BOARD APPROVED
Apr 12, 2011

Tentative Agreement Between
The DeSoto County Teachers' Association and The School Board of DeSoto County
For the 2010-2011 Contract Year

Tentative Agreement reached on February 9, 2011

- Employee Compensation Plan: Section 5 Professional Development Educational Supplements
- Master Contract: Article 27, Salaries

Tentative Agreement reached on March 2, 2011

- Teacher Planning Time Block
- Monetary

Tentative Agreement Between
The DeSoto County Teachers' Association and The School Board of DeSoto County
For the 2010-2011 Contract Year

Employee Compensation Plan

Section 5 Professional Development Educational Supplements
Teacher Evaluation Procedures

All advanced degrees which conform to at least one of the criteria will qualify for the new supplement of $3200. Degrees earned after December 31, 2007 which do not conform to at least one of the criteria will not qualify for any supplement. Employees who currently hold non-qualifying degrees and are receiving a supplement for those degrees will continue to receive their current supplement of $2559 without any future increases. Employees who have earned more than one qualifying degree are entitled to receive only one advanced degree supplement.

Master Contract

Article 27, SALARIES:

ARTICLE 27

SALARIES

Section 1 **Employee Compensation Plan**
The salary of each teacher covered by this Agreement is set forth in the appendix which is attached hereto and made part hereof.

Section 2 **Method of Payment**

a. **Number of Payments**
Each teacher will be paid in 26 installments. ~~Staff has the option of having 20 annual pay periods instead of 26 with the following stipulations.~~
~~(1.) A minimum of 5 instructional staff members must request the 20 day period option.~~
~~(2.) Only staff members whose contract year is 196 days or less shall be eligible for this option.~~

b. **Pay Days**
Pay days shall be bi-weekly.

c. **Exceptions**
1) When a pay day falls on ~~or during a school~~ a bank holiday, ~~regularly scheduled vacation or weekend,~~ teachers shall ~~receive their paychecks~~ be paid on the preceding workday.

~~2) Pay checks shall be released to the schools by 10:30 a.m. each pay day.~~

d. Final Pay

Each teacher shall receive his final pay ~~check(s)~~ on the last work day.

e. Withholding of Pay

~~Payment of salaries~~ Payment for work days completed shall not be withheld for punitive reasons. ~~The principal or other authorized person may withhold the final check if the teacher has missed workdays represented in that check and subsequent to the preparation and delivery of the check to the principal. A corrected check shall be delivered to the teacher as provided in section f. below. Withholding of checks for failure to submit health examinations, check x-ray or tuberculin patch test, or to provide the personnel department with the date of appointment for examination is not considered punitive.~~ The payroll specialist may withhold the direct deposit of a final payment, when notified by the Principal of other authorized personnel, to make adjustments necessitated by teacher absence during the final pay cycle. Payment of the corrected amount shall be made to the teacher as soon as possible and within five (5) days of notification of the needed correction.

f. Payroll Errors

Necessary corrections of payroll ~~checks~~ errors shall be made within five (5) days of notification.

g. Employment Verification

Instructional employees have up to ninety (90) days to furnish verified experience for the current year. Verifications received after ninety (90) days will not be credited until the following school year.

TENTATIVE AGREEMENT WAS REACHED ON THE ABOVE ON FEBRUARY 9, 2011.

DeSoto County Teachers' Association

Tom Morgan, President

School Board of DeSoto County

Laurie Albritton, Chief Negotiator