-1, which are not restated herein, but to which the parties agree to be incorporated into this Agreement. The parties further agree that to the extent that a final judicial determination affects the validity of provisions of Chapter law 2011-1, this Agreement shall be interpreted consistent with that determination.

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