2018-2019 Reopener

To the

2017-2020 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

John Thrasher

President, Florida State University

3/14/19

Date
2018-2019 Reopener

To the

2017-2020 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 Florida State University Schools, Inc.:

\[signature\]

Kimblin NeSmith

Chairman, Florida State University Schools, Inc.

Board of Directors

\[signature\]

Jon C. Moyle

FSUS Chief Negotiator

\[Jan. 7, 2019\]

Date
2018-2019 Reopener

To the

2017-2020 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

UFF Executive Director

11/7/19

Date
Salary Language

The parties agree to a total salary increase of $50,000 that will be paid on a recurring basis and distributed in accord with Appendix G to the parties' collective bargaining agreement.
Professional Employee Compensation
Salary Schedule/Formulas for Performance Pay under F.S. 1012.22
2018-2019 School Year

<table>
<thead>
<tr>
<th>GF (Grand Father)</th>
<th>PE (Pay for Per effective)</th>
<th>PHE (Pay for Per Highly Eff.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>x</td>
<td>1.0005x</td>
<td>1.35x</td>
</tr>
</tbody>
</table>

Grandfather Schedule  
Performance Pay Schedule

<table>
<thead>
<tr>
<th>GF</th>
<th>PE</th>
<th>PHE</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Employees (1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>48</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employees times factor (3)</td>
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<td></td>
</tr>
<tr>
<td>48</td>
<td></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Factors (2)</th>
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<tbody>
<tr>
<td>1.0005</td>
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<tr>
<td>1.35</td>
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</table>

<table>
<thead>
<tr>
<th># of Employees (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
</tr>
<tr>
<td>28</td>
</tr>
<tr>
<td>106</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employees times factor (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
</tr>
<tr>
<td>38</td>
</tr>
<tr>
<td>116</td>
</tr>
</tbody>
</table>

Funds available (4)  

| $ 50,000 | Div | $ 116 | $ 431 |

Increase per employee (6)  

<table>
<thead>
<tr>
<th>GF</th>
<th>PE</th>
<th>PHE</th>
</tr>
</thead>
<tbody>
<tr>
<td>$431</td>
<td>$432</td>
<td>$592</td>
</tr>
</tbody>
</table>

| $20,688 | $12,960 | $16,296 | $49,944 |

74.23% PE must be between 50% and 75% of PHE

Formula:

1: Determine the number of teachers in each category:
   a) Grandfather (GF)
   b) Effective (PE)
   c) Highly Effective PHE

2: Determine funding factors for each employee category

3: Multiply the number of teachers in each category by the corresponding factor.

4: Determine the total amount of funds available.

5: Divide the total amount of funds available by the total teacher factor.

6: Multiply the amount determined by the funding ratio for each category to determine base salary increase.

Appendix G
Salary Language

The parties agree to a total salary increase of $50,000 that will be paid on a recurring basis and distributed in accord with Appendix G to the parties' collective bargaining agreement.
17.07 Any employee whose regular contractual duties are extended beyond the employee work year 214 days 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.
ARTICLE 19

EMPLOYEE WORK YEAR AND DISTRICT CALENDAR

19.01 The employee work year for all bargaining unit members who are not on twelve (12) month contracts shall consist of up to two hundred seventeen (217) days for which pay is due. One hundred ninety one (191) days will be work duty days as defined in Article 1. While the parties have agreed to ratify this provision, it is further agreed that implementation of this provision is subject to the condition subsequent of FSUS providing UFF written notice that this provision will be implemented following implementation testing. If such written notice is not provided, this provision shall not become effective.

19.02 FSUS, the Principal and Director will consider, but are not bound to follow, the calendars of local school districts in establishing the calendar for Florida State University Schools (FSUS). FSUS shall provide UFF with a copy of the FSUS proposed annual calendar within 14 days of the Leon County School Board adopting and publishing its annual calendar. UFF may, should it desire, meet and confer with the Director to discuss the proposed FSUS calendar before the calendar is presented to the FSUS Board of Directors for approval.

19.03 The regular daily rate of pay for all faculty shall be determined by dividing the employee's annual contract salary by the total number of days in the employee work year. The hourly rate shall be determined as 1/8th of the daily rate of pay. Compensation for duties that extend beyond the employee work year shall be paid in accordance with Article 17.07 of this Agreement.

19.04 An employee shall not be required to use leave on non-duty days.

1-22-19

11-28-19