

ARTICLE XI – COMPENSATION AND INSURANCE

A. INSURANCE

1. Beginning on December 15, ~~2025~~2024, and for the duration of this agreement, the Board's contribution shall be ~~\$626.00~~ \$606.00 per month, toward the insurance program for those employees in the bargaining unit who elect to participate in the health insurance program which becomes effective in the School System on January 1st. In the instance when an employee and the employee's spouse are both employees covered by this agreement, the Board agrees to contribute the same amount per month on behalf of each employee, without regard to whether one of the two is covered as a dependent, provided such payment does not exceed the amount of the health insurance premium.
2. Teachers on approved leave may continue the insurance benefits they enjoyed at the commencement of said leave for a period of one (1) calendar year from the commencement provided the employee pays all premiums due with no contribution or participation by the employer.
3. The Insurance Committee shall meet quarterly or a minimum of four (4) times a year. Additionally, two (2) members of the committee with the approval of a majority of the membership may call committee meetings. The membership of the committee shall proportionally reflect the make-up of the insurance pool.

B. SALARY

The parties agree that the base salary for new hires shall be in accordance with Appendix A.

The individual daily rate of pay is calculated by dividing the annual contract salary amount (exclusive of supplements) by the total number of days in the contract.

Performance pay, cost of living increases, and/or market adjustments will be negotiated annually in accordance with Florida statute.

Formula Used to Determine Performance Pay: $PFP = x(HE) + .75x(E)$

C. PAY SCHEDULE

Teachers shall receive their pay in twice monthly installments. Pay stubs are available online.

D. EXTRA DUTY SUPPLEMENT

Extra duty supplements for ~~†~~Teachers covered by this Agreement are set forth in Appendix B which is attached to and incorporated into this Agreement.

1. Supplement pay shall be included in the regular paycheck.

E. EXTENDED SCHOOL YEAR

The following calculation shall be used to determine Extended School Year compensation:

Individual Annual Contract rate divided by 196 days	= Daily rate
Daily rate divided by 7-3/4 hours (school day)	= Hourly rate
Hourly rate x hours worked	= Salary

Hours worked and planning periods of reasonable duration will be set by each administrator who has an Extended School Year program.

Upon mutual agreement between the bargaining unit member and the Administrator/Supervisor, the employees may be scheduled to work beyond their contracted days. Employees shall be compensated at their regular rate of pay for all days worked beyond their contracted days, unless otherwise outlined on the Extra Duty Rates of Pay Chart. This does not preclude employees from attending trainings on their own time without compensation.

F. HOME BOUND

Teachers of home bound students shall be paid at their hourly rate.

G. SUPPLEMENTS FOR ADVANCED DEGREES

All ~~Teachers~~ employees are eligible to receive advanced degree supplements.

For bargaining unit members hired on or after July 1, 2011, to qualify for advanced degree compensation, the advanced degree earned must be in an area of certification currently on the bargaining unit member's certificate in accordance with Florida Statute 1012.22. The application of an advanced degree that is not clearly identified on a certificate will be determined by the Human Resources (HR) Department after a review of the requesting member's transcript. The Association CCEA President will be notified of all submissions for advanced degree supplements that are denied.

Master Degree:	Add \$2,000
Specialist Degree:	Add \$3,000
Doctorate Degree:	Add \$4,000

Degree Changes: Degree changes shall be in effect as of the date the degree is granted by the college and/or university.

H. RETIREE RETROACTIVE BENEFITS

Upon written request, benefits retroactive to July 1 of the contract year will be provided for retirees. The Board will send a notification letter to the last known address of the retiree.

Title I Differential Pay

Differential pay is a \$50 supplement to all instructional staff who are assigned to a Title I eligible school. All teachers assigned to a Title I eligible school as of November 30, will receive a onetime payment on January 15, as long as mandated by statute.

I. CREST SUPPLEMENT

All instructional employees, classroom teacher aides, health room aides and secretaries/clerks assigned to CREST are eligible to receive differentiated pay in the amount of \$400 per year which will be prorated based on number of contract days completed at CREST. This check will be distributed in the employee's final check of their contract year.

J. BUS DUTYAIDES

ESE aides, by job description, are the only Support Personnel support staff designated to ride a bus to accompany students. In the event there are not ESE aides available to ride the bus, the process will be to seek volunteers from the Support Personnel support staff based on student need. Administration would manage the bus ridership first through:

- _____ 1. _____ Flex time
- _____ 2. _____ Comp time
- _____ 3. _____ Overtime

If no one from Support Personnel support staff volunteers, teachers may volunteer in exchange for flex time.

K. RETRAINING

1. The ~~Citrus County School~~ Board and the ~~Citrus County Education~~ Association will work together for the establishment of a retraining program for teachers and support staff professionals in the Citrus County School System. The Superintendent shall appoint two members to a committee (2 administrators) and the Association ~~CCEA~~ shall appoint three members to the committee. The committee chairperson shall be selected by the committee.
2. As minimum elements the plan shall include an application procedure, a set of criteria for evaluating the applications, a mechanism for identifying teachers and support staff professionals who need assistance in adding areas of certification which would increase their ability to serve district needs, and upgrading skills or subject matter as technology or content changes (i.e.

vocational teachers or math teachers learning computers or support staff professional learning computer programs that will enhance their job skills).

3. The Board will agree to designate a minimum of \$15,000 for this purpose each school year.
4. Application forms ~~are~~ will be made available at each site.
5. The parties agree that up to \$5,000 from the Retraining line may be used to pay for additional mentors each year as needed.

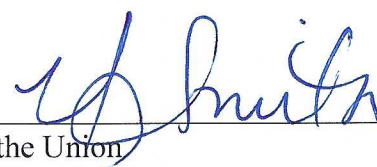
TA# 31



For the Board

10/20/25

Date



For the Union

10/20/25

Date