

MEMORANDUM OF UNDERSTANDING

Flagler County School Board and

Flagler County Educators' Association

School Year 2011-2012

This Memorandum of Understanding is being entered into between the Flagler County School Board and the Flagler County Educators' Association for the 2011 – 2012 school year and will expire on June 30, 2012. None of this agreement will be used as 'past practice' in future negotiations.

The parties agree to a reduction in days for instructional staff:

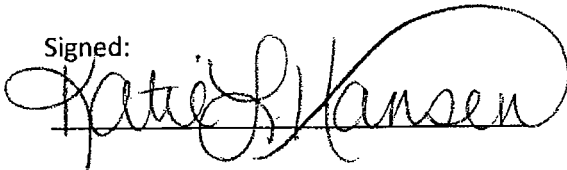
4 day reduction for 261 day instructional staff during the week of the 4th of July

2 day reduction for 216 day instructional staff; to be taken August 1st, 2011 and June 22nd, 2012
226 day instructional staff; to be taken July 25th, 2011 and June 29th, 2012

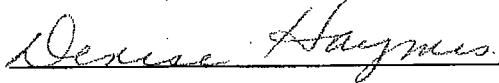
The reduction in pay to the employee shall be pro-rated across all paychecks for the fiscal year.

Administrators and / or supervisors shall not ask instructional staff to volunteer their time to get the work done.

Signed:



Katie Hansen, FCEA President



Denise Haymes, Director of Curriculum and Instruction PreK-8



Will Vargas, Lighthouse Service Unit Executive Director

Date: 6/3/11

FCEA-FCSB: Collective Bargaining (July 1, 2010 - June 30, 2013)

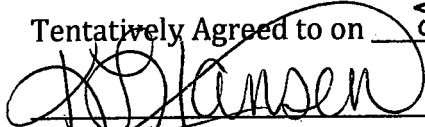
FCEA Proposal - May 2, 2011

APPENDIX J

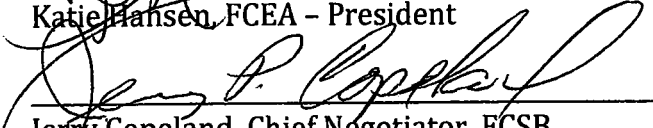
MEMORANDUM OF UNDERSTANDING

On 4 of the 6 early release days (September 21, 2011, May 9, June 6, June 7, 2012), as set by the Board for the 2011-2012 school year, the time after the student day will be for teachers to work in their classrooms. This time shall not be used for meetings of any kind. The remaining 2 early release days (December 21, 2011 and February 29, 2012) will be used at administrators' discretion.

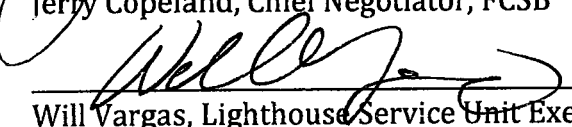
Tentatively Agreed to on 5/2/11



Katie Hansen, FCEA - President



Jerry Copeland, Chief Negotiator, FCSB



Will Vargas, Lighthouse Service Unit Executive Director

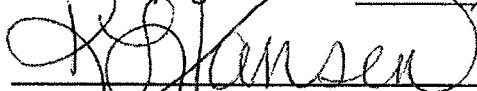
4/18/11

Memorandum of Understanding

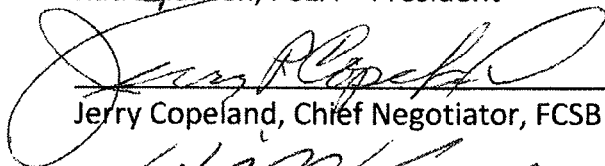
1. The parties agree to the schedule adjustment for high schools and middle schools, which moves the teacher planning outside the student day. The parties further agree that this schedule change is developmental in nature and will expire and be reviewed at the end of the 2011-2012 school year.
2. Secondary teachers shall have ~~a minimum of 50, uninterrupted, unencumbered~~ continuous minutes of planning ~~without expectations for teachers to monitor any students throughout the planning period~~ each normal student day.
3. Regarding the FCEA proposal dated April 7, 2011, pertaining to Article VI Section F, the parties agree that the school board policy number 669 will be controlling in this context and is therefore incorporated by reference as a part of this agreement except that teachers will be given the first right of refusal.
4. For Article V Section Q, retain existing language except delete the words (to 8.)

Tentatively Agreed to on

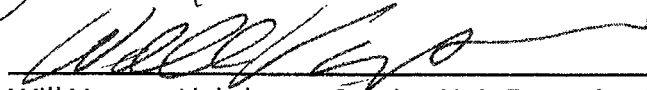
4-18-11



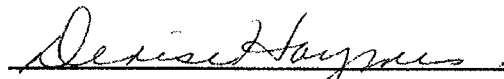
Katie Hansen, FCEA – President



Jerry Copeland, Chief Negotiator, FCSB



Will Vargas, Lighthouse Service Unit Executive Director



Denise Haymes, Director K – 8 Curriculum



APPENDIX D

MEMORANDUM OF UNDERSTANDING

On December 7, 2010 the FESPA, FCEA and the Flagler County School District negotiating team have tentatively agreed to:

Advance eligible employees 2 steps on the salary schedule effective January 3, 2011. Effective July 1, 2011 employees will advance to the next step on the salary schedule unless both parties have agreed to hold step prior to July 1, 2011.

The FESPA salary schedule will be equalized to 2% per step ending at step 15.