

**TENTATIVE AGREEMENT REGARDING PROPOSED SUPPLEMENT NO. 2  
TO THE CONTRACT BETWEEN THE SCHOOL BOARD OF COLUMBIA COUNTY  
AND THE COLUMBIA TEACHERS' ASSOCIATION, 2010 - 2013**

This Tentative Agreement regarding the proposed Supplement No. 2 to the Contract between the School Board of Columbia County, Florida (“Board”) and the Columbia Teachers’ Association, (“Association”) is entered into between the representative of the chief executive officer of the Board and the representative of the Association pursuant to Chapter 447, Florida Statutes. The Board and the Association shall collectively be referred to as “the parties.”

WHEREAS, the Board is the public employer for the teachers, and

WHEREAS, the Association is the certified bargaining unit for the teachers, and

WHEREAS, the Board and the Association ratified the Contract between the Board and the Association for 2010 – 2013, on or about, May 10, 2010.

WHEREAS, the parties’ representatives met and negotiated tentative agreements for the 2011-2012 school year identified as Supplement No. 1, subject to ratification by the Board and Association.

WHEREAS, the Association membership ratified the Supplement No. 1, tentative agreements.

WHEREAS, the Board did not ratify the Supplement No. 1, tentative agreements.

WHEREFORE, following further negotiations, and subject to ratification by the Board and the Association membership, the parties’ representatives agree as follows:

1. All the Supplement No. 1, tentative agreements will become part of the Contract between the parties with the sole exception of the deletion of the previously proposed preamble provision contained in Article XII below, subject to and effective upon ratification by the Board and the Association membership. Otherwise, this tentative agreement is identical to the tentative

agreement approved by the Association membership, but rejected by the Board in December, 2011.

2. The purpose of the deletion of the proposed preamble provision previously contained in Article XII below is to protect the School District and the teachers from potential loss of certain federal funding relating to federal Teacher Assessment requirements. A revised proposed preamble provision is substituted in this proposed Supplement No. 2.

3. The corresponding provisions of the Contract for 2010 – 2013, shall be amended or supplemented for the 2011 -2102 school year as follows:

## VI. TEACHING CONDITIONS

- W.
1. In order to allow teachers time needed to calculate grades at the end of the grading period, teachers will have until the end of the school work day, three (3) days after the last day of the grading period, to submit grades to the data processor at each school. Exceptions to this are:
    - a) final grades for seniors will be due as determined by the principal
    - b) grades will be due at the end of the day on the last day of post-planning
  2. For the school year 2011-2012, Cross Point will be used only for nine weeks grade, final grade and attendance.
  3. Three (3) representatives selected by the Association and three (3) administrators chosen by the Superintendent will help to determine which technology, software, etc. shall be used by the teachers on a daily basis. The initial meeting will commence no later than September 15, 2011, or within thirty (30) days of Ratification.
- Z. Students that have an open period/block due to enrollment in Florida Virtual School (FLVS) and/or Dual Enrollment that request to stay on campus and use District resources to do their work for those classes are able to do so due to Florida Statute. In the event that a student is placed in a teacher's classroom, a computer lab, Credit Recovery/Drop out Prevention Lab, or the media center for the purpose of monitoring internet access, the teacher shall only be responsible for this monitoring and act only in a supervision capacity in agreement with classroom, school and

district policies. The teacher will NOT be held responsible for the academic progress and/or the attendance of said student other than to require a sign in sheet so that a record is made for when said student is under that teacher's supervision. In the event that a student does not want to comply with classroom, school, or district policies, the teacher may request the student be removed from their classroom or lab.

## **VIII. GENERAL EMPLOYMENT PRACTICES**

### **H.**

The American Federation of Teachers Educational Research and Dissemination (ER&D) is a union-sponsored, researched-based professional development program. It is designed to deliver high quality professional development services by the local association with collaboration from their school district leadership. ER&D delivers scientifically based research in a focused, sustained framework that promotes the application of research-validated concepts and strategies.

It is understood and agreed to that ER&D trainers will in-service "new" teachers to the district, teachers in need, and other interested teachers.

Therefore:

- The total ER&D in-service will be 30 hours for a minimum of ten (10) people.
- There will be 10 sessions at 3 hours a session throughout the school year
- Teachers attending will receive in-service points
- Both the District and CTA will send out notification with specific dates of attendance and locations for the trainings
- The ER&D trainers will receive the current Adult and Community Schools instructional rate of pay for a total of 40 hours, which will include preparation time and actual teaching time.

## **XII. TEACHER ASSESSMENT**

Should the Florida Statutes § 1012.34 for Teacher Assessment, or any portion thereof, be overturned or amended, the parties will immediately commence negotiations to seek agreement on a successor assessment system that will not interfere with any State or Federal funding. Unless expressly prohibited, the parties will continue to adhere to the assessment system previously approved by the parties to maintain a consistent assessment system until the end of the current contract year or until a new assessment system is negotiated and ratified by the parties.

- A. All teachers shall be trained on the assessment form during pre-planning of each year and will be able to access the instrument via the internet at the Columbia County School District Website during each school year.
- B. All instructional employees will be formally assessed at least once during the year prior to the conclusion of the contract year. There shall be no limit to the number of observations, either formal or informal, made by the administration for purposes of assessment. Assessment observations may be scheduled and/or unannounced at the discretion of the administrator. All visits to the classroom may be considered part of the assessment process. At least one assessment shall be for a period of not less than thirty (30) minutes in length.
- F. Each year the Performance Evaluation System and its procedures will be reviewed. The review committee shall consist of three (3) teachers appointed by the CTA President and an equal number appointed by the Superintendent. The committee shall be co-chaired by one person appointed by the Superintendent and one person appointed by the CTA President. The committee shall begin meeting no later than September 1<sup>st</sup> and shall submit recommendations to the Superintendent and the CTA President no later than

February 1<sup>st</sup>. Teachers serving on this committee shall be provided with release time to attend the meetings. The Superintendent and CTA President shall be exofficio members.

## **G.**

### **Measurement:**

The student growth component will be measured by the percent of students meeting expectations, as identified on the data provided by FDOE. The measurement will be the aggregated total for the most recent three years. Teacher measurement will be based on the percentage of students meeting expectations as a percent of the percentage of students meeting expectations statewide.

### **Application:**

Teachers of FCAT tested subjects will have measurements based on their assigned students as calculated by the state. If both reading and math are taught, the measurements will be aggregated.

Reading Coaches and reading resource teachers without students assigned to them will have measurements based on the school-wide reading measurement.

All other teachers will have measurements based on their assigned school as calculated by the state. The measurement for reading and math will be aggregated for a school-wide score.

Teachers who are not assigned to one school site will be based on the district-wide score.

Teachers will be measured based on their teaching assignment for the 2011-12 school year. If the teacher did not complete a full year in that placement, then they will be measured by the school score.

Teachers who began after the October FTE will be measured by the school score. Teachers who were on leave when the school year started and did not return until after the October FTE will be measured by the school score.

### **Method:**

The Student Growth Component will be based on the percentage of students meeting expectations as reported by the state on FCAT. The percentage of students meeting expectations for the teacher will be compared to the percentage of students meeting expectations for the state. This will be converted to a percentage as follows:

Percentage Meeting Expectations Teacher/Percentage Meeting Expectations State= Score

No rounding of numbers. (Numbers are not rounded until the final score is provided at the end of year evaluation)

For teachers who have an N-value (number of students) equal to or less than 10, they will be measured on the school-wide score.

**Scale:**

- Score equal to 100% or greater, Highly Effective
- Score equal to 50% or greater, but less than 100%, Effective
- Score equal to 25% or greater, but less than 50%, Needs Improvement
- Score less than 25%, Unsatisfactory

**How Final Score is Derived**

Teacher Practice Piece has score of 1 to 4  
 Student Growth Piece has score of 1 to 4

Express score as a percent of 4 by dividing by 4, then multiply by 100.  
 Multiply result by 0.50 to get 50%

Do this for both scores and add results together for final.

**EXAMPLE:**

Teacher Practice =3

3 divided by 4 is 0.75. Multiply by 100 to get 75%  
 Multiply that by 0.5 to get 37.5

Student Growth =2

2 divided by 4 is 0.5. Multiply by 100 to get 50%  
 Multiply that by 0.5 to get 25.0  
 Add 37.5 and 25 to get 62.5. Round to nearest whole number which is 63.

According to scale in plan, a score of 63 equates to an overall rating of Effective

**Possible Ratings**

Teacher Practice	Student Growth	Overall
HE (4)	HE (4)	HE (100)
HE (4)	E (3)	HE (88)
HE (4)	NI(2)	E (75)
HE (4)	U (1)	E (63)
E (3)	HE(4)	HE(88)
E(3)	E(3)	E(75)
E(3)	NI(2)	E(63)
E(3)	U (1)	NI (50)
NI (2)	HE (4)	E (75)
NI (2)	E (3)	E (63)
NI (2)	NI (2)	NI (50)
NI (2)	U (1)	NI (38)

U (1)	HE (4)	E (63)
U (1)	E (3)	NI (50)
U (1)	NI (2)	NI (38)
U (1)	U (1)	U (25)

**COLLECTIVE BARGAINING AGREEMENT:**

Please be advised that the Columbia County School District and the Columbia Teachers' Association have worked together to produce the Performance Evaluation System. Our signatures below indicate our approval of the Student Growth Component for the Performance Evaluation System.

Should SB 736 or any component of this evaluation system be found to be unconstitutional or be repealed, this instrument shall be null and void.

Date: \_\_\_\_\_

Keith Couey, Chief Negotiator, Administration: \_\_\_\_\_

Kevin Doyle, C.T.A. President: \_\_\_\_\_

**APPENDIX B**

**COMPENSATORY TIME COMMITTEE  
GUIDELINES**

- 1 The Board will maintain a reasonable list of substitutes and provide funds for adequate purchase of substitute time.
- 2 Documentation of accrued time will be the responsibility of the teacher and/or school designee. Comp time carries over from year to year and can be transferred between campuses.
- 3 To be earned comp time MUST be requested in advance and approved by the Supervisor prior to the event, unless an emergency situation arises. (Comp time earned may vary at elementary and secondary.)

4. Comp time will be earned when a teacher:
  - a. Is required to sit with students during the regular scheduled lunchtime.
  - b. Subs in a classroom.
  - c. Teaches an extra class (6 out of 6 classes) without pay.
  - d. Helps with the on field Graduation Ceremony.
  - e. Is required/requested to attend an activity beyond the contract day.
  - f. Is required to prepare and/or write an IEP (ESE teachers only) beyond the 7 ½ hour work day (7 ¾ Columbia High School per SIG Grant)
  
5. A teacher who has accrued ½ day of compensatory time in any semester may request to not substitute again. Every effort will be made to honor such requests.
  
6. Comp time may be used during the school day when agreed upon by both parties and the overall operation of the school is not adversely affected. Also, comp time may be used in an emergency situation, at the principal's discretion. Teachers have the option of using comp time in lieu of sick leave. Every effort will be made to approve such time as requested by the teacher.
  
7. The items listed below were agreed upon in regards to using teachers as substitutes by the committee:
  - g. Every effort should be made to secure subs for full day teacher absences.
  - h. Allow teachers to volunteer and make available to school secretary those names.
  - i. Use paraprofessionals instead of instructional personnel when feasible.
  - j. Explore the feasibility of rewarding teachers for their good attendance.
  - k. Be cognizant of ESE staff preparing, writing and evaluating IEP's.
  
8. The items listed below are examples of when comp time is not earned:
  - a. Teacher initiated fieldtrips
  - b. Attending dances-when not acting as official chaperone.
  - c. Booster activities.
  - d. Working in classroom after school hours.
  - e. Eating lunch with students while on a fieldtrip.
  - f. Activities associated with supplemental positions.
  
9. The compensatory time/substitute committee shall continue until the parties agree to discontinue the committee.

## **MEMORANDUM OF UNDERSTANDING**

### **Committee to Study Distribution of Paychecks**

A committee composed of three (3) CTA representatives and three (3) CCSB representatives will meet to discuss the feasibility of how paychecks are distributed to employees. This will include options of 24 paychecks and/or 26 paychecks. The committee's recommendations will be brought back to both the CTA and the CCSB bargaining teams no later than January 3, 2012. Any changes in how paychecks are distributed will take place at the start of the 2012-2013 school year.

## **MEMORANDA OF UNDERSTANDING**

### **Early Dismissal**

An elementary joint committee consisting of four (4) members appointed by the Superintendent and four (4) members appointed by the Association will be formed to study the feasibility of early dismissal days for the 2012-2013 school year. A recommendation will be submitted to the school board for consideration prior to the close of the 2011-2012 school year. The committee will commence no later than September 15, 2011 or thirty days after ratification.

### **SUPPLEMENTS**

- A. Compensation will be subject to renegotiation each year and the result will be appended to and be made a part of this Agreement.
  
- B. Supplemental positions are time-limited appointments. Supplemental positions are listed in the Salary Schedule. Supplemental vacancies shall be posted for seven (7) calendar days. The vacancy notice may include but not be limited to the job title, an outline of the responsibilities, list of activities occurring outside the student day, amount to be paid, expectations and other desired attributes or goals.
  - 1. Supplements shall be offered to interested and qualified teachers within the school district. Priority consideration shall be given to qualified teacher applicants from within the school where the vacancy exists.
  - 2. If there are no teachers interested and/or qualified, non-teacher personnel may be considered for supplemental vacancies.
  - 3. Should a teacher resign or otherwise be unable to complete the duties, the salary supplement shall be prorated.
  - 4. No individual shall hold more than three supplements without the mutual written agreement of both the Superintendent and the CTA President.
  - 5. A Committee shall consist of an equal number of members appointed by the Association and the Superintendent to establish an equitable supplemental pay schedule. The Committee shall select its own officers and prepare its recommendations for the Board and Association

negotiation teams. The Committee's recommendations shall include positions to be included, number of positions, and compensation as agreed upon through the negotiation process. All recommendations of the Committee will be advisory in nature and will not be binding on the Board or Association.

**SUPPLEMENTAL SALARIES  
2011-2012**

POSITION	LOCATION LEVEL	AMOUNT
Athletic Director	High School (2)	\$3,095.00
Athletic Director	Middle School (3)	\$1,570.00
Baseball Coach	Varsity (2)	\$2,450.00
Baseball Coach	Jr. Varsity (2)	\$1,325.00
Baseball Coach	Middle School (3)	\$965.00
Baseball Coach Asst.	Varsity (2)	\$1,400.00
Basketball Coach - B	Varsity (2)	\$2,450.00
Basketball Coach - G	Varsity (2)	\$2,450.00
Basketball Coach - B	Jr. Varsity (2)	\$1,325.00
Basketball Coach - G	Jr. Varsity (2)	\$1,325.00
Basketball Coach - B	Middle School (3)	\$965.00
Basketball Coach - G	Middle School (3)	\$965.00
Basketball Coach Asst. - B	Varsity (2)	\$1,400.00
Basketball Coach Asst. - G	Varsity (2)	\$1,400.00
Bowling Coach	Varsity (2)	\$1,145.00
Cheerleading Sponsor	Varsity (2)	\$1,725.00
Cheerleading Sponsor	Jr. Varsity (2)	\$1,145.00
Cheerleading Sponsor	Middle School (3)	\$965.00
Cross Country Coach - B	Varsity (2)	\$1,225.00
Cross Country Coach - G	Varsity (2)	\$1,225.00
Dance Team Sponsor	Varsity (2)	\$1,725.00
Dance Team Sponsor	Jr. Varsity (2)	\$1,145.00
Dance Team Sponsor	Middle School (3)	\$965.00
Flag Corp Sponsor	Varsity (2)	\$800.00
Football Coach - Head	Varsity (2)	\$3,355.00
Football Coach - Head	Jr. Varsity (2)	\$2,250.00
Football Coach - Head	Middle School (3)	\$1,145.00
Football Coach - Asst.	Varsity (10)	\$2,250.00
Football Coach - Asst.	Jr. Varsity (6) 3-CHS/3-FWHS	\$2,250.00
Football Coach - Asst.	Middle School (3)	\$965.00
Flag Football – Head – G **	Varsity (2)	\$1,145.00
Flag Football – Asst. – G **	Varsity (2)	\$965.00
Golf Coach - B	High School (1) CHS only	\$1,250.00
Golf Coach - G	High School (1) CHS only	\$1,250.00

Soccer Coach - B	Varsity (2)	\$2,450.00
Soccer Coach - G	Varsity (2)	\$2,450.00
Soccer Coach - B	Jr. Varsity (2)	\$1,325.00
Soccer Coach - G	Jr. Varsity (2)	\$1,325.00
Soccer Coach - B	Middle School (3)	\$965.00
Soccer Coach - G	Middle School (3)	\$965.00
Soccer Coach Asst. - B	Varsity (2)	\$1,400.00
Soccer Coach Asst. - G	Varsity (2)	\$1,400.00
Softball Coach	Varsity (2)	\$2,450.00
Softball Coach	Jr. Varsity (2)	\$1,325.00
Softball Coach	Middle School (3)	\$965.00
Softball Coach Asst.	Varsity (2)	\$1,400.00
Swimming Coach	High School (1) CHS only	\$1,775.00
Swimming Coach Asst.	High School (1) CHS only	\$1,080.00
Tennis Coach - B	High School (1) CHS only	\$1,325.00
Tennis Coach - G	High School (1) CHS only	\$1,325.00
Track Coach – Head – B	High School (2)	\$2,000.00
Track Coach – Asst. – B**	High School (2)	\$965.00
Track Coach – Head – G	High School (2)	\$2,000.00
Track Coach – Asst. – G**	High School (2)	\$965.00
Volleyball Coach – Head	Varsity (2)	\$2,450.00
Volleyball Coach – Asst. **	Varsity (2)	\$1,400.00
Volleyball Coach	Jr. Varsity (2)	\$1,325.00
Volleyball Coach	Middle (3)	\$965.00
Weightlifting Coach – B	High School (2)	\$1,515.00
Weightlifting Coach – G	High School (2)	\$1,515.00
Weightlifting Coach Asst. – B	High School (2)	\$1,325.00
Weightlifting Coach Asst. – G	High School (2)	\$1,325.00
Wrestling Coach	Varsity (2)	\$1,975.00
Wrestling Coach	Jr. Varsity (2)	\$1,325.00
Wrestling Coach	Middle School (2) 1-LCMS/1-RMS	\$965.00
Student Activities Director	High School (2)	\$3,095.00
Band Director	High School (2)	\$3,850.00
Band Director	Middle School (2)	\$2,340.00
Chorus Director	High School (2)	\$1,420.00
Chorus Director	Middle School (2)	\$760.00
Drama Coach	High School (2)	\$870.00
Yearbook Sponsor	High School (2)	\$990.00
Yearbook Sponsor	Middle School (2) 1-LCMS/1-RMS	\$560.00
ROTC	High School (3) CHS only	\$1,145.00
CIT Chair	Countywide (6)	\$1,000.00
FFA Sponsor	Middle School (3)	\$750.00
FHA Sponsor	Middle School (3)	\$750.00
Student Council Sponsor	Middle School (3)	\$560.00
SAC Chairpersons	1 Per School (13)	\$675.00
Special Olympic Coaches	Countywide (10)	\$300.00
Special Olympic Coordinator	Countywide (1)	\$600.00
Class Sponsor – Senior	High School (2)	\$670.00

Class Sponsor – Junior	High School (2)	\$650.00
Class Sponsor – Sophomore	High School (2)	\$275.00
Class Sponsor – Freshman	High School (2)	\$275.00
FFA Sponsor – Jr. Chapter	High School (2)	\$750.00
FBLA Sponsor	High School (2)	\$200.00
L1 FHA Sponsor	High School (2)	\$750.00
L1 FHA Hero	High School (2)	\$950.00
L1 FFA Farm	High School (2)	\$1,500.00
L1 FFA Sponsor	High School (1)	\$750.00
L1 HOSA Sponsor	High School (2)	\$750.00
L1 HOSA Sponsor*	Middle School (1) FWMS Only	\$750.00
L1 Criminal Justice	High School (2)	\$750.00
L1 VICA	High School (2)	\$750.00
L1 Academic Team	High School (1) CHS only	\$750.00
L2 BETA Club	High School (2)	\$325.00
L3 LEO	High School (1) CHS only	\$200.00
L3 Key	High School (1) CHS only	\$200.00
L3 NHS	High School (2)	\$200.00
L3 FEA	High School (1) CHS only	\$200.00
L3 SADD	High School (1) CHS only	\$200.00
L3 Mu Alpha Theta	High School (2)	\$200.00
L3 PEP	High School (1) CHS only	\$200.00
L3DCT	High School (2)	\$200.00
L3 CBE	High School (2)	\$200.00
L3 Dance	High School (1) CHS only	\$200.00
L3 Literary Magazine	High School (1) CHS only	\$200.00
L3 Peer Mediation	High School (1) CHS only	\$200.00

\*Contingent upon availability of grant funding.

\*\*Contingent upon availability of appropriate funding.

#### CTA BENEFITS

The Board contribution of 5,500 will remain the same for the 2011-2012 school year.

Memorandum of Understanding  
School Improvement Grant Expenditures  
2011-2012

This memorandum of agreement between the CTA and the CCSB ensures that all expenditures used below have been secured through the SIG Grant and will be used for the 2011-2012 school year. Any additional positions added through the SIG Grant must not be a financial impact to general fund for the 2012-2013 school year budget.

**1003G Regular Funds**

Recruitment/Retention/Performance	100,000
Substitutes for Professional Development	<u>16,883</u>
<b>Total</b>	<b><i>\$116,883</i></b>

**1003G ARRA Funds**

Reading Teachers	67,746
Retirement	3,326
Social Security	5,183
Health	11,000
Extended Day Teachers	111,640
Retirement	14,022
Special Education Teachers	9,401
Benefits	1,181
Vocational Teachers	17,838
Benefits	2,241
Guidance Counselors	10,021
Benefits	1,259
Media Specilaist	3,793
Benefits	477
Attendance Incentives	22,500
Bottom Quartile Incentives	10,000
Summer Bridge Program Teachers	13,000
Paraprofessionals	3,575
Retirement	639
Paraprofessional Retirement	176
Paraprofessional Social Security	273
Teacher Social Security	995
Grade Level PBS Coordinators	2,850
Supplies	15,894.16
NGCAR-PD	13,200
Professional Development Stipends	5,323.89
Math/Science Coaches	71,807
Retirement	3,526
Social Security	4,704
Insurance	11,000
Professional Development Travel	14,063.95

Administrator Extended Day	8,724
Benefits	582
Bus Driver Salary	63,635
Retirement	3,125
Social Security	4,868
Insurance	27,500
Fuel	46,000
Repair	12,500
Substitute Drivers	22,372
Total	\$642,410

Teacher Experience Grid					
As of October 31, 2011					
Step	Schedule				
0	32,400	32,750			
1	32,400	32,775		<b>25</b>	<b>Recognizing 25 years of service</b>
2	32,720	32,850		<b>25A</b>	<b>Now included in 25B</b>
3	32,720	33,195		<b>25B</b>	<b>25 years of Service prior to 7/1/2010 &amp; 11</b>
4	32,780	33,270		<b>25C</b>	<b>25 years of service prior to 7/1/09</b>
5	33,190	33,430		<b>25+G</b>	<b>Frozen step for those Receiving \$400</b>
6	33,560	33,890			differential pay at 6/30/07 - no additions to
7	34,000	34,260			this classification for 2007-08; 2008-09;
8	34,570	34,750			2009-10; 2010-11 or 2011-12
9	35,220	35,370			
10	35,900	36,020			<b>\$2,800 FOR RANK II OR MASTER'S DEGREE</b>
11	36,800	36,800			<b>\$3,950 FOR RANK I-A OR SPECIALIST DEGREE</b>
12	37,770	37,800			<b>\$5,150 FOR RANK I OR DOCTORATE DEGREE</b>
13	38,810	38,770			
14	39,840	39,810			
15	40,880	40,840			Explanation for reading the movement:
16	41,900	41,880			A teacher currently on step 3 will move to step 4 pending ratification
17	42,940	42,900			of contract.
18	43,980	43,940			New Hires with previous teaching experience will be moved 1 step
19	45,000	44,980			upon ratification of contract.
20	46,040	46,000			
21	47,080	47,040			
22	48,110	48,080			FRS retirement is based on "actual earned" years of service
23	49,130	49,110			
24	50,160	50,130			
25	51,220	52,250			
25B	53,280	54,150			
25C	55,450	56,450			
25G	56,040	56,940			

Proposal -11-15-2011

For the CTA

For the Board

\_\_\_\_\_  
Association Representative    Date

\_\_\_\_\_  
Chief Executive Officer Representative    Date

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In witness thereof, the aforesaid parties have hereunto ratified and executed this Supplement # 2 to the Contract between the School Board of Columbia County and the Columbia Teachers' Association, 2010 -2013 for the 2011 – 2012 school year on the \_\_\_\_\_ of \_\_\_\_\_, 2012, effective July 1, 2011.

COLUMBIA TEACHERS' ASSOCIATION

SCHOOL BOARD OF COLUMBIA CO.

\_\_\_\_\_  
Kevin Doyle, President

\_\_\_\_\_  
Steve Nelson, Chairman

\_\_\_\_\_  
Rich Grady, CTA Bargaining Agent

\_\_\_\_\_  
Michael Millikin, Superintendent

\_\_\_\_\_  
Betty Sauls, Chief Negotiator

\_\_\_\_\_  
Keith Couey, Chief Negotiator