

MISCELLANEOUS

Resource Teacher	6%
Title I School-Wide Plan Coordinator	6%
School Psychologist.....	10%
School Social Worker	6%
Bus Duty with additional planning period	2%
Bus Duty without additional planning period.....	3%
Teachers at New Horizons, St. Andrew, Margaret K. Lewis School in Millville and DJJ	5%
School Improvement Team Member.....	3%
Teacher serving as: District History Fair Coordinator 6-12, District Middle School Science Fair Coordinator, District High School Science Fair Coordinator.....	5%
*Teacher with one (1) additional period of teaching/full year 94 (two (2) per department).....	15%
*Teacher with one (1) additional period of teaching/semester (two (2) per department).....	7.5%
*Teacher on Block Schedule with one (1) additional period of teaching/ Full year (two (2) per department) for 2021-2022 school year only	40%
*Teacher on Block Schedule with one (1) additional period of teaching/ Semester (two (2) per department) for 2021-2022 school year only	20%
*Teacher with sixty (60) additional minutes of student contact time per day for the full year at Haney only	15%
*Teacher with sixty (60) additional minutes of student contact time per day for one semester at Haney only	7.5%
*Teacher with one (1) additional period of teaching/full year for 2021-2022 school year only.....	20%
*Teacher with one (1) additional period of teaching/semester for 2021-2022 school year only	10%

*Teachers must be certified for the course they are selected to teach. Positions will be advertised as specified in Article X (10.2) of the contract.

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.

District Proposal #10
ABCE Counter #1
September 27, 2021

When a teacher is absent and a substitute is not assigned, the teacher who accepts these students into his/her own classroom will have their name recorded. For each instance a teacher accepts additional student(s), their name will be recorded and when the semester ends, the total dollar amount that would have been spent on substitutes that semester per site will then be divided proportionally among the teachers who assisted their school site by accepting students to cover those absences. No teacher will be required to participate.

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District Proposal #10

ABCE Counter #2

September 27, 2021

When a teacher is absent and a substitute is not assigned, the teacher who accepts these students into his/her own classroom will have their name recorded. For each instance a teacher accepts additional student(s), their name will be recorded and when the semester ends, the total dollar amount that would have been spent on substitutes that semester per site will then be divided proportionally among the teachers who assisted their school site by accepting students to cover those absences. No teacher will be required to participate.

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ABCE Proposal #3

ABCE Counter

September 27, 2021

6.18 Teachers providing direct instruction to students with disabilities and managing an exceptional education caseload greater than 15 students in grades K-12 or 10 students in grades K-12 at an alternative school will be provided one day of planning time each semester to accomplish ESE related administrative work. **Additionally, K-12 teachers with caseloads of 15 or more or caseloads of 6 or more in grades K-12 at an alternative school will receive a stipend of \$1000 for 2021-2022 school year.**

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District Proposal #10
 ABCE Counter #2
 September 27, 2021

MISCELLANEOUS

Resource Teacher	6%
Title I School-Wide Plan Coordinator	6%
School Psychologist.....	10%
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*Teacher with one (1) additional period of teaching/full year 94 (two (2) per department).....	15%
*Teacher with one (1) additional period of teaching/semester (two (2) per department).....	7.5%
*Teacher on Block Schedule with one (1) additional period of teaching/ Full year (two (2) per department)	20%
*Teacher on Block Schedule with one (1) additional period of teaching/ Semester (two (2) per department)	10%
*Teacher with sixty (60) additional minutes of student contact time per day for the full year at Haney only	15%
*Teacher with sixty (60) additional minutes of student contact time per day for one semester at Haney only	7.5%
<u>*Teacher with one (1) additional period of teaching/full year for 2021-2022 school year only.....</u>	20%
<u>*Teacher with one (1) additional period of teaching/semester for 2021-2022 school year only</u>	10%

*Teachers must be certified for the course they are selected to teach. Positions will be advertised as specified in Article X (10.2) of the contract.

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ABCE Proposal #6
ABCE Counter #2
September 27, 2021

2021-2022 Salary

For the 2021-2022 school year the district will commit **the necessary funds to provide a minimum base salary increase of 4% to instructional personnel** \$4,250,000 for instructional salary increases. All instructional personnel who were employed for more than 99 days in the 2020-2021 school year who are actively employed on the date of 2020-2021 contract ratification will receive a salary increase. This pay increase will be retroactive to July 28, 2021.

Total # Teachers Total Amount Available for Raises	
	Factor
Grandfather Effective or Highly Associate Teacher Effective	1
Associate Teacher Highly Effective	0.5
<u>Perform @ Min Salary Level until goal of \$47,500 is reached</u>	<u>1.50</u>
Perform Effective	1
Perform Highly Effective	1.34

~~*This will impact Article 17.1~~

In accordance with the language and intent of ESSER II funds, all employees under contract for the entire 2021-2022 school year who did not already receive a "disaster pay" stipend of \$1,000 from the Governor will receive a disaster pay stipend of the same amount paid by the Governor from the District. This stipend will pay out within 30 days of ratification and Board approval.

The District and ABCE agree to open negotiations on the allocation of ARP and any other emergency funds that have the potential to be spent which will affect bargaining unit employees. Negotiations shall commence within 15 calendar days of the District receiving

notice from either FLDOE or USDOE that those funds earmarked for the District have been approved to be released to the District. By mutual written agreement of the parties, nothing herein shall prevent the parties from opening up negotiations sooner than the aforementioned event.

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ABCE Proposal #7
ABCE Counter #1
August 31, 2021

BDS will pay each teacher in the bargaining unit a one-time bonus of \$1500 upon ratification of the proposed contract.

This bonus will be paid to all instructional staff employed at time of ratification and payments will be made within 30 days of ratification and approval of the School Board.

Further, the District and ABCE agree to open negotiations on the allocation of ARP and any other emergency funds that have the potential to be spent which will affect bargaining unit employees. Negotiations shall commence within 15 calendar days of the District receiving notice from either FLDOE or USDOE that those funds earmarked for the District have been approved to be released to the District. By mutual written agreement of the parties, nothing herein shall prevent the parties from opening up negotiations sooner than the aforementioned event.

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ABCE Proposal #8
ABCE Counter #1
August 31, 2021

The School Board of Bay District Schools have reached an agreement on disaster relief payments using funds from the American Rescue Plan/ESSER to recognize the dedication and loyalty of the employees during the 2020-2021 Academic Year in the midst of the COVID Pandemic.

- The United States of America has issued funds to support education, Elementary and Secondary Emergency Relief (ESSER)
- The State of Florida will use a portion of their share of the American Rescue Plan/ESSER funding to pay a bonus to select instructional personnel:
 - Principals
 - Classroom Teachers
 - Select Pre-K teachers
- The School Board of Bay County will receive funds from the American Rescue Plan/ESSER to plan and distribute as outlined in the assurance of the Federal Government.
- **Upon ratification, current** staff that did not receive a \$1000 disaster relief compensation through the state-controlled funding will receive a disaster relief compensation of the same amount from the School Board of Bay County portion of the American Rescue Plan/ESSER.
- Eligibility of the School Board of Bay County disaster relief will follow the regular past practice methodology:
 - **Employed in an instructional position at the time of ratification.**
 - This is a one-time non-reoccurring payment.
 - Employees are advised to seek tax advice from a Florida licenses competent tax professional.
- **Payments will be disbursed within 30 days of ratification and School Board approval.**

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