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ARTICLE XXII
First Coast Technical College

- A. In order to support the development and implementation of the First Coast Technical College, the Board and Association agree to provide flexibility and resources to the extent possible for the implementation of the charter school.

- B. The parties agree that FCTC staff shall be given greater flexibility to develop innovative programs to meet the common goals of the Board and the Association. When such a program has the effect of deviating from the existing contract, the deviation will be negotiated prior to implementation.

- C. The following special conditions will apply to FCTC:
 - 1. All provisions of this agreement will apply to FCTC employees who are included in the bargaining unit.

 - 2. A joint committee will be composed of two (2) members of the SJEA and two (2) members of the SJESPA and two (2) members of the FCTC Administration. This group will collaborate and make recommendations regarding items outside of this contract unique to FCTC. This group will meet twice a year.

- D. If any FCTC initiative is contrary to the terms of the collective bargaining agreement, the deviation from the collective bargaining agreement will require a waiver or MOU, in writing. The contract waiver will be considered an addendum to the collective bargaining agreement, **which** must specify the contractual provisions waived, the nature and duration of the contract waiver, and the employees affected by the contract waiver and must be signed by both parties to the agreement. Any dispute as to its interpretation or application will constitute a grievance within the meaning of Article V of this agreement.

- E. Professional Employee Working Conditions:
 - 1. Planning periods are provided for the purpose of instructional planning.

 - 2. Those programs that currently require 6½ hours or more per day of student instruction and/or supervision shall be given 150 minutes of planning time during the employee workweek.

- F. Professional Employee Compensation:

Professional employees of the First Coast Technical College who are required to work beyond their 196 days contract will be compensated at their daily rate of pay. Employees working 240 days or more will be granted vacation according to current School Board Policy.