**ARTICLE XV**

**Professional Employee Term of Employment**

1. It is agreed that the term of employment for each professional employee shall be one hundred and ninety-six (196) days. The working days shall be devoted to tasks to be assigned by the principal, or other administrator designated by the Superintendent.

School psychologists will individually have a choice to work 220 days or 196 days per year. The 220 day school psychologists work calendar will include the 4 days prior to teacher pre-planning, the 196 day teacher calendar and the 20 days following post-planning. Those electing to work the 220 day calendar may have to work on additional schools cases during the 20 days following post planning. The length of the workday shall be 8 hours per day and include the working conditions in Article VI. Any additional days worked as a School Psychologist (i.e., during the summer) beyond the 220 days will be at the employee’s daily rate of pay.

1. The Association and the Board shall identify the additional programs/students that extend beyond the term of employment in A. [NOTE: Some employees of the First Coast Technical College may be assigned to a term of employment in excess of 196 days based on job requirements.] No employee currently on contract shall be required to work beyond the number of days.
2. The term of employment for professional employees described in this Agreement shall mean the regular school year.

Terms of employment which began before the term of employment in A above, or which extend beyond said term of employment, will be voluntary and paid according to advertised rates determined by the district.

1. The Association President, or designee, shall serve on the Board's "Master" Calendar Committee each school year. The Association shall select three additional teachers to serve on the calendar Committee.

The Board’s Negotiating Team and the Association’s Negotiating Team recommend that the District’s Master Calendar Committee, as referenced in Appendix A, will take the following under consideration as they develop future master calendars:

* 1. There shall be one non-student attendance day at the end of each nine weeks, which will be an unencumbered planning day. At least two days of pre-planning and one day of post-planning shall be unencumbered planning. Professional employees may flex up to one day of pre or post-planning to the other.
	2. If the District's Master Calendar Committee develops calendars that require modifications to the existing contract, appropriate Memorandums of Understanding will be developed to implement the impact of the proposed calendars.
1. Six paid holidays shall be included in the professional employee's term of employment each school year.