

Teacher CBA Frequently Asked Questions – Update December 11, 2017

This is a collection of the commonly asked questions and clarifications that we have sent out since the Tentative Agreements were announced. You can see the entire contract with the suggested changes that you will vote on in January 2018 at the PEA website, www.polkea.org under WHAT'S NEW. You can also download a copy of the current contract for a comparison under CONTRACTS.

As a reminder:

- We have worked to move the wages from an initial offer of zero to where we are today
- We preserved the Advance Degree pay language for teachers
- We had **no** Health Insurance increases in **2017** and will have **no** increases for **2018**
- We will now have two days of Bereavement Leave (this was brought to the table by the district)
- While the School Board did bring their fund balance down and transfer capital money to accomplish these increases, the raises are sustainable

FAQs

- **What happens if the Tentative Agreements are not ratified?** PEA would then go back to the bargaining table and restart the bargaining process.
- **If the Tentative Agreements are not ratified and the bargaining has to start again, does the District have to offer more money?** No, they do not.
- **Could they offer less money if we do not ratify?** Yes, they could offer less, remember they started their bargaining with an offer of a wage freeze for 16-17.
- **So, if we don't ratify the Tentative Agreements and must go back to the bargaining table, could we again be at Impasse?** Yes, we could again be at Impasse and start the lengthy process again.
- **Could voting no on the ratification change the Pay for Performance law implementation?** No, it is the law in the State of Florida, 1012.22. We must comply with the law, even though we disagree with it, feel it is unfair and it interferes with our ability to bargain wages. We believe it is fundamentally unfair to assign wages based on a flawed testing and grading system and we certainly feel VAM is inaccurate. However it is the law. Our state association has attempted to take these issues through the courts to address the inherent unfairness in the law. We will continue to lobby our legislators on this issue. However until they change the law, we must follow what is currently in statute.
- **What would happen if we just ignored the law on Pay for Performance and the Grandfather salary structure?** The state insists that it could withhold funding and impose sanctions on our school district.
- **What can we do to get the law changed?** This is a multi-part answer. 1) Let your lawmakers know how unfair this law is to experienced teachers. We will be alerting you on how to contact them as the session begins in January. We will also set up a Legislative Forum where you can address them directly. 2) To change the laws you need

to change the lawmakers. November 2018 is the next major election. We need candidates at every level that will work for, and not against, public education and public education teachers and employees.

Questions on Grandfather vs. Annual Contract Teacher/Performance Pay

- **What is a grandfathered teacher?** These and other questions are answered, because that is what is says in the state statute, 1012.22. We have attached a link to the statutes so you can read the definition of a teacher on the grandfather schedule and how performance pay must be structured.
- **Why does the Highly Effective Annual Contract teacher get a higher amount?** These and other questions are answered, because that is what is says in the state statute, 1012.22. We have attached a link to the statutes so you can read the definition of a teacher on the grandfather schedule and how performance pay must be structured.
- **Can a teacher on the Grandfather scale opt out and be placed on the Performance Scale?** This is outlined in the state statute, 1012.22. According to the statute the only way for you to participate in the pay for performance is to relinquish your PSC and become an annual contract teacher. Once you relinquish your Professional Services Contract, you may not get it back. While the Performance scale may seem advantageous, it is an unknown quantity from year to year. Also, PSC teachers have great protections under the contract with involuntary transfers, job displacement, and the like.
- **Where can I read the statute on pay for performance and the difference between a teacher on the grandfather scale and on the performance scale?** Here is the statute link http://www.leg.state.fl.us/statutes/index.cfm?mode=View%20Statutes&SubMenu=1&pp_mode=Display_Statute&Search_String=teacher+pay+for+performance&URL=1000-1099/1012/Sections/1012.22.html
- **I am an Annual Contract teacher on the Performance scale. I didn't receive an evaluation even though I was teaching. How am I treated on the Performance Scale?** Teachers that did not receive an evaluation, and worked 50% of the year and one day, are treated as Effective teachers for the year in question.
- **If I am a PSC or CC teacher, can I relinquish my PSC/CC contract and instead be Annual Contract?** The state statute 1012.22 provides that you can notify your employer that you wish to relinquish your PSC/CC contract and any pertinent rights to then be on an Annual Contract and receive Performance Pay. This information was in the 2015-2016 contract stating that you would have needed to notify the district that you intended to move from the Grandfather scale to the Performance scale. PEA has alerted the district to the fact that we need a clearer timeline and notification process as to how someone would relinquish their PSC/CC contract. This new process will be in place for the next bargaining cycle.
- **Can I give up by PSC/CC contract now and move to the Performance pay scale with an Annual Contract?** No, the salary calculations are currently being done as to your status at the start of this school year. Again, the process will be clarified in the future as to how you can give up your PSC and its corresponding rights. Once this process is clarified you will be notified of the timeline and the process for 2018-19.

- **How can I tell what my contract type or pay group is?** This is in the staff portal. If you look in the portal where you find your pay stubs you will see a sheet called Salary Information that shows your years of experience in Polk, your salary, your Pay Scale Group, etc. A teacher on the grandfathered scale is a teacher that was on a professional services contract or continuing services contract. You can see the information in the staff portal. If it shows your PAY SCALE GROUP listed as (number) YEARS you are on the grandfather schedule. If it shows a 3-digit number for a level like 022, you are an annual contract teacher. If you have the Pay Scale Group listing a PA or PG that is a pay grade if you are a paraeducator or ESP/secretary. Then the next cell tells you your experience placement. PEA recommends that you take a screen shot of this page or save it to your computer so you can compare it when the new information is loaded in January.
- **Do I get a raise?** All employees covered by the Teacher, Paraeducator, ESP/Secretary contracts are getting raises. You should have received an email from PEA specific to the contract changes that affect your employee group. If you did not receive an email, please check your junk mail and spam and then send us an email so we can forward you the correct document.
- **Since the monetary raises are retroactive is any of the language retroactive too like bereavement?** Language goes into effect upon ratification unless otherwise noted, such as making the salaries retroactive to January 1 2017.
- **I know someone that worked for the school board, but has left employment prior to January 16, 2018. Will they get the raises?** The district only pays active employees at the time that ratification is finalized. This is long standing and they had their attorney review this a few years ago.

Instructional Examples:

- **Grandfather Teacher scale explained.** This settlement is for 2 years, 2016-2017 and 2017-2018. There is a scale in Appendix C for each year. If you were on experience step 14 in 2015-2016, you move to experience step 15 for 2016-2017, which reflects a \$599 increase over the 2015-2016 salary. Then in 2017-2018 you move another step to step 16 which reflects an additional \$299 over the salary from 2016-2017. If you look in the staff portal you can see your experience step in the Pay Scale Group column. It should list a number followed by the word YEARS if you are on the grandfather scale. The step movement for experience reflects the raise explained in the settlement agreement.
- A Grandfather Teacher, OT/PT, Network manager, et al, will receive a pay increase in 2016-2017 of \$599 and a pay increase of \$299 in 2017-2018 for a total increase of \$898. This will increase the salary of the employee by \$74.83 per month and they will receive a total retro check of \$749, (\$249.50 for 16-17 retro to January 1 and \$449.00 for 17-18 retro to July 1). Your actual completed years of experience should be accurately reflected each year as your salary step.
- An Annual Contract teacher on level 020 the Performance Pay Schedule with an Effective Evaluation in 2015-2016 will move to level 021, increase of \$600 for 2016-2017. They also have an Effective Evaluation in 2016-2017, will move to level 022,

increase of \$300. Total base salary increase for the 2 years is \$900. This will add \$75 to the teacher’s monthly pay once the change is implemented. This teacher will also receive a retro check for the 16-17 wages (\$300) to January 1 and the 17-18 wages (\$450) to July 1, for a total of \$750 in retro pay.

- An Annual Contract teacher on level 009 the Performance Pay Schedule with a Highly Effective Evaluation in 2015-2016 will move to level 012, increase of \$900 for 2016-2017. They also have a Highly Effective Evaluation in 2016-2017, will move to level 014, increase of \$600. Total base salary increase for the 2 years is \$1500. This will add \$125 to the teacher’s monthly pay once the change is implemented. This teacher will also receive a retro check for the 16-17 wages to January 1 (\$450) and the 17-18 wages to July 1(\$750), for a total of \$1200 in retro pay.

Comparison Chart—Settlement versus District’s last offer

- The blue column is the total change to your base salary for the 2 years of the contract. The pink column is the total retro pay for 16-17 back to January 1, and 17-18 back to July 1. The green column is the total increase that each type of employee in the Teacher CBA can see in their salary for 16-17 and 17-18.
- The white column labeled ‘District Offer’ is the total salary offered for 17-18 only. The yellow is the difference the PEA settlement offer garnered for each employee. A teacher on the Grandfather salary scale will earn \$299 more with the current settlement versus what the school board had offered during the impasse hearing.

Unit	Scale	16-17 add to base	retro Jan 1, 2017	17-18 add to base	retro Jul 1, 2017	Total New Base	Total Retro	Total w/ Retro	District Offer	Difference
Teacher	Grand	\$ 599	\$ 300	\$ 299	\$ 449	\$ 898	\$ 749	\$ 1,198	\$ 899	\$ 299
Teacher	PPF - HE	\$ 900	\$ 450	\$ 600	\$ 750	\$ 1,500	\$ 1,200	\$ 1,950	\$ 1,200	\$ 750
Teacher	PPF - E	\$ 600	\$ 300	\$ 300	\$ 450	\$ 900	\$ 750	\$ 1,200	\$ 900	\$ 300

Questions on Miscellaneous Issues

- **What is the timeline for ratification?** You will receive your ballots in the courier on January 4th. They are due back to PEA on January 16th. The counting will begin at 5 pm on Tuesday, January 16th. We will announce the results on the PEA website after the ballots are tallied.
- **I started after the 2015-2016 school year. How will I know if I am getting credit for a year?** You had to work one day more than 50% of the contract year to be counted as having worked to gain a year of experience.
- **When will we see the money?** Upon ratification, you will receive the money in your January paycheck.