

## LCTA Article XXII - Payroll Deduction

22.2 An employee may authorize dues deduction by presenting an authorization card to the Payroll Department in any of the ten (10) payroll periods.

22.3 The Board agrees to deduct 1/10th of the annual dues of the LCTA from the monthly salary payments to employees who have on file a payroll deduction authorization card in accordance with the appropriate pay type payroll deduction schedule.

22.7 The District will provide LCTA with up to two (2) payroll deduction slots for the purpose of deducting premiums (after tax) for companies participating in the benefits programs sponsored by LCTA and its State and national affiliates (FEA, NEA, AFT.) All deductions shall be made on ten-payroll basis in accordance with the appropriate pay type payroll deduction schedule using a mutually agreeable deduction form to be provided by LCTA and transmitted to the common remitter(s) selected by LCTA or its affiliates for such purpose as a single check amount to each remitter each payroll period. LCTA will hold the Board harmless for any claims arising out of the use of this payroll deduction slot.



LCTA Article XXI - Compensation

HR ? (yes)

21.07 F. Credit for one year's experience shall be given for each year of verified work experience above that required for vocational certification. For full-time employees appointed after August 1, 2002, the maximum credit given under this provision is ten (10) years.

21.07 G. Private School Experience Credit.

1. Beginning with the ~~2005-2006~~ 2019-2020 school year, and subject to the provisions in paragraphs 2, 3, and 4, credit is allowed for teaching experience at private schools or institutions that are recognized by accrediting agencies that the Secretary of the United States Department of Education has determined to be reliable authorities as to the quality of education or training provided by the institutions of higher education programs they accredit have. The primary regional accrediting commissions include the Southern Association of Colleges Commission on Colleges and Schools (SACSCOC), Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges (WASC), Northwestern Association of Schools and Colleges, Northwest Commission on Colleges and Universities (NWCCU), North Central Association of Schools and Colleges, Middle States Commission on Higher Education (MSCHE), New England Association of Schools and Colleges, New England Commission of Higher Education (NECHE), and the Higher Learning Commission (HLC) or Middle States Association of Colleges and Schools accreditation. Credit shall also be allowed for certified teaching experience at schools or institutions with accreditation from agencies equivalent to that provided by the Southern Association of Colleges and Schools Commission on Colleges and Schools such as the National Academy of Early Childhood Programs, the Florida Council of Independent Schools, the Association of Independent Schools of Florida, the Florida Catholic Conference, and the Florida Association of Christian Colleges and Schools.

2. Credit shall be awarded to employees who held a valid Florida Teacher's Certificate while employed in the appropriate area with an accredited Florida private school.

3. Beginning with the 2005-2006 school year, teachers who did not hold a valid Florida Teacher's Certificate while employed in a private school or institution shall be awarded credit for each year of private school teaching experience earned in the state of Florida or outside the state, after satisfying the following conditions.

- a. The employee must establish eligibility for and be granted a Florida Teacher's Certificate.
- b. The employee must complete one year of satisfactory District teaching service and be reappointed to a District instructional position for the following year.
- c. The employee must have held a Bachelor's degree during the private school teaching experience.

d. Credit will be awarded only for those years of teaching experience during which a private school or institution was accredited by an agency recognized in paragraph 1.

An employee seeking credit for private school teaching experience under this section is responsible for providing all documentation required in order to verify that the experience meets the conditions described herein.



4. Experience credit granted under this section, and any accompanying salary increase, will be awarded effective the beginning of the contract year after which the employee satisfies all conditions in sections a. through d. but not before the beginning of the 2006-2007 school year.

H. Beginning with the 1989-90 school year, credit shall be allowed for experience as a psychologist, social worker, counselor, and for exceptional student education personnel, in public or private state-accredited hospitals, state-certified group homes for children or adults, or public or private rehabilitation centers, mental health institutes, or other similar organizations providing Medicare or Medicaid-approved services to children or adults, as well as in the Departments of Education and Children and Family Services or equivalent state or federal agencies. Such credit shall also be allowed for experience as a speech-language pathologist in the referenced organizations, beginning with the 2004-05 school year.

I. Beginning with the 2000-2001 school year, credit may be provided for professional experience in the field of education other than that described elsewhere in this section. Such experience gained from employment in areas such as educational materials development and education publishing, or with professional education organizations or education agencies or institutions, shall be evaluated by the District for its comparability to experience for which credit is granted under other provisions of this section.

#### 21.08 Advanced Degrees.

1. Adjustments to higher salary levels shall be made only upon the receipt of an official transcript signifying the award of the advanced degree, for those employees on the grandfathered salary schedule, from an institution of higher education that has Southern Association of Colleges and Schools Commission on Colleges, Western Association of Schools and Colleges, Northwestern Association of Schools and Colleges, Northwest Commission on Colleges and Universities, North Central Association of Schools and Colleges, Higher Learning Commission, New England Commission on Higher Education, Association of Schools and Colleges, or Middle States Commission on Higher Education, Association of Colleges and Schools accreditation, or the verification of appropriate experience. Salary adjustments associated with the receipt of such an official transcript or written verification of appropriate experience shall be effective retroactive to the beginning date of an employee's appointment for the academic year in which the transcript or verification is received by the Human Resource Department Personnel Office, or to the date on which the advanced degree is awarded or the appropriate experience is completed, whichever date is later.

2. Advanced Degree Supplement for Instructional Personnel Hired on or after July 1, 2011. As allowed by Florida Statute 1012.22 (only if degree is held in area of certification) for employees hired on or after July 1, 2011, an annual supplement for an advanced degree will be:

21.11(A)2. Two-Employee/Family Coverage. Each employee covered under two-employee/family coverage shall pay the individual employee's cost for single coverage.

~~The District will provide for the payment of premiums by payroll deduction for employees for such plan. The Board health insurance contribution shall be made in ten (10) installments.~~

21.18D. ~~Benefits will not be deducted from the first and last payments for employees on the 12-payment option.~~ June and July checks for 12-payment option employees will be delivered to their cost centers for distribution on the last workday of June or July. Employees may choose to have these checks mailed to their home address.

Clarification Coming on  
Both



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LCTA Article XII - Employment Practices

12.11 Break in Service. Employees who, in a school year, have earned that year of service with a effective or highly effective evaluation; who are not reappointed for the next school year; and are then rehired in the subsequent school year prior to November 30, shall be considered as having had no break in service. Employees who are rehired without a break of service in accordance with this provision shall not be reassessed the fingerprinting fee if the District can legally forgo imposing such fee by screening the existing fingerprints of such employee rather than resubmitting the employee's fingerprints.