



**AGENDA
SPECIAL SCHOOL BOARD MEETING**

Friday, April 11, 2008 –4:00 p.m.

School Board Meeting Room

500 E. Ocean Blvd.

Stuart, FL 34994

Call to Order by the Chairman and Pledge of Allegiance to the Flag of the United States

1. **Adoption of the Agenda:***
 - A. **Additions, Deletions or Amendments to the Agenda**
 - B. **Approval of the Agenda**
2. **Open to the Public:***
3. **Ratification of 2007-08 MCEA Contract:*** Deana Newson (Ex. 3)
4. **Open to the Board:***



UPCOMING MEETINGS: Unless noted otherwise, all School Board Meetings are held at 7:00 p.m. in the School Board Meeting Room, Instructional Center, 500 E. Ocean Blvd., Stuart, FL

REGULAR SCHOOL BOARD MEETINGS

April 15, 2008-7:00 p.m.
May 20, 2008 – 7:00 p.m.
June 17, 2008 – 7:00 p.m.
School Board Meeting Room

Insurance Committee Meeting

Monday, April 28, 2008 – 3:30 p.m.
Instructional Center-Room 6
500 E. Ocean Blvd., Stuart, FL 34994

**Joint Meeting between the School Board of Martin County,
The Martin County Board of County Commissioners, and the City of Stuart**

Wednesday, June 18, 2008- 9:00 a.m.-12:00 p.m.
John F. Armstrong Wing at the Blake Library
2351 S.E. Monterey Rd., Stuart, FL 34996

169.1 PUBLIC PARTICIPATION AT BOARD MEETINGS.

The Chair shall be guided by the following policies:

(1) **Time Limit.** Public discussion, not to exceed one (1) hour, may be scheduled or unscheduled. The Board may, from time to time, waive certain procedural requirements to allow greater public participation in Board meetings. Any waiver, regardless of how frequently made, shall be narrowly construed and not cited or used by other parties seeking to invalidate such procedures or otherwise avoid their impact. Attendees shall register their intention to participate in the public portion of the meeting with the Board clerk.

(2) **Scheduled Appearances.** In scheduled appearances, any person or group shall be allowed fifteen (15) minutes for the purpose, provided such appearance has been placed on the agenda.

Hearing procedures for formal argument and presentation are governed by Bylaw 0169.1.

(3) **Unscheduled Appearances.** In unscheduled appearances, any person or group who has not made previous arrangements to be placed on the agenda may be heard for not more than five (5) minutes for an individual or group, provided there is time remaining in the public discussion.

(4) **Remarks Directed to the Board.** When several members of the public or several members of a group share similar opinions on the same issues, a representative, rather than all the members, should address the Board. Persons addressing the Board shall speak into a microphone and direct their remarks to the Board. Staff members shall not be expected to answer questions from the audience unless called upon by the Chair or the Superintendent.

(5) **Board Action.** Board action will not be taken on requests made during unscheduled appearances during the public discussion period until a later meeting unless the Board declares the matter to be an emergency.

*possible action

#exhibit available for review

+emergency item

NOTICE OF RIGHT TO JUDICIAL REVIEW

A party who is adversely affected by this Final Order is entitled to Judicial Review pursuant to Section 120.68, Florida Statutes. Review proceedings are governed by the Florida Rules of Appellate Procedure. Such proceedings are commenced by filing one copy of a Notice of Appeal with the School Board Clerk and a second copy, accompanied by filing fees prescribed by law, with the District Court, Fourth District. The notice of appeal must be filed within 30 days of rendition of the order to be reviewed. Rendition is defined as the filing of the Final Order with the Clerk of the School Board of Martin County, Florida. The agency shall accurately and completely preserve all testimony in the proceedings, and, on the request of any party, it shall make a full or partial transcript available at no more than actual cost.

Accommodations are available for persons with special needs. Please call 219-1200 X 425 for assistance



2007– 2008

Contract

Between

The School Board of Martin County

And

Martin County Education Association

Tentative Agreements and Salary Schedules for Ratification

APPENDIX B SALARY SCHEDULES

B.1 10 Month Instructional personnel 2007-2008

<i>Years Experience</i>	<i>Steps</i>	<i>Bachelors</i>	<i>Masters</i>	<i>Specialist</i>	<i>Doctorate</i>
0	1	\$37,000	\$39,220	\$41,573	\$43,926
1	2	37,000	39,220	41,573	43,926
2	3	37,426	39,671	42,051	44,431
3	4	38,024	40,306	42,725	45,143
4,5	5	38,633	40,951	43,408	45,865
6	6	39,251	41,606	44,102	46,599
7	7	39,879	42,272	44,808	47,344
8	8	40,517	42,948	45,525	48,102
9	9	41,165	43,635	46,253	48,871
10	10	41,824	44,333	46,993	49,653
11	11	42,493	45,043	47,745	50,448
12	12	43,173	45,763	48,509	51,255
13	13	43,864	46,495	49,284	52,074
14, 15	14	44,565	47,238	50,073	52,907
16	15	45,279	47,995	50,875	53,754
17	16	46003	48,763	51,689	54,615
18	17	47,786	50,653	53,692	56,732
19, 20	18	51,259	54,335	57,595	60,855
21	19	55,036	58,338	61,838	65,339
22+	20	57,237	60,672	64,312	67,952

Masters' Degree - 6% Above Bachelors' Degree
 Specialist Degree - 6% Above MA Degree
 Doctorate Degree - 12% Above MA Degree

The years of experience column is for the initial placement of new hires only.

Employees who are eligible for a step increase for the 2007-08 school year will move up one (1) step.

B.3 Athletic supplements 2007 - 2008

Base: \$37,000.

Football:	
Head Coach	15.954%
Assistant Head Coach	11.074%
Assistant Coach	9.277%
9 th Grade Coach	6.717%
Basketball:	
Head Coach	15.945%
Assistant Coach	9.277%
9 th Grade Coach	4.786%
Baseball:	
Head Coach	11.523%
Assistant Coach	6.784%
9 th Grade Coach	4.786%
Track:	
Head Coach	9.376%
Cross Country Coach	7.321%
Assistant Coach	6.439%
Meet Coordinator	1.303%
Tennis: Coach	6.784%
Golf: Coach	6.784%
Wrestling:	
Head Coach	11.523%
Assistant Coach	6.088%
Weightlifting	6.533%
Swimming:	
Head Coach	8.624%
Assistant Coach	4.984%
Softball:	
Head Coach	11.523%
Assistant Coach	6.784%
9 th Grade Coach	4.786%
Volleyball:	
Head Coach	11.523%
Assistant Coach	5.647%
9 th Grade Coach	4.786%
Soccer:	
Head Coach	11.523%
Assistant Coach	5.647%
9 th Grade Coach	4.786%
Bowling: Coach	4.492%
Cheerleading:	
Coach—Football	6.987%
Coach—Basketball	7.481%
Freshman Coach	4.492%
Drum Majorettes/Tigerettes Coach	5.88%
Flag Corp/Flag Majorettes	3.818%
Middle School:	
Basketball Coach	6.784%
Volleyball Coach	4.786%
Cheerleading	5.88%
Soccer	4.786%
Dance Corp	5.88%
Intramurals:	
High School	*Hourly Rate: \$16.27 Not to exceed \$4,000
Middle School	*Hourly Rate: \$16.27 Not to exceed \$3,019
Athletic Manager	3.818%
Summer Recreation Program	\$16.27/hour

*Same as Adult Education Rate

B.2 Negotiated instructional supplements 2007– 2008

Base: \$37,000.

Deans*	20%
Team Leaders**	12%
Director of Student Affairs*	18%
Staffing/Program Specialist**	10%
Guidance*	10%
Band:	
High School	20%
Middle Schools	12%
Assistant--High Schools	5%
Chorus:	
High Schools	20%
Middle Schools	6-10%
Class Sponsors:	
Senior Class	10%
Junior Class	9%
Sophomore Class	6%
Freshman Class	5%
Student Council:	
High Schools	6-10%
Middle Schools	3-6%
Elementary Grade Group Chairman	5%
Academic Games Sponsor (per season)	3%
Club Sponsor:	
High School--Academic and Service	2-6%
Middle School--Academic and Service	2-6%
Elementary School (after school hours)	1-3%
Western Zone Recruitment & Retention Supplement	4.5%
Peer Teacher:	
1 Year	5%
45-90 Days	2.5%
Elementary Safety Patrol	2%
District Science Fair Coordinator	8%
School Science Fair Coordinators:	
High School	3-4%
Middle School	3-4%
Elementary School	3-4%
Yearbook:	
High School	7%
Middle School	5%
High School Drama	20%
High School Periodical	3-4%
Computer Resource Person (personnel with teaching duties only)	
a. Non-teaching duties for half day or more	3-5%
b. Non-teaching duties for less than one half day	5-7%
c. Full teaching duties	8-10%
SEH, PMH, VE and Speech teachers with CCC's	5%
Challenger Center Instructional Staff	5%
Licensed Clinical Social Worker	5%

*This supplement includes an eight (8) hour workday including lunch and no planning time. Principals, at their discretion, may reduce the time on duty or restructure it to meet individual school needs.

**This supplement includes an eight (8) hour workday including lunch. Principals, at their discretion, may reduce the time on duty or restructure it to meet individual school needs.

Supplements may be split at the principal's discretion.

If a supplement is not budgeted at the school site, no bargaining unit member will be required to fill the unfunded supplement position. A bargaining unit member may choose to serve as a volunteer, but there will be no penalty for declining to volunteer.

**10-Month Instructional Personnel Salary Schedule
2007-2008**

Salary Schedule increase inclusive of steps	\$ 2,808,584
Supplemental increase as a percent of base salary	\$ 105,769
Additional cost for employment taxes	\$ 345,059
Additional cost for core insurance package	\$ 926,780
Total increase for economic package	\$ 4,186,192.60
Total package percent of increase	7.45%

ARTICLE VII TRANSFERS, REDUCTION & RECALL

VII.7 Non-Renewal

If an employee's contract is not recommended for renewal, the Board shall provide notification thereof no later than April 7 forty (40) calendar days prior to the end of the school year. If a full time instructional employee completes a contract year and is employed the first day of the next school year, there is no break in service.

MCEA TA Jeanette A. Phillips (date) 1-17-08
District TA Deane Bowler (date) 1-17-08

MEMORANDUM OF AGREEMENT
between
The Martin County Education Association
and
The Martin County School District

Tutoring Stipend and Detention Duty Stipend

The Martin County Education Association (the MCEA) and the Martin County School District (the District) have come to an agreement to increase the tutoring stipend from \$20 to \$25 dollars per hour and the detention duty stipend from \$15 to \$20 per hour. It is agreed there will be no retroactive pay for tutoring or detention duty for the 2007-08 school year. It is also agreed that the rate increase will not go into effect for pre-existing grants and agreements. Pre-existing grants and agreements will be corrected at the earliest possible date the grant comes up for renewal or is eligible for amendment.

The parties agree to add the tutoring and detention stipends to the Collective Bargaining Agreement in the 2008-09 Contract.

Helene Baxter
For the District
1-17-08
Date

Jeanette Phillips
For MCEA
1-17-08
Date

ARTICLE V WORKING CONDITIONS

V.13 Dress

Employees are expected to dress in a professional manner. Professional dress shall be defined as clothing that is neat, clean and in good repair. Professional dress includes, but is not limited to, clothing articles such as slacks, sport shirts, skirts, blouses, dresses and capris. Clothing that exposes cleavage, midriff or undergarments is not professional dress. Also, clothing made of denim that has a double-stitched outside seam, rivets, appliqué on the back pocket or is inconsistent in color is not considered professional dress.

MCEA TA Jeanette Phillips (date) 12-10-07
District TA Heleene Bayler (date) 12-10-07

**10-Month Instructional Personnel Salary Schedule
2007-2008**

** BACHELOR'S DEGREE **				
2007-08 SCHEDULE				
S T P	BACHELORS		Increase With step	PERCENT of INCREASE
	2006-07	2007-08		
	SALARY	SALARY		
1	35,000	37,000	\$ 2,000	5.71%
2	35,560	37,000	\$ 2,000	5.71%
3	36,129	37,426	\$ 1,866	5.25%
4	36,707	38,024	\$ 1,895	5.25%
5	37,294	38,633	\$ 1,926	5.25%
6	37,891	39,251	\$ 1,957	5.25%
7	38,497	39,879	\$ 1,988	5.25%
8	39,113	40,517	\$ 2,020	5.25%
9	39,739	41,165	\$ 2,052	5.25%
10	40,375	41,824	\$ 2,085	5.25%
11	41,021	42,493	\$ 2,118	5.25%
12	41,677	43,173	\$ 2,152	5.25%
13	42,344	43,864	\$ 2,187	5.25%
14	43,022	44,565	\$ 2,221	5.25%
15	43,710	45,279	\$ 2,257	5.25%
16	44,409	46,003	\$ 2,293	5.25%
17	47,786	47,786	\$ 3,377	7.60%
18	51,259	51,259	\$ 3,473	7.27%
19	55,036	55,036	\$ 3,777	7.37%
20	55,036	57,237	\$ 2,201	4.00%

** MASTER'S DEGREE **				
2007-08 SCHEDULE 6% above Bachelor				
S T P	MASTERS		Increase With step	PERCENT of INCREASE
	2006-07	2007-08		
	SALARY	SALARY		
1	37,100	39,220	\$ 2,120	5.71%
2	37,694	39,220	\$ 2,120	5.71%
3	38,297	39,671	\$ 1,977	5.25%
4	38,909	40,306	\$ 2,010	5.25%
5	39,532	40,951	\$ 2,042	5.25%
6	40,164	41,606	\$ 2,074	5.25%
7	40,807	42,272	\$ 2,107	5.25%
8	41,460	42,948	\$ 2,141	5.25%
9	42,123	43,635	\$ 2,175	5.25%
10	42,798	44,333	\$ 2,210	5.25%
11	43,482	45,043	\$ 2,245	5.25%
12	44,178	45,763	\$ 2,281	5.25%
13	44,885	46,495	\$ 2,317	5.25%
14	45,603	47,238	\$ 2,354	5.25%
15	46,333	47,995	\$ 2,392	5.25%
16	47,074	48,763	\$ 2,430	5.25%
17	50,653	50,653	\$ 3,580	7.60%
18	54,335	54,335	\$ 3,681	7.27%
19	58,338	58,338	\$ 4,004	7.37%
20	58,338	60,672	\$ 2,334	4.00%

** SPECIALIST'S DEGREE **				
2007-08 SCHEDULE 6% above Masters				
S T P	ED SPECIAL		Increase With step	% OF INCR. w/step
	2006-07	2007-08		
	SALARY	SALARY		
1	39,326	41,573	\$ 2,247	5.71%
2	39,955	41,573	\$ 2,247	5.71%
3	40,595	42,051	\$ 2,096	5.25%
4	41,244	42,725	\$ 2,130	5.25%
5	41,904	43,408	\$ 2,164	5.25%
6	42,574	44,102	\$ 2,199	5.25%
7	43,255	44,808	\$ 2,234	5.25%
8	43,947	45,525	\$ 2,270	5.25%
9	44,651	46,253	\$ 2,306	5.25%
10	45,365	46,993	\$ 2,343	5.25%
11	46,091	47,745	\$ 2,380	5.25%
12	46,828	48,509	\$ 2,418	5.25%
13	47,578	49,284	\$ 2,456	5.25%
14	48,340	50,073	\$ 2,495	5.25%
15	49,113	50,875	\$ 2,535	5.25%
16	49,898	51,689	\$ 2,576	5.25%
17	53,692	53,692	\$ 3,794	7.60%
18	57,595	57,595	\$ 3,902	7.27%
19	61,838	61,838	\$ 4,244	7.37%
20	61,838	64,312	\$ 2,474	4.00%

** DOCTORATE'S DEGREE **				
2007-08 SCHEDULE 12% above Masters				
S T P	DOCTORATE		Increase With step	% OF INCR. w/step
	2006-07	2007-08		
	SALARY	SALARY		
1	41,552	43,926	\$ 2,374	5.71%
2	42,217	43,926	\$ 2,374	5.71%
3	42,892	44,431	\$ 2,214	5.25%
4	43,579	45,143	\$ 2,251	5.25%
5	44,275	45,865	\$ 2,287	5.25%
6	44,984	46,599	\$ 2,323	5.25%
7	45,704	47,344	\$ 2,360	5.25%
8	46,435	48,102	\$ 2,398	5.25%
9	47,178	48,871	\$ 2,436	5.25%
10	47,933	49,653	\$ 2,475	5.25%
11	48,700	50,448	\$ 2,514	5.25%
12	49,479	51,255	\$ 2,555	5.25%
13	50,271	52,074	\$ 2,595	5.25%
14	51,076	52,907	\$ 2,636	5.25%
15	51,893	53,754	\$ 2,679	5.25%
16	52,722	54,615	\$ 2,722	5.25%
17	56,732	56,732	\$ 4,009	7.60%
18	60,855	60,855	\$ 4,123	7.27%
19	65,339	65,339	\$ 4,484	7.37%
20	65,339	67,952	\$ 2,614	4.00%