

PROPOSED CLASSIFIED BARGAINING UNIT
CONTRACT LANGUAGE CHANGES

Note: Below are the actual proposed changes to your Classified Bargaining Unit Agreement. Only those articles or sections containing changes are included. You may assume that any language that does not appear remains unchanged. Please take the time to read all the proposed changes very carefully.

Key: Underlined text is new contract language

~~Strikethrough~~ text is existing contract language that is to be deleted

Regular text is existing contract language that is to remain as is

ARTICLE IX – SALARIES

A. Salary Schedules

The salary of each employee covered by this Agreement is set forth in Appendix A, which is attached hereto and made a part hereof.

B. The ~~2014-2015~~ 2015-2016 school year salary agreement is as follows:

~~1. All employees other than those receiving an overall Unsatisfactory rating in the 2013-14 school year will receive a performance supplement equal to 2.5% of their daily rate of pay. Any employee receiving the performance supplement will be paid one half of the supplement on his or her December 31, 2014 paycheck and the remainder on his or her June 15, 2015 paycheck. To qualify for the December performance supplement payment, the employee must be in a paid status during the pay period of November 29 – December 11, 2014. To qualify for the June performance supplement payment, the employee must be in a paid status during the pay period of May 17, 2015 – June 1, 2015.~~

~~In the event the base student allocation equals or exceeds \$4,164 for the 2015-16 school year, 1.25% will be added to the salary schedules effective July 1, 2015.~~

1. The overall classified salary settlement for the 2015-16 school year will be a salary increase of not less than 2.5%, retroactive to July 1, 2015. This increase will be paid in the following manner: employees on Step 29, will receive a one-time supplemental payment equal to this amount as will employees hired after July 1, 2014. Employees must be in active duty status at the time of payment to be eligible to receive payment. Employees currently placed on Step 28 and below will receive payment for unpaid steps or some combination of the two in lieu of the 2.5% one-time supplemental pay. Classified employees will be paid up to three steps for steps not credited but for which she or he was entitled to (as specified elsewhere in this Agreement) for the 2011-12, 2012-13, and 2013-14 school years. Specifically, employees owed three steps for those years will be granted three steps, those owed two for those years will be granted two

steps and receive a .5% one-time supplemental payment, and those owed one step for those years will be granted one step and receive a 1.5% one-time supplemental payment. These one-time supplemental payment amounts are paid on normal salary.

2. Salary and longevity schedules are included as part of this Agreement and appear in Appendix A, contained herein.
3. Step raises are negotiable yearly.
5. Final Pay

~~Each 186 and 196 day employee will receive three paychecks by June 15th. The remaining paychecks shall be disbursed to the employee no later than June 30th.~~

~~Each 220 day employee will receive two checks by June 15th and the remaining paychecks will be distributed to the employee by June 30th.~~

When an employee separates employment from the Board, they will be paid on the next pay period for all contracted duty days worked through the effective date of separation.

ARTICLE X – WORKDAY

- B. The normal workday and workweek (excluding lunch) for full-time employees will be 7.5 hours per day and 37.5 hours per work-week except as indicated below:

<u>Job Classifications</u>	<u>Per Day</u>	<u>Per Week</u>
Telecommunications Dept. (9060)	8.0	40.0
<u>Food Service Assistant I</u>	<u>4 (minimum)</u>	<u>16 (minimum)</u>
Food Service Assistant II	7.0	35.0
Food Service Manager & Interns	8.0	40.0
Custodial Personnel	8.0	40.0
Maintenance Personnel	8.0	40.0
Transportation Personnel	4.0 (Min)	20.0 (Min)
Transportation Maintenance Personnel	8.0	40.0
Clerical/Monitorial Aides	Variable	Variable
<u>Building Inspectors</u>	<u>8</u>	<u>40</u>

In the case of aides, (with the exception of clerical/monitorial aides), the duty day will be extended effective with the beginning of the 2006-2007 school year, assuming successful passage of a general fund millage election by no later than June 30, 2006. Should a general fund millage election not pass by that date, the paraprofessional and teacher aide duty day will revert back to seven (7) hours.

- C. All employees working four hours or more will receive a 15-minute break. Those employees working seven hours or more per day will receive two 15-minute breaks. Employees working a regular duty day longer than 8 hours will receive two 20-minute breaks per day.

ARTICLE XXIX - KIDS UNDER THE WEATHER

- ~~A. The School Board shall provide the services of the “Kids Under The Weather” program currently in existence at Sarasota Memorial Hospital and the “Sniffles and Such” program currently in existence at Venice Hospital or another program mutually agreeable to the parties.~~
- ~~B. This service to employees is only in effect during workdays of the employee. Weekends, holidays, winter recess, absences, or summer vacation periods are not covered unless the employee is in a work status during these periods.~~
- ~~C. The Board shall only provide this service for the period from one hour before to one hour after the employee’s duty day. The employee must bear the costs associated with picking up his/her child later than five o’clock pm.~~
- ~~D. Employees shall only utilize this service on days in which they report to duty.~~
- ~~E. Failure to comply with Sections C or D twice during a semester (1/2 year) will result in loss of this benefit for the following semester (1/2 year).~~

APPENDIX A – SALARY SCHEDULES

SALARY SCHEDULE CATEGORIES:

SSP-9 Elementary, Middle School Bookkeepers and Bookkeepers at schools less than 300 students, SCTI and Adult Education Bookkeepers, Small Account Department Bookkeepers, Department Secretary / Bookkeeper, Secretary to Director, Interpreter (with AA/AS degree or 60 semester hours and EIE I certification.), Planning Technician

MAINTENANCE

~~Group M1~~

~~Groundsperson, Delivery person, Printer, Warehouseperson, Mechanic's Helper, Security Monitor, Mail Room, Clerk~~

~~Group M2~~

~~Utility Maintenance, Equipment Repair Technician, Equipment/Appliance Repair, Carpenter, Locksmith, Painter, Off-set Press Operator, Upholstery Repair~~

~~Group M3~~

~~Electrician, HARV Technician, Plumber, ASE Certified Mechanic, Food Service Equipment Repair, Cabinet Maker, Telecommunications Technician, Computer Equipment Repair Technician, Inventory Control Technician.~~

Lead Man - Appropriate schedule + 10%

Implementation:

1. Tool Allowance:

The various tool allowances will be paid as compensation once annually to maintenance employees certified as eligible by the appropriate Director as follows:

Trades Helper	\$200	\$400	
Grounds Person	\$200	\$400	
Grounds Helper	\$0	requests to be provided by district	\$400
Painter	\$0	requests to be provided by district	\$400
HVAC Maintenance Mechanic	\$200	\$400	
Utility Maintenance	\$400		
Equipment Mechanic	\$400		
Small Appliance Repair	\$400		
Food Service Repair	\$400		
Lock and Key Tech	\$200	\$400	
Cabinet Maker	\$200	\$400	
HVAC Mechanic	\$400		

Plumber	\$400	
Electrician	\$400	
Carpenter	\$400	
Multi-trade Lead	\$400	
Mechanic (Transportation)	\$400	
Mechanic Helper (Transportation)	\$200	\$400
Pain and body Tech (Transportation)	\$400	
Upholsterer	\$200	\$400

*Current painters and grounds helpers will be grandfathered in the former amount as long as they remain in the position.

APPENDIX B – FOOD AND NUTRITION SERVICES CAREER LADDER

K. Training requirements

(1) Food and Nutrition Services Managers. For the 2015/2016 school year only, all managers must complete six hours of annual continuing education/training. Beginning school year 2016/2017 all managers must complete at least ten hours of annual continuing education/training.

All Other Food and Nutrition Services Staff. For the 2015/2016 school year only, all staff must complete four hours of annual continuing education/training. Beginning school year 2016/2017 all staff must complete at least six hours of annual continuing education/training.

(2) A portion of this training will occur outside the normal contract year (immediately prior to the start of the school year). Any hours worked outside the normal school year will be compensated at the employee’s normal hourly rate of pay.

APPENDIX N– JOB CLASSIFICATIONS

Aides

College and Career Center Coordinator
Paraprofessional Aide Behavior Technician

Construction

Planning Technician

Curriculum

Digital Instructional Materials Technician

Finance

Accountant, Degreed - FNS

Bookkeeper Specialist

Finance Specialist

Payroll Specialist

Information Services

Business System Assistant

Business System Coordinator

Business System Support

Data Management Coordinator

Database Coordinator

Database Engineer

Instructional Technology Technician

Project Management Coordinator

Project Management Support

Statistical Data Analyst

System Administrator

Telecommunication System Coordinator

Telecommunications System Technician

Maintenance

Electro-Mechanical Gas Equipment Technician

Office

Administrative Assistant II, Bilingual

Administrative Assistant II, Department of Safety and Security

Administrative Assistant II, School Choice

Administrative Assistant III, Curriculum & Instruction
Administrative Assistant III, Bookkeeper, Communications & Community Relations
Administrative Assistant III, Preschool Director
Bookstore Operator, STC
Charter School Assistant
Graphic Designer
Media and Instructional Materials Support
Outreach Specialist
Procurement & Record Document Specialist
Registrar Coordinator
Secretary I - Bilingual
Secretary I - Media and Instructional Materials
Test Distribution Center Clerk

Safety & Security

Security Systems Network Engineer