

Instructional & Support Agreements Summary – Nov 2020 Ratification

The following summary is provided only as an overview. All bargaining unit members are encouraged to review closely the signed agreements which are available online at <http://myccea.net/key-documents>

ECONOMICS:

Health Insurance Board Match

The Board agrees to increase the Health Insurance Board Contribution by \$10 per month/per member beginning with the December 15th premium deductions to cover all premium increases for the 2021 year.

Instructional Salaries

The minimum teacher salary will be increased to \$46,000—all instructional staff with a base salary below \$46,000 will be improved to the new minimum salary. All instructional staff will receive at least \$1,500, including those whose improvement to \$46,000 was less than \$1,500. CCSB also agrees to work collaboratively with CCEA to review and revise, as necessary, the instructional placement schedule to ensure that newly hired teachers are not placed at a salary level higher than current teachers with the same years of experience.

Support Salaries

In addition to the annual step increase, Classified and Technical Professional Support employees will receive an additional .46/hour on their base hourly rate.

All salary improvements will be retroactive to July 1, 2020.

LANGUAGE AGREEMENTS:

Memorandum of Understanding – School Reopening

During the 2020-21 school year, the District School Board of Citrus County and Citrus County Education Association have mutually agreed to working conditions intended to promote the safety and well-being of students and staff, including:

- Safe & Sanitary Work Environment – adequate provision for cleaning supplies and sanitizer
- Personal Protection Equipment – availability of supplies for staff and students
- Authority & Protection for reasonable enforcement of safety protocols
- Prohibition on livestreaming/recording without consent
- Provision for remote work assignments during quarantine stemming from exposure at work & COVID leave options
- Board coverage of all out of pocket expenses associated with COVID testing and treatment through 12/31/20

Memorandum of Understanding – Additional Financial Considerations

The District School Board of Citrus County and Citrus County Education Association have also mutually agreed to the following temporary financial considerations:

- Suspension of Pay for Performance for 2020-21
- Guarantee of supplement pay for athletic seasons cut short by COVID
- \$1.50/hr supplement for support staff providing classroom coverage in a teacher's absence