2009-2010 Reopener

to the

2009-2011 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:

[Signature]

T. K. Wetherell
President, Florida State University

[Date] 11-18-09
2009-2010 Reopener

to the

2009-2011 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 Schools, Inc.:

Robert Broome
Chairman, Florida State University Schools Inc.,
Board of Directors

Jon C. Moyle
FSUS Chief Negotiator

10/13/09
Date
2009-2010 Reopener

to the

2009-2011 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:

Ed Mitchell
UFF Executive Director and Chief Negotiator

10-13-09
Date
ARTICLE 27
CONTINUING STATUS

27.01 All appointments of FSUS employees are to be continuing status earning positions.

27.02 Florida High employees shall be granted continuing status provided that such employees:

A. hold the required educational qualifications as specified by Florida Statutes;

B. have completed three years of full-time or equivalent service at Florida High, such service being continuous except for leave duly authorized and granted;

C. upon application, the applicant has been reappointed for the fourth year;

D. by April 15 of the third continuous year or more of full-time or equivalent service at Florida High the applicant shall submit to the Director a folder containing the following:

1. A copy of the FSUS regulations regarding continuing status.

2. Assigned Duty Forms for the previous three year period.

3. A vita.

4. Annual evaluations/Tier I, Tier II.

Approved: 
For the FSUS

Approved:  
For the United Faculty of Florida

Date: 10/13/09  Date: 10/13/09
5. A list of courses taught.

6. Teaching and performance effectiveness.

7. Research, creativity and dissemination.

8. Service.


F. have been recommended by the Director and approved by the Board of Directors of Florida State University Schools, Inc. for continuing status based on successful performance of duties and demonstration of professional competence.

27.03 Continuing status shall become effective at the beginning of the school year following its being granted as set forth above in Section 27.02.

27.04 An employee with continuing status shall be entitled to continue in the same or similar position at Florida High until the employee resigns, is removed for just cause pursuant to Article 9, Employee Authority and Protection, is laid off pursuant to Article 13, Layoff and Recall.

27.05 Continuing status shall be earned and held as a bargaining unit employee; it shall not extend to an administrative or supervisory position. Upon release from an administrative or supervisory position, an employee shall be entitled to reassignment to the same or a similar position in which continuing status was attained, at the classification level and salary range which would have been earned had the position been held continuously.

Approved:  
For the FSUS

Date: 10/13/09

Approved:  
For the United Faculty of Florida

Date: 10/13/09
27.06 Eligibility for continuing status after three continuous years of full-time or equivalent service at Florida High will begin with the 2010-2011 academic year, effective in August, 2010. Those employees who will have completed three or more years of full-time or equivalent service at Florida High by the end of the 2009-2010 academic year must submit the required folder in 27.02(E) by April 15, 2010.

Approved: ____________________________  Approved: ____________________________
For the FSUS  For the United Faculty of Florida

Date: 10/13/09  Date: 10/13/09
ARTICLE 26
PROMOTION

26.01 Policy. Promotion decisions are not merely the totaling of an employee's annual performance evaluations. Rather, the Joint Employer, through its faculty, its professional employees, and administrators assesses the full-time employee’s potential for growth, positive impact upon Florida High and its students, scholarly contribution, and meritorious performance. In reviewing criteria for promotion, it is expected that achievements shall be greater and more significant with each rank for which promotion is sought. In order to be considered for promotion, the teacher must provide sufficient evidence to satisfy each criterion listed below.

26.02 Notification of Eligibility for Promotion: Faculty will be advised by the Principal or Director, at least once a year, to collect data to support application for promotion. New faculty will be advised of the need to collect data to support application for promotion. Areas in which data should be collected are those related to the mission of the school and include teaching effectiveness, research, development projects and creative accomplishment, dissemination, and service.

26.03 Procedures. Each faculty member shall be apprised by the appropriate Principal or Director of general expectations in terms of teaching effectiveness, including execution of teaching responsibilities and other duties as assigned, research and creativity, dissemination, and service; and specifically of other

Approved: [Signature]
For the FSUS

Approved: [Signature]
For the United Faculty of Florida

Date: 10/13/09

Date: 10/13/09
requirements and/or duties involved. This appraisal shall be done before new faculty is hired, and at least on an annual basis for existing faculty. (Providing a copy of this collective bargaining agreement or posting this section or a copy of the collective bargaining agreement on the Florida High website shall constitute notice.)

A. Each faculty member shall have an Assigned Duty form before the start of each contract year. The assigned duties for any faculty member shall be consistent with the mission of Florida High and assist the faculty member to gain credit toward promotion. Faculty members should examine each Assigned Duty Form to be sure the opportunities are identified within their duties that will aid them in achieving promotion. If the faculty member feels such opportunities are not identified, requests for changes in assigned duties shall be made in writing to the appropriate Principal or Director. The appropriate Principal or Director shall respond in writing within seven (7) calendar days.

B. A copy of the promotion guidelines shall be given to each faculty member at the time of employment.

C. The normal time for applying for promotion to Assistant Professor is at the beginning of the fourth year of employment.

D. Although the period of time in a given rank is normally five years, demonstrated merit, not years of service, shall be the guiding factor for promotion. Promotion shall not be automatic, nor may it be guaranteed upon

Approved: ____________________________  Approved: ____________________________
For the FSUS                         For the United Faculty of Florida

Date: 10/13/09                       Date: 10/13/09
completion of a given term of service. Early promotion is possible in cases in which sufficient justification is presented, and the Promotion Committee has recommended early promotion. However, consideration for promotion shall normally occur after five (5) years of service. Candidates applying before their fifth (5th) year of service shall be considered early promotion candidates.

E. Employees who obtain a doctorate degree and who have a valid teacher certification in his/her area of instruction are eligible to apply for promotion from Instructor to Assistant Professor.

F. Candidates for promotion shall submit a folder containing information that will substantiate the effectiveness of the faculty member in the four major areas of teaching and performance, research and creative activity, dissemination, and service. The submitted folder shall contain nine sections:

1. A copy of the FSUS regulations regarding promotion.

2. Assigned Duty Forms for the previous five year period.

3. A vita.

4. Annual evaluations/Tier I, Tier II.

5. A list of courses taught.

6. Teaching and performance effectiveness.

7. Research, creativity and dissemination.

Approved: 

For the FSUS

Approved:  

For the United Faculty of Florida

Date: 10/13/09 

Date: 10/13/09
8. Service.


26.04 Prequalification. Unless otherwise set forth in this Article:

A. To be eligible for the rank of University School Instructor, a faculty member should have at least a Bachelor’s degree and be eligible for appropriate certification.

B. To be eligible for the rank of University School Assistant Professor, a faculty member should have earned at least 18 credits toward a Master’s degree.

C. Candidates for University School Associate Professor should hold at least a Master’s degree.

D. Candidates for University School Professor should hold at least a Master’s degree plus thirty (30) hours.

26.05 Criteria.

A. Teacher Effectiveness

1. Effective teaching is a significant factor when considering a promotion. The considerations for teacher effectiveness include, but are not limited to:
a. Classroom observations indicating effective classroom practices; observation reports shall be prepared to document teacher effectiveness.

b. Achievement of student performance goals as determined for the performance appraisal (Tier I or Tier II). Documentation of student achievement shall be prepared.

B. Research, development projects, and/or creative accomplishment.

1. Research - candidates should document their involvement with and duties and responsibilities for all research activities.

2. Development projects, including, but not limited to, development of curriculum materials, learning activities, evaluation instruments, major curriculum plans for Florida High, and collaboration with FSU.

3. Creative projects, including, but not limited to, artistic, musical and dramatic works.

4. Grant writing - efforts and successes in identifying and obtaining local, state, federal or other grants.

C. Dissemination. Involvement in various types of dissemination should be documented to show involvement in relevant research, development projects, and/or creative projects. Examples of dissemination involvement include, but are not limited to:

Approved: [Signature] For the FSUS

Date: 10/13/09

Approved: [Signature] For the United Faculty of Florida

Date: 10/13/09
1. Workshops.

2. Presentations at professional meetings.

3. Summer institutes.

4. Publications (professional journals).

D. Service. Candidates for promotion will be evaluated on their level of service, which includes, but is not limited, to:

1. Committee membership.

2. Chairperson of Committee.

3. Extracurricular assignments.

4. Department Head.

5. Team Leader.

6. Faculty Council.

7. Professional Organizations.

8. Participation in workshops.


10. Organization or leading in service workshops or conferences

Approved: [Signature]
For the FSUS

Date: 10/13/09

Approved: [Signature]
For the United Faculty of Florida

Date: 10/13/09
11. Holding state office or membership on state-level committees or other professional organizations

E. Letters of Recommendation. A current letter of recommendation shall be presented from each of the following persons:

1. a colleague who has worked closely with the candidate,

2. an FSUS supervising administrator who has supervised the teacher, and

3. a colleague outside the FSUS community.

F. Vita. Up-to-date detailed professional vita (resume).

G. Assignment of Responsibilities Form. The Assignment of Responsibilities form (which details the teacher’s assigned responsibilities) for each year since the last promotion shall be provided. If this is the first promotion, the last two (2) years of assigned duty forms are required.

H. Annual Evaluation including administrator’s letter of performance in Tier I/Tier II form. Evaluation letter and tier forms for the preceding two years shall be provided.

Approved: 
For the FSUS

Date: 10/13/09

Approved: 
For the United Faculty of Florida

Date: 10/13/09
Please PRINT complete information where necessary.

__________________________________________
Social Security Number

Circle One
Dr. Mr. ________________________________
Ms. Mrs. ____________________________ Last Name, First Name

__________________________________________
Home Address - City, State, Zip Code

__________________________________________
FSUS
Campus Address ____________________________ Department ____________________________

__________________________________________
Office Phone ____________________________ Home Phone ____________________________

Please enroll me as a member of the United Faculty of Florida (UFF).

UFF dues are 1 percent of base salary for members for which the United Faculty of Florida is the bargaining agent. UFF dues payments and contributions to UFF-PAC are not tax deductible as charitable contributions for Federal income tax purposes. However, they may be tax deductible under other provisions of the Internal Revenue Code.

__________________________________________
Signature of Member ____________________________ Date ____________________________

Return your completed membership form to your FSUS Representative or United Faculty of Florida, 306 East Park Avenue, Tallahassee, FL 32301.
Amendment to

Article 17

Compensation

Step Pay Increase

Article 17.01(A) is amended as follows:

(A) The parties agree that employees shall be paid during the 2009-2010 fiscal year in accordance with the step pay plan for fiscal year 2007-08 as agreed to by the parties in July 2007. A copy of this plan is attached hereto as Exhibit 1.

Approved: For the FSUS

Date: 10/13/09

Approved: For the United Faculty of Florida

Date: 10/13/09
Florida State University Schools, Inc. -- Florida State University
FSUS Salary Pay Proposal for FY 2009-2010

Annual Rate

Teacher Base Pay $33,000

Promotions Add to Base Pay

Assistant Professor $1,250
Associate Professor $2,000
Professor $3,000

Educational Steps Add to Base Pay

Masters $1,000

Ed Specialist or Master's with 30 additional graduate hours $2,000
Doctorate $3,000

Experience * Add to Base Pay

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* pay steps are for each year of eligible experience, added cumulatively
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<th>END DATE</th>
<th>POSITION</th>
<th>2009-10</th>
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<th>END DATE</th>
<th>POSITION</th>
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<td>January</td>
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<td>January</td>
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<td>January</td>
<td>JV Head</td>
<td>$1,225.00</td>
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<td>MS Head</td>
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<td>January</td>
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**KEY:**

**JV**

Junior Varsity

**MS**

Middle School

Grand Total: $96,480.00
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<tr>
<td>NHS/Brain Bowl</td>
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<td>Latin Club</td>
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<td>Mu Alpha Theta</td>
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<td>Key Club</td>
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<td>MS Brain Bowl</td>
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Academic Year 2009-2010
Proposal Supplements for FUSC

Academic Supplements

13017 610