


MEMORANDUM OF UNDERSTANDING
BETWEEN

BAY DISTRICT SCHOOLS
AND
ASSOCIATION OF BAY COUNTY EDUCATORS

1. **Parties.** This Memorandum of Understanding is made and entered into by and between Bay District Schools and the Association of Bay County Educators.
2. **Purpose.** The parties wish to establish quarantine protocols for employees who have been exposed to, or tested positive for, SARS-CoV-2 ("COVID-19").
3. **Term One:** Employees exposed to COVID-19 or who test positive for COVID-19 are required to quarantine under the following conditions:
 - a. Employees must quarantine for exposure to COVID-19 in accordance with the parameters addressed in School Board policy 2.134(B).
 - b. However, in accordance with current CDC guidelines, individuals who have tested positive for COVID-19 and recovered within the three months prior to exposure, or who are fully vaccinated, are not required to quarantine unless they are symptomatic.
 - c. An employee who chooses to present documentation demonstrating that the employee meets one of the requirements of paragraph 3.b. will not be required to quarantine.
4. **Term Two:** Employees who are required to quarantine due to exposure or testing positive for COVID-19 may either use accumulated sick leave or take unpaid leave for the duration of the quarantine. The following employees may request reimbursement of leave for the period of quarantine: (a) employees who choose to present documentation demonstrating that they are fully vaccinated against COVID-19; or (b) employees who choose to submit documentation from a physician demonstrating that they are unable to get vaccinated due to an underlying medical condition.


Lead Negotiator, Bay District School


Lead Negotiator, ABCE


Deputy Superintendent, Bay District Schools


Regional Director, ABCE



Chief Financial Officer, Bay District Schools


President, ABCE

7/28/21
Date

District Counter Proposal #1
July 28, 2021

5.25 DESIGNATED PROFESSIONAL DEVELOPMENT DAYS: For ~~2019-2020 and 2020-2021~~ 2021-2022 school year only, the district will provide three (3) professional development days designated for teachers to work/plan together in PLCs, grade groups, departments/teams. The three days will be in addition to the two days of district in-service and two days of school-based in-service that already occur during pre-school. Principals may use up to one (1) hour of each of the PLC designated days for faculty meetings. The three additional professional development days will occur as determined by the district calendar committee.

TA
4:27
July 28, 2021


Alis Under

Shulm Byrd
7/28/2021

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

District Proposal #1
July 28, 2021

July 28, 2021
TA

4:55

W. J. P.

Shulman

Byrd
Kearney

16.3 Prior experience shall be granted for placement on the Performance Pay Schedule as follows:

For teacher evaluation years prior to school year 2011-12, Teachers moving into the district may receive up to 25 years credit on the Performance Pay Schedule on Appendix D for each year of fulltime public school teaching service earned in the state of Florida or outside the state and for which the employee received a satisfactory performance evaluation. In addition to public school experience teachers will be granted full credit for years taught in an accredited non-public school provided the employee received a satisfactory performance evaluation. (The Bay District School Board will determine the recognition of accredited agencies for private schools.)

~~For school years 2011-12 and after, all evaluations used to grant prior experience must contain a student performance component. Exceptions will be granted as follows:~~

- ~~1. Teachers moving in as a result of spouse's military orders must provide a copy of the military orders and summative evaluations from their previous duty assignment(s) indicating effective (or higher) evaluations for each full-time year of service for which they are seeking credit.~~
- ~~2. Teachers moving from states or countries where no student growth calculations of any kind are applied to any educators as part of their summative evaluations must provide summative evaluations from their previous employers indicating effective (or higher) evaluations for each full-time year of service for which they are seeking credit AND a letter (or letters), on letterhead, from their former district Superintendent(s) of Schools stating the following: "for the years in question for this employee no student growth measurements, or value added measurements, were used in the calculation of any instructor or teacher evaluation in our state/country ... this includes the application of any end-of-course assessments, state wide tests, benchmark tests or any other mandated student growth measurements as part of our teacher appraisal process." This letter must accompany any evaluations being submitted for credit on the salary schedule and no credit will be considered without the accompanying letter, on letterhead, from the authorized superintendent/educational agency chief in the state or country in question.~~



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

Instructional Employee only Health Insurance Rates

Monthly Rates

Year	Employer	Employee	Total \$	Increase	Year	Employer	Employee	Total \$	Increase
2002-03	260.25	58.90	319.15		2002-03	3,123.00	706.80	3,829.80	
2003-04	302.88	58.90	361.78	42.63	2003-04	3,634.56	706.80	4,341.36	511.56
2004-05	332.44	58.90	391.34	29.56	2004-05	3,989.28	706.80	4,696.08	354.72
2005-06	381.36	58.90	440.26	48.92	2005-06	4,576.32	706.80	5,283.12	587.04
2006-07	434.19	58.90	493.09	52.83	2006-07	5,210.28	706.80	5,917.08	633.96
2007-08	495.09	58.90	553.99	60.90	2007-08	5,941.08	706.80	6,647.88	730.80
2008-09	495.09	58.90	553.99		2008-09	5,941.08	706.80	6,647.88	
2009-10	495.09	58.90	553.99		2009-10	5,941.08	706.80	6,647.88	
2010-11	583.72	58.90	642.62	88.63	2010-11	7,004.64	706.80	7,711.44	1,063.56
2011-12	559.62	58.90	618.52	(24.10)	2011-12	6,715.44	706.80	7,422.24	(289.20)
2012-13	602.30	58.90	661.20	42.68	2012-13	7,227.60	706.80	7,934.40	512.16
2013-14	602.30	58.90	661.20		2013-14	7,227.60	706.80	7,934.40	
2014-15	618.83	58.90	677.73	16.53	2014-15	7,425.96	706.80	8,132.76	198.36
2015-16	618.83	58.90	677.73		2015-16	7,425.96	706.80	8,132.76	
2016-17	644.25	84.31	728.56	50.83	2016-17	7,425.96	706.80	8,132.76	
2017-18	644.25	84.31	728.56		2017-18	7,731.00	1,011.72	8,742.72	609.96
2018-19	644.25	84.31	728.56		2018-19	7,731.00	1,011.72	8,742.72	
2019-20	717.11	84.31	801.42	72.86	2019-20	7,731.00	1,011.72	8,742.72	
2020-21	644.25	157.17	801.42		2020-21	8,605.32	1,011.72	9,617.04	874.32
2021-22	644.25	157.17	801.42		2021-22	7,731.00	1,886.04	9,617.04	

Self Insured Plans

Note: Rates change in January so the higher rate of the fiscal year is represented for the entire year

Presented for discussion purposes ... employee only rates

7/28/2021