



## PROPOSED ACTUAL LANGUAGE 2016-17 SRP MASTER CONTRACT

### ARTICLE III

#### Section A – Implementation

1. SAME.
2. SAME.
3. SAME.
4. SAME.
5. SAME.
6. SAME.
7. SAME.
8. SAME.
9. SAME.
10. A roster of all SRP assigned to a school or district office department shall be provided to the Union worksite representative by the principal or district office department by September 10, and revised rosters shall be provided when issued. Each member of the bargaining unit will receive a directory of all personnel by November 15 of each school year. This directory shall contain an alphabetical list of all employees as well as a list of employees by school and district office department. The Board and Union agree that an electronic directory of all personnel will be available on the district's single sign-on, myPaseoConnect network. This directory will list employees alphabetically by school or department and will be updated regularly. Employees will have the opportunity to opt out of having their personal contact information listed in the directory. The availability of this directory will replace the distribution of a paper copy of a directory distributed in prior years. Copies of this directory shall not be provided by the Board or Union to any outside parties for commercial or solicitation purposes.
11. ~~Following ratification, copies of all agreements and addenda thereto between the parties shall be distributed to the worksite by the Union and the Board. The Union will distribute a copy to each employee covered by this Agreement. After the distribution, the Union will make every effort to distribute this Agreement to SRP hired after each year's initial distribution within twenty (20) working days of the date the SRP is approved by the Board. The Board and the Union will mutually arrange for printing of the Agreement. The Board shall contribute one-half (1/2) the cost of printing copies of the Agreement. The parties will mutually agree to the specified number of copies and to the size, format, and cost of the copies.~~  
The Board and Union agree, following ratification, that all Agreements and addenda will be available on the Board's and Union's respective websites. The Board and Union will each be responsible for the printing of the number of copies of the Agreement they wish to order, by a vendor of their choice.

### ARTICLE VII – WORKING CONDITIONS

#### Section B – Position Vacancies

1. ~~Whenever a SRP vacancy occurs in the school district, the Board shall publicize the same by giving written notice to the Union and by providing for appropriate posting in all worksites, to include posting in the Food and Nutrition Services work area. All job advertisements/vacancy notices shall be available on the District's website.~~
2. SAME.

#### Section J – Paid Holidays

1. All SRP shall receive seven (7) ~~six (6)~~ paid holidays if they work a full work year for their position. Those SRP who work less than a full work year shall receive the paid holidays that fall within their period of employment. If a SRP is in a non-paid status both before and after a paid holiday, he/she shall not receive pay for the holiday.

### ARTICLE VIII – LEAVES OF ABSENCE

#### SECTION A - Rules Governing

1. Same.
  2. Same.
  3. Same.
  4. Any SRP on approved, extended leave who returns to the position held prior to going on leave without a break in service shall be placed on the appropriate salary range step upon return. If the SRP does not return to the position held prior to going on leave or if there is a break in service, salary range step placement shall be governed by the rules in effect at the time of rehire. However, those SRP returning from Military Leave within the time legally stipulated shall be advanced to the appropriate position on the salary range schedule as if they had been in actual service in the district.
  5. a) ~~Positions at the SRP's worksite at the time of beginning a leave shall be held for SRP who are granted unpaid leave under the following conditions:~~
    - 1) ~~Unpaid Health Sick Leave not to exceed one hundred and ten (110) twenty (20) working days, and, if eligible for Health Leave, the first ninety (90) days of such leave. If eligible, up to twelve (12) weeks or sixty (60) days of Family and Medical Leave (FMLA Leave) will run concurrently;~~
    - 2) ~~Child Rearing Leave for up to one hundred and ten (110) working days one-half (1/2) the work year of the SRP. If eligible, up to twelve (12) weeks or sixty (60) days of Family and Medical Leave (FMLA Leave) will run concurrently;~~
    - 3) ~~Military Leave for the period of time obligated to serve in accordance with applicable law;~~
    - 4) Same.
    - 5) Same.
    - 6) Same.
    - 7) Same.
    - 8) ~~Unpaid Personal Leave not to exceed nine (9) workdays for circumstances not covered by 1 through 7. In cases of documented family problems, household emergencies, and/or legal business which necessitates the SRP being absent from work, an additional eleven (11) days of unpaid Personal Leave may be granted. The supporting reasons for such additional unpaid Personal Leave must be submitted in writing.~~
    - 8) ~~A SRP's paid leave will run concurrently with unpaid leave. The Americans with Disabilities Act of 1992 will also be taken into consideration with employee leaves.~~
  - b) ~~Upon request, a SRP shall be granted any unpaid leave listed in Article VIII, Section C-Unpaid Leaves under the provisions stated therein for which he/she qualifies for a period up to one year, but his/her position shall not be held except for SRP who are granted Civic Participation Leave, Education Leave, Military Leave as described in (5)(a)(3), FMLA Leave, or Union President's and Union-designated leave. Further, no extension of leave beyond one (1) year shall be granted except for Civic Participation Leave, Military Leave, or Union President's and Union designated leave.~~
  - c) ~~If it is necessary to remain on leave in excess of 110 days, the employee's status will be changed to "Human Resources on Assignment." That designation will remain for the remainder of the current year and if necessary, the entire following school year. If the employee is able to return before the end of the second school year, they will be given an opportunity to apply, as an internal candidate, with no break in service or a need to be re-fingerprinted. In the event the employee is still unable to return after the second year being "human resources on assignment" they will be released from employment from the District.~~
6. ~~Positions shall not be held for SRP on extended, unpaid leave except as provided above, and it is understood that the person returning from leave under these conditions shall be returned to the same position held upon applying for such leave if the position exists. Persons hired to replace SRP who are on extended, unpaid leave and whose position is being held will be notified prior to employment that their appointment is only for the period of time that the SRP is on leave. In the event that the SRP does not return from leave or extends his/her leave and no longer qualifies for the position to be held, the person occupying the position shall continue in the position. Prior to recommending approval of an extended, unpaid leave, the worksite supervisor shall inform the SRP in writing whether or not his/her position will be held for the return of the SRP from leave. If the position will not be held, the SRP will be terminated at the end of his/her leave. However, a SRP will be given consideration for other positions for which he/she may be qualified when he/she is ready to return from leave.~~
  7. a) ~~If a SRP has exhausted all paid leave and is still unable to work because of personal illness or injury, he/she will be granted unpaid Health Sick Leave for a period not to exceed twenty (20) additional workdays, and his/her position will be held, up to a total of one hundred and ten (110) days for paid and unpaid leaves combined. If the SRP is still unable to return to work at that point, he/she shall be granted Health Leave under the provisions contained in Article VIII, Section C-5. If the SRP is unable to return to work after the first ninety (90) days of Health Leave, his/her position will no longer be held.~~
  - b) ~~Paid and Unpaid leave granted under the provisions of Article VIII, Section C-7 a) 5), Family and Medical Leave (FMLA), based on the serious health condition of the SRP, will be counted toward the days available for unpaid Health Leave, and will be counted toward the one hundred and ten (110) ninety (90) days of Health Leave in which a SRP's position will be held.~~
  - c) ~~Should a SRP be granted FMLA Leave due to the SRP's serious health condition, and such leave be granted beyond the first ninety (90) days of unpaid Health Leave, the SRP's position will be held until the conclusion of his/her approved FMLA Leave. If the SRP is unable to return to work after the conclusion of the approved FMLA Leave, his/her position will not be held.~~

8. A SRP who is absent without leave on a temporary basis shall not be subject to loss of pay and/or subject to reprimand or dismissal if said absence is beyond the individual's control and the SRP is unable to notify the worksite supervisor or designee and said SRP is eligible for paid leave during his/her absence. Upon request by the worksite supervisor or designee, reasonable documentation, if the situation permits, and/or explanation will be furnished by the SRP at the earliest possible time.
9. When a SRP receives an unpaid leave of absence after the beginning of the second semester that extends to the end of the school year, the number of days remaining to be paid to the SRP shall be divided by the number of days in the SRP regular payroll check to determine the number of pay periods for which the school district will pay benefits except as provided for FMLA Leave.
10. When bus routes are picked at the beginning of the school year, a Bus Driver or Transportation Assistant on extended leave for whom a position is not being held who wishes to return from leave and is otherwise qualified to pick a route will be permitted to do so in regular seniority order provided that a vacant Bus Driver or Transportation Assistant position exists at that time.

### SECTION C - Unpaid Leaves

Positions shall be held for SRP who qualify for unpaid leave under the conditions as described in Article VIII -- Leaves of Absence, Section A - Rules Governing, subparagraphs 5 and 6. ~~A SRP's paid leave will run concurrently with unpaid leave. The Americans with Disabilities Act of 1992 will also be taken into consideration with employee leaves.~~

#### 1. Child Rearing Leave

- a) Same.
- b) Requests for such leave shall be made in writing to the Office for Human Resources and Educator Quality of the Superintendent at least thirty (30) days, when possible, prior to the commencement of the leave.
- c) The SRP's position shall be held for up to one hundred and ten (110) working days ~~one-half (1/2) the SRP's work year.~~
- d) Same.

#### 2. Military Leave

- a) All SRP drafted for military service or called to active duty with reserve components shall be granted a leave of absence in accordance with applicable law, without pay for the period of time obligated to serve except as provided in Section 115.07, Florida Statutes. A copy of the military orders shall be attached. Effective July 1, 1987, the "annual period" referred to in Section 115.07, Florida Statutes, shall be from July 1 through June 30.
- b) The SRP's position will be held for the time obligated to serve up to 110 days. After 110 days, a position for the SRP will be held in the District but his/her position at a specific worksite at the time of beginning leave will not be held.

#### 3. Education Leave – Same.

#### 4. Civic Participation Leave – Same.

#### 5. Health Leave

- a) Same.
- b) Unpaid leave granted under the provisions of Article VIII, Section C 7 a) 5), Family and Medical Leave (FMLA), based on the serious health condition of the SRP, will be counted toward the days available for Health Leave, and will be counted toward the 110 ninety (90) days of Health Leave in which a SRP's position will be held.
- c) ~~Positions shall be held for SRP who qualify for unpaid Health Leave for the first ninety (90) days of such leave. However, should a SRP be granted FMLA Leave due to the SRP's serious health condition, and such leave be granted beyond the stated provisions for Health Leave, the SRP's position will be held until his/her entitlement for FMLA Leave be exhausted.~~

#### 6. Extended Personal Leave – Same.

#### 7. Family and Medical Leave Act (FMLA)

- a) ~~The Board will grant an eligible employee (as defined in subparagraph c) of this section up to a total of twelve (12) weeks of leave in a twelve (12) month period (July 1 through June 30, as defined in subparagraph b) in accordance with the regulations pursuant to the Family and Medical Leave Act of 1993, of this section for one or more of the following reasons:~~

- 1) the birth of a child of the employee and care following the child's birth.
- 2) the adoption of a child by the employee including the events and process leading to adoption, and care following the adoption.
- 3) the placement and/or care of a child in the foster care of the employee.
- 4) the care of a child, spouse or parent of the employee who has a serious health condition (as defined in Part a) 5). For purposes of this paragraph: (a) the term "spouse" means a husband or wife as defined or recognized under State law for purposes of marriage; (b) the term "parent" means a biological parent or an individual who stands or stood *in loco parentis* to an employee when the employee was a child – this term does not include parents "in law"; (c) the terms "son" or "daughter" mean a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis*, who is either under age 18, or age 18 or older and incapable of self-care because of a mental or physical disability.

When an employee takes FMLA leave for the care of a child, spouse, or parent of the employee which results in the death of such child, spouse, or parent of the employee, the Board will provide unpaid leave and benefits for a maximum of five calendar days from the date of the death of such child, spouse, or parent of the employee.

- 5) the treatment of a serious health condition which prevents the employee from performing his/her job. A "serious health condition" means an illness, injury, impairment, or physical or mental condition that involves:
  - a. any period of incapacity or treatment in connection with or consequent to in-patient care (i.e., an overnight stay in a hospital, hospice, or residential medical care facility);
  - b. any period of incapacity requiring absence from work, school, or other regular daily activities, of more than three (3) calendar days, that also involves continuing treatment by (or under the supervision of) a health care provider; or
  - c. continuing treatment by (or under the supervision of) a health care provider for a chronic or long-term health condition that is incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three (3) calendar days; or for prenatal care.

Voluntary or cosmetic treatments which are not medically necessary are not "serious health conditions" unless inpatient hospital care is required.

- ~~b) The twelve (12) month period for entitlement under this section will be measured from July 1 through June 30.~~

- ~~b)e) In order to be eligible, the employee must have been employed by the Board for at least one year, and the employee must actually have received pay for 1,250 or more hours from the Board during the twelve (12) month period immediately preceding the unpaid leave. Holidays, earned Sick Leave, and vacation time for which the employee has been paid but has not worked shall be included in the calculation of the 1,250 hours. Workers' Compensation, suspension with pay, and Sabbatical Leave for which the employee has been paid will not be included in the calculation of the 1,250 hours. Sick Leave Bank days, Voluntary Sick Leave Donation days, and days transferred from family members for which the employee has been paid will not be included in the calculation of the 1,250 hours. Should a SRP apply for FMLA Leave based on the serious health condition of the SRP as described in subparagraph 7 a) 5), and such requested leave immediately follows Sick Leave Bank days which were granted for the SRP's serious health condition, the twelve (12) month period in which the SRP received pay will be calculated prior to the first day of approved Sick Leave Bank.~~

- d) Leave, except for certain exceptions described in part e) for SRP employees, commences upon the absence of the employee from work and ends on the day and time the employee reports back to work.
- e) Leave for the birth, adoption, or placement of a child with an employee as described in subparagraphs 7 a) 1), a) 2), and a) 3), must conclude within one (1) year from the date of the birth, adoption, or placement of the child.
- f) Leave for the birth, adoption, or placement of a child with an employee as described in subparagraphs 7 a) 1), a) 2), and a) 3), will be counted toward the one (1) year that may be granted as Child Rearing Leave under Article VIII, C-1.
- g) Leave for the serious health condition of the SRP as described in subparagraph 7 a) 5) will be counted toward the days that may be granted as Health Leave under Article VIII, C-5.
- h) Any Sick Leave Bank days granted during the year under the provisions of Article VIII, Section B-6, will be counted toward the SRP's annual entitlement of up to twelve (12) weeks of FMLA Leave.

- ~~c) The FMLA Leave mentioned in this section is subject to the following restrictions and privileges pursuant to the Family and Medical Leave Act of 1993:~~

- 1) ~~An employee must first use all available earned paid Sick Leave before unpaid FMLA Leave will be granted. FMLA will run concurrently with all paid leave.~~
- 2) The employee will be restored to his/her former position unless the employee's position has been affected by reduction in force and/or layoff.
- 3) The Board shall require materials documenting the reason for the leave before granting a leave of absence under this section.
- 4) It is the responsibility of the employee to obtain the necessary documentation and to furnish the documentation to the Board.
- 5) The Board may request verification of a medical condition for which leave has been granted under this section at any reasonable interval, but not more often than once every thirty (30) days, unless:
  - a. the employee requests an extension of leave;

- b. circumstances described by the original documentation have changed significantly (i.e., the duration of the illness, the nature of the illness, complications); or
- c. the employer receives information that casts doubt upon the continuing validity of the documentation.
- 6) If the Board pays the employee contribution missed by the employee while on leave, the employee will be required to reimburse the Board for delinquent payments (on a payroll deduction schedule) upon return from leave. The employee will be required to sign a written statement at the beginning of the leave period authorizing the payroll deduction for delinquent payments.
- 7) An employee may continue coverage by continuing to pay the employee's portion of the premiums, including dependent coverage, while on leave.
- 8) The employee must notify the Board as soon as practicable once the employee knows that a leave will be needed. For a foreseeable leave, such as for birth, adoption, or planned medical treatment, the employee must provide at least thirty (30) days notice to the Board. In all cases, the employee must furnish a request to the Board on a form provided by the Board.
- 9) Prior to the employee's return to work from an employee disability, the employee shall submit medical certification of the employee's fitness to return to work.
- 10) The Board retains the right to implement reasonable rules and regulations with regard to the use of leaves of absence within the requirements of the FMLA. This includes but is not limited to requiring a second opinion, at the Board's discretion, from a Board-paid doctor with regard to a medical disability, and the use of forms for requests for leave, physician documentation, and fitness to return to work.
- 11) In the event that the Board exercises its right to a second medical opinion and the opinion conflicts with the first doctor's opinion in the medical certification, then a third opinion may be required by a Board-paid physician mutually agreed upon by the Board and employee. This third opinion will be final and binding upon the Board and the employee.
- 12) Insurance eligible employees who enter FMLA with at least twenty (20) days of accrued and available sick leave for use during their leave, will be eligible to receive Board contributions for their eligible Medical Plan, for one (1) month beyond what they qualify for under FMLA.

**j) Intermittent Leave or Reduced Leave**

An eligible employee who is entitled to a twelve (12) week leave under the provisions of this section may take that leave on an intermittent or reduced leave schedule in certain cases. An intermittent leave schedule is one in which the employee may take the allowable leave intermittently, or in blocks of days at a time, as needed. A reduced leave schedule is one in which the employee's daily or weekly work hours are reduced, as needed. Leave will be granted intermittently or on a reduced leave basis in the case of the serious health conditions of the employee or of the child, spouse, or parent of the employee; provided that it is medically necessary and that a certification from a physician is obtained.

The amount of Family and Medical Leave used where an employee takes leave intermittently or on a reduced leave schedule will be determined in accordance with the applicable regulations of the Family and Medical Leave Act of 1993, ~~currently §825.205 of the Interim Regulations.~~

**k) Effect of Leave on Board-Paid Benefits**

During the period of leave governed by this section, the Board will pay the portion of the insurance premium (for employee only) which it normally paid prior to the leave, which includes medical, pharmacy, behavioral health, EAP and basic core life, such as major medical, surgical, dental, vision, life, and flexible benefits. The cost of these benefits will be paid by the Board based on the expectation that the employee will return to work following the approved FMLA Leave. Return to work means that the employee must return to work for at least thirty (30) calendar days following the conclusion of approved FMLA Leave or following the conclusion of other approved leave which is granted under Article VIII and which is immediately subsequent to the FMLA Leave. Non-contracted days during summer break, and unpaid holidays during winter and spring break will not be used in calculating the thirty (30) calendar days. If an employee does not return to work for the Board after FMLA Leave, the Board shall take necessary steps to recover the Board's share of the health premium payments made on the employee's behalf during a period of unpaid FMLA Leave unless:

- 1) the employee's position has been affected by reduction in force and/or layoff;
- 2) the employee has a continuation, recurrence, or onset of a serious health condition which would entitle the employee to leave under FMLA; or
- 3) other circumstances beyond the employee's control. In cases where an employee does not return to work and claims the reason to be "other circumstances beyond the employee's control," the details regarding such circumstances will be reduced to writing and submitted for review by the Board's designee responsible for FMLA Leave. The Board may require additional documentation to support the employee's claim. The Board will use applicable Federal Regulations and existing case law to determine whether the circumstances claimed by the employee as resulting in the employee not being able to return to work were beyond the employee's control.

l) The SRP's position will be held for 110 days.

8. Same.

**ARTICLE XI – SALARY AND SCHOOL RELATED PERSONNEL WELFARE**

**SECTION A - Salary Schedule and Remunerations**

- 1. The regular salary schedules, attached as Addendum A, shall be adhered to for all SRP until the new salary schedule is developed. The parties will meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will provide input in the development of the new structure, which shall be implemented prior to the beginning of the 2016 2017 2017-2018 school year. The newly created salary ranges, as opposed to the current step schedules, will serve as the starting point for the negotiation of salaries for the ~~2016-2017~~ 2017-2018 school year and beyond.
- 2. through 11. - **Same**

**SECTION B - Fringe Benefits**

- 1. The Board agrees to contribute an annual rate of no more than ~~\$6,385.83~~ \$6,642.98 toward the cost of the benefits package for the ~~2016~~ 2017 insurance plan year.
  - a. Same
  - b. Same
- 2. through 7. - **Same.**

**SECTION C - Payroll Deduction for Additional Benefits - Same.**

**SECTION D - Early Retirement Monthly Benefit - Same.**

**SECTION E - Deferred Retirement Option Program (DROP) - Same.**

**SECTION F - Retiree Health Care Premium - Same.**

**SECTION G - Meritorious Attendance Incentive Pay- Same.**

**SECTION H - Group Medical Benefits Recovery Incentive Program (Indemnity-PPO and HMO Programs) - Same.**

**SECTION I - Education Supplemental Pay Plan - Same.**

**SECTION J - Employee Assistance Program (EAP) - Same.**

**ARTICLE XIII – DURATION**

- 1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2019, June 30, 2018,~~ and shall be renewed automatically from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after notification.
- 2. During any reopening of negotiations for changes to take effect during the term of the Agreement, the existing provisions of the Agreement shall remain in full force and effect until modified sections are executed.
- 3. This agreement may be reopened upon request of either party if any item is affected by legislature or by mutual consent of both parties.
- 4. This Agreement may be reopened for the ~~2016-2017~~ 2017-2018 and 2018-2019 school years and each subsequent school year on Article XI, Addendum A, salaries, items affected by legislation, mutual consent of both parties, and all currently established Memorandums of Understanding. The Union and the Board may each select a total of three (3) additional items to reopen for negotiations.
- 5. The agreements contained herein constitute the full and complete Agreement between the Union and the Board and shall not be changed, altered, modified, or amended by either party except as provided in paragraphs 2 and 3 above.

**ADDENDUM A – RULES GOVERNING THE SALARY SCHEDULE**

- 1. All SRP shall be paid according to their job title, salary schedule, and the rules governing that schedule. The parties will meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will provide input in the development of the new structure, which shall be implemented prior to the beginning of the ~~2016-2017~~ 2017-2018 school year. The newly created salary ranges, as opposed to the current step schedules, will serve as the starting point for the negotiations of salaries for the ~~2016-2017~~ 2017- 2018 school year and beyond.
- 2. **Same.**
- 3. **Same.**
- 4. Pay dates for the ~~2015-2016~~ 2016-2017 school year and the number of paychecks will be negotiated during the ~~2015-2016~~ 2016-2017 negotiations.

5. **Same.**
6. Unless otherwise negotiated, Summer School and/or Extended School Year salaries, shall be paid in accordance with the salary schedule in effect for the ending school year, at the SRP's regular hourly rate of the ending school year
7. A SRP who works in an optional program after school, on weekends, during the summer, or other additional days shall continue to be paid in accordance with the salary schedule applicable to the position worked.
8. Through 9. **Same,**

**Service Factor**

1. All Service Factor and Longevity payments established prior to July 1, 2016 will continue to be paid at the rates at which they were established. The Service Factor/Longevity concept will be discontinued and no longer utilized going forward as both the District and Union believe employees will receive higher compensation levels by using any and/or all available monies for annual raises and other improvements. To be eligible to receive the Service Factor, a SRP must have earned at least one year's credit of Pasco continuous service since arriving at the top step of his/her 2014-2015 salary schedule.
- ~~2. Longevity and Service Factor payments established prior to the 2015-2016 school year will continue to be paid at the rates and levels at which they were established.~~
3. Employees who were eligible to receive the Service Factor and Longevity payments as of the 2007-2008 school year will continue to be paid at the 2007-2008 rates and levels. From the 2008-2009 to 2013-2014 school year, no additional Service Factor or Longevity payments were awarded. In the 2013-2014 school year, an additional step was added in lieu of Service Factor or Longevity payments. In years where no Longevity or Service Factor payments were awarded, SRP were entitled to a year of service credit but were not entitled to the incremental increase in Service Factor compensation for that year of service credit.
4. The 2007-2008 Service Factor hourly rate is equal to nine cents (\$0.09) times the number of years of Pasco District employment through the 2006-2007 school year. The total annual amount is calculated by multiplying the hourly rate times the current number of hours worked daily times the current length of the individual SRP's work year. This amount will continue to be spread equally over the SRP's pay dates so long as there is no break in service.
5. SRP eligible for the 2007-2008 Service Factor will continue to receive an additional eighty cents (\$.80) per hour for Longevity so long as there is no break in service.
6. SRP eligible for the 2014-2015 Service Factor will continue to receive an additional ten cents (\$0.10) per hour for Longevity so long as there is no break in service.

**ADDENDUM E – Job Titles and Salary Schedules**

<b>Job Title</b>	<b>Salary Schedule</b>
Air Conditioning Chiller Mechanic	23B
Air Conditioning Specialist	23B
Behavior Assistant	21B
Benefits Associate	11B
Benefits Representative	28B
Bookkeeper-Secretary	22B
Bus Driver	19B
Bus Parts Specialist	24B
Child Care Assistant	26B
Classroom Assistant	26B
Clinic Assistant (w/ LPN License)	10B 30B
Computer Operator	28B
<del>Computer Operator I</del>	<del>28B</del>
<del>Computer Operator II</del>	<del>22B</del>
Conservation and Recycling Operations Assistant	18B
Construction Finance Assistant	11B
Courier	17B
Custodian	02B
Data Entry Operator	22B
Department of Juvenile Justice Program Specialist	22B
Distribution and Materials Handler	19B
Early Childhood Programs Health Assistant	10B
Early Head Start Caregiver	HS
<del>Early Head Start Home Services Worker</del>	<del>14B</del>
Early Head Start Lead Caregiver	HS
<del>Early Head Start Licensed Practical Nurse</del>	<del>30B</del>
Facility Service Worker	11B
<del>Family Services Worker (Prekindergarten)</del>	<del>21B</del>
Finance Assistant	11B
Financial Aid Assistant	18B
Food and Nutrition Assistant	04B
Food and Nutrition Associate	11B
Food and Nutrition Services Production Assistant	07B
<del>Food and Nutrition Services Technician</del>	<del>28B</del>
Food and Nutrition Services Vending Technician	23B
<del>Human Resources Assistant Associate</del>	<del>11B</del>
HVAC Systems Control Technician	23B
Information Services Help Desk / Trainer	28B
Information Services Support Specialist	13B
Instructional Assistant / Bus Driver	19B
Instructional Assistant (Basic Educational Programs and Federal State Programs)	04B
Instructional Assistant (Deaf / Hard of Hearing) (Exceptional Student Education)	04B
Instructional Assistant (Department of Juvenile Justice)	04B
Instructional Assistant (ESOL / Bilingual)	10B
Instructional Assistant (Exceptional Student Education)	04B
Instructional Assistant (Instructional Learning Systems)	08B
Instructional Assistant (Prekindergarten)	04B
Instructional Assistant (Special Education Programs)	04B
Instructional Assistant (Student Discipline)	21B
(All Instructional Assistants Eligible for Florida Educator's Certificate)	30B
Interpreter for Deaf and Hard of Hearing	20B
Inventory / Records Specialist	24B
Licensed Practical Nurse	30B
Lunchroom Monitor	26B
Maintenance I	11B
Maintenance IA	13B
Maintenance IAA	13B
<del>Maintenance IAA (Air Conditioning Shop)</del>	<del>23B</del>
Maintenance II	12B
Maintenance III	09B
Mechanic I	23B
Media Automation Technician	18B
<del>Media Production Technician</del>	<del>18B</del>
Media Resources Technician	18B
Micrographics Service Technician	18B
Multimedia Production Assistant	11B
Network Technician	23B
Occupational Therapy Assistant	29B
Onboarding Representative	28B

Outside Custodian	02B
Paraprofessional (Adaptive Physical Education)	04B
Paraprofessional (Cyesis)	04B
Paraprofessional (Employment Assistant)	21B
Paraprofessional (Social Services)	10B
Paraprofessional (Transition Assistant)	21B
(All Paraprofessionals Eligible for Florida Educator's Certificate)	30B
Parent Involvement Assistant	21B
Physical Education Field Technician	13B
Physical Therapy Assistant	29B
Property Control Assistant	11B
Purchasing Assistant	18B
Purchasing Associate	11B
Registrar	08B
Relief Bus Driver	19B
Resource Management Associate	18B
Secretary II	18B
Secretary III	08B
Senior Child Care Assistant	07B
Senior Finance Assistant	28B
Senior Food and Nutrition Services Associate	28B
Senior Human Resources Assistant	28B
Senior Testing Assistant	28B
Social Educator Early Childhood Programs	HS
Student System Data Entry Operator	22B
Technology Services Technician	23B
Testing Assistant	18B
Transportation Assistant	04B
Transportation Communication Assistant	23B
Transportation Maintenance Assistant	27B
Water and Sewer Plant Operator	13B

## SCHOOL RELATED PERSONNEL ECONOMIC PROPOSAL

Recognizing the important role that SRP play in the operation of the school district, the Superintendent, Board, and Union prioritized the providing of salary increases for SRP for the 2016-2017 school year as follows:

### 1. Salaries

\$1,802,432 \$1,822,837 will be provided to improve SRP compensation as follows:

- \$1,802,432 \$1,822,837 to provide an average salary increase of approximately ~~2.65~~ 2.68 3.0 percent of base salary to all eligible SRP, exclusive of all supplements including Longevity and Service Factor, provided the SRP earned a year of service credit for the 2015-2016 school year, and 1.5 percent improvement to the base step of all Salary Schedules. By redirecting the raise funds forfeited by employees who have left employment with the District during the 2016-2017 school year, the District can increase the total raise percentage for the remaining eligible employees to approximately 3.0 percent, retroactive to July 1, 2016.
- Longevity and Service Factor payments established prior to the 2015-2016 school year will continue to be paid at the rates and levels at which they were established.
- All supplements and differentials will continue to be paid at 2015-2016 rates except as provided in this proposal.
- Should there be any deviations during implementation, the Board and the Union are authorized to correct these deviations. In addition, should the District's budgetary status improve during the 2016-2017 school year, the Board and the Union agree to meet to examine the possibility of compensation improvements.
- The payment and increases shown above will be provided retroactively to July 1, 2016, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason other than retirement.

### 2. Other Considerations

In light of discussions during this past school year to clarify/confirm particular items that arose, the parties agree to the following compensation levels as stated:

Bus Driver Trainers – Bus Drivers and Relief Bus Drivers selected to function as Bus Driver Trainers will be paid at the top step of Salary Schedule 19B, currently \$16.79 per hour and any improvement in that step's pay level. a premium rate of \$3.00 \$2.00 per hour over their regular, hourly rate of pay.

Field Trip Compensation – Bus Drivers will be paid \$13.08 \$14.42 at Step 12 of Salary Schedule 19B, currently \$13.08 per hour, and any improvement in that step's pay level, for all field trips worked.

Lowest 300 Schools – SRP providing coverage/supervision for siblings of students at District schools identified as a "lowest 300" school in reading, will receive their regular hourly rate of pay for all hours worked.

### 3. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$23,000 for the 2016-2017 school year.

### 4. Fringe Benefits

The Board agrees to contribute ~~\$6,385.83~~ \$6,642.98 (an increase of \$257.15) per eligible employee toward the cost of the health insurance benefits package for the 2017 insurance plan year.

The Board's contribution will be used to pay those premiums associated with the fully-insured benefits contained in the health insurance benefit package, to pay all claims and administrative costs incurred and associated with the self-insured benefits contained in the health insurance benefit package, and to contribute towards the insurance reserve account for the self-insured benefits contained in the health insurance benefit package. For the 2016-2017 school year, the Board will continue to offer an annual health risk assessment incentive of up to \$250 per employee.

Should there be any funds once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance established benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, such funds will be placed in the insurance reserve/surplus account and applied towards the costs for the 2018 plan year. Should increases in costs for the products and services contained in the health insurance benefit package require an additional District contribution in excess of the operating dollars budgeted for the 2017 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

In addition, the alternative "opt-out" program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health insurance plans. The amount of this "opt-out" will be \$1,200.

Effective with the 2012-2013 school year, employees receiving the District's health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package through the end of August of that plan year.

The District will cover the cost of additional required contributions to the Florida Retirement System in the amount of \$274,233.

## MEMORANDUMS OF UNDERSTANDING

### DRESS CODE:

Transportation Department (Bus Driver, Instructional Assistant/Bus Driver, Relief Bus Driver, and Transportation Assistant), Facility and Maintenance Services Department (Air Conditioning Specialist, Maintenance I, IA, IAA, II, III) Distribution Services (Courier, Distribution and Materials Handler, ~~Records and Materials Handler~~)

#### Acceptable Articles of Dress

Slacks, skirts, dresses

Jeans (not ragged or patched)

Skorts and culottes of appropriate length.

Walking shorts – The length must be within 2" of the kneecap, and must be solid in color, either dark blue (navy), black, or khaki (no denim)

Sleeveless blouses for women

Shirts with collar (long or short sleeves)

School T-shirts

T-shirts in a solid color is appropriate for labor-intensive positions

Footwear with a closed heel and toe

Short sleeved and long sleeved shirts issued by the Maintenance Department

#### Unacceptable Articles of Dress

Tank tops or muscle shirts

Exercise clothing (sweat suits, warm-ups)

T-shirts

Headwear that interferes with visibility Footwear without a closed heel or toe

Decorations, symbols, mottoes, or designs imprinted on clothing which depict alcoholic beverages, are derogatory or offensive to individuals or groups of individuals, or are otherwise offensive to good taste or the maintenance of good decorum.

### **EDUCATIONAL PARAPROFESSIONALS/INSTRUCTIONAL ASSISTANTS AND OTHER ELIGIBLE SRP CAREER DEVELOPMENT PROGRAM:**

The Board and the Union agree to continue the program to assist Paraprofessionals / Instructional Assistants and other eligible SRP with monetary assistance for those enrolled as degree seeking students in a college of education.

The Board and the Union agree to meet during the ~~2015-2016~~ 2016-2017 school year to discuss any issues or concerns that arise as a result of this memorandum. The program will continue provided the funding sources are available.

### **FNS SAFETY APPAREL:**

Food and Nutrition Services will continue their Program for the 2016-2017 ~~2015-2016~~ school year, regarding Safety Apparel.

#### **Shirts**

1. School-based FNS employees will receive three (3) shirts with the Zone logo for the 2016-2017 ~~2015-2016~~ school year.
2. Shirt colors will be determined by FNS.
3. School-based FNS employees must wear the issued shirts at least three (3) days per week on days designated by the FNS manager.

#### **Safety Shoes**

1. School-based FNS employees must wear safety shoes daily for work.
  - a. School-based Safety Shoes must have non-skid soles to prevent slips and falls.
  - b. No canvas, mesh or open toed shoes are permitted.
  - c. Safety shoes may not be tattered or torn and must be appropriate for work.
2. One ~~\$35.00~~ payment will be issued per employee for the 2016-2017 ~~2015-2016~~ school year for the purchase of safety shoes. Payment will be included as a separate line item on the FNS employee's paycheck. Employees may be required to show proof that the safety shoes purchased are non-skid.

#### **Responsibility**

1. FNS will replace the shirts damaged in work-related incident(s).
2. The employee will replace the shirt if damaged outside of work.
3. It will be the employees' responsibility to keep the shirt and shoes clean and appropriate for work.
4. The District will purchase extra shirts so that the replacement cost to employees for shirts shall not exceed the District's cost.

The Board and the Union agree to begin implementation of this MOU in anticipation of ratification, and to meet during the year to resolve any issues or concerns that arise as a result of this memorandum.

### **FNS TRAINING COMPENSATION:**

In response to the ~~new~~ USDA guidelines mandating continuing education requirements for FNS employees the District School Board of Pasco County and the United School Employees of Pasco mutually agree to the following ~~new~~ FNS training compensation provisions. This ~~new~~ model will both compensate FNS employees fairly while providing an incentive to stay current with topics applicable to their job responsibilities.

#### **Mandatory Training:**

1. All FNS employees required to complete mandatory training will be paid at their regular rate of pay.
2. Mandatory training will be conducted during normal working hours.
3. The specific courses and the amount of training required will be determined by both the employee's position and amount of hours worked per day.
4. One (1) hour of instruction time equals one (1) FNS CEU (Continuing Education Unit).
5. The 2016-2017 ~~2015-2016~~ FNS Mandatory CEU Requirement is as follows:
  - a. FNS Assistants, Relief Assistants and District Office SRP's: 6-4 CEU's
  - b. Production Assistants (Full time and relief): 6-4 CEU's

#### **Voluntary Training & Bonus Program:**

In response to the new USDA guidelines mandating continuing education requirements for FNS employees the District School Board of Pasco County and the United School Employees of Pasco mutually agree to the following new FNS training compensation provisions. This new model will both compensate FNS employees fairly while providing an incentive to stay current with topics applicable to their job responsibilities.

1. All voluntary training will be paid at minimum wage.
2. Voluntary training will be conducted outside of the employee's normal working hours.
3. One (1) hour of instruction time equals one (1) FNS V-CEU (Voluntary Continuing Education Unit).
4. There is a Two Tier Bonus Program available for FNS employees.
  - a. Tier 1: when an employee earns a total of 20 Voluntary CEU's, they will receive a \$50 bonus.
  - b. Tier 2: when an employee earns a total of 40 Voluntary CEU's, they will receive an additional \$50 bonus.
5. FNS Management will have discretion to determine what classes will be available for credit dependent on the employee's job title and responsibilities.
6. Employees may not take the same class more than once in a two year period.
7. Payouts for the Bonus Program will be made twice annually, dates to be determined by FNS Management.
8. Bonus Tiers will reset to zero at the beginning of each fiscal year (July 1).

The language in this proposal supersedes all previous FNS training supplement agreements. However, any FNS employee who is currently receiving a supplement for any training completed prior to this proposal will continue to receive any/all supplements earned.

### **MAINTENANCE DEPARTMENT SHIRT PROGRAM:**

Effective with the 2013-2014 school year, the Maintenance Department will issue all maintenance employees five (5) work shirts to promote a professional appearance and provide a safety feature of allowing all Maintenance employees to be easily recognizable. All employees who worked during the 2015-2016 ~~2014-2015~~ school year and have already been issued their five (5) work shirts will continue to wear those shirts unless they need to be replaced due to damage or normal wear. New maintenance employees will be issued five (5) work shirts.

1. All Maintenance employees must wear the issued work shirts daily while at work.
2. The color and style of the work shirts will be determined by the Maintenance Department.
3. The ~~New~~ employees may choose to have either five (5) short-sleeve shirts, or five (5) long-sleeve shirts or beginning with the 2016-2017 school year, any combination of short sleeve shirts and long sleeve shirts totaling five (5) shirts.

#### **Responsibility**

1. Maintenance Department will replace shirts damaged in work-related incidents or normal wear with the employee's preferred sleeve length.
2. The employee will replace shirts damaged outside of work.
3. It will be the employee's responsibility to keep the shirt clean and appropriate for work.
4. The District will purchase extra shirts so that the replacement cost to employees for shirts shall not exceed the District's cost.

The Board and the Union agree to begin implementation of this MOU in anticipation of ratification, and to meet during the year to resolve any issues or concerns that may arise as a result of this memorandum.

### **NNB AND ADMINISTRATIVE SETTLEMENT REVIEW:**

To promote transparency and to address salary equity concerns among bargaining and nonbargaining units, the Board shall provide the Union with salary schedules, matrices, financial calculations, and change summaries for administrative and non-bargaining units so that the Union may offer feedback and comment prior to the implementation of such salary increases.

### **RETENTION OF FINGERPRINTS, AND FIVE (5) YEAR NATIONAL CHECK:**

Florida Statutes require the submission of SRP fingerprints to the Florida Department of Law Enforcement (FDLE) automated fingerprint identification system, annual monitoring, and resubmission of the fingerprints every five (5) years.

The monitoring fee, currently \$6.00 per employee, must be paid each year and the resubmission fee currently \$14.75 per employee, must be paid every five (5) years. In order to comply with the law and provide a benefit to SRP, the Board and the Union agree to the following:

1. The Board will pay the monitoring fee.
2. The Board will pay the fee for the five (5) year resubmission fee.

The estimated fees for this school year are approximately ~~\$22,994.75~~ \$29,500.

#### **SCHOOL CHOICE PREFERENCE EMPLOYEE REQUEST:**

A SRP assigned to a school site shall have preference given to his/her request to have his/her child(ren) (i.e., any child in his/her custodial care) attend school at his/her assigned worksite unless the following prevents granting the request:

1. The appropriate educational program does not exist at that site, or
2. Other extenuating circumstances (i.e., expulsion, serious disciplinary infractions, class size requirements, etc.) exist that may be cause for the child(ren)'s nonattendance.

The SRP may appeal any denied request to the Director, Office for Teaching and Learning, or designee. The decision of the Director or designee shall be final. In the event a SRP requests placement of his/her child in a school other than the actual school in which he/she works in order to continue the child's attendance in the feeder pattern of that school, subject to the approval of the Director, Office for Teaching and Learning, or designee and the Superintendent, the request will be granted. The decision of the Director, Office for Teaching and Learning, or designee and the Superintendent will be final.

#### **SRP COMPENSATION COMMITTEE:**

The Board and the Union agree that qualified SRP are essential to the success of the District and that adequate compensation is an integral factor in the recruitment and retention of SRP. Therefore the parties agree to continue the SRP Compensation Committee to study the feasibility and potential impacts regarding, but not limited to the following:

- Prorated, year-round pay
- Other payroll options
- Pay calendars and pay dates
- Crediting of experience on the salary schedules
- Levelized pay for bus drivers and transportation assistants
- Salary schedule consolidation
- Compensation for job-related training and certifications
- SRP attendance incentives
- Conducting a pay study of the entire SRP unit

The SRP Compensation Committee will be comprised of the Superintendent or his/her designee, the Union President or his/her designee, and other members mutually agreed upon by both the Superintendent and the Union President. The committee will be responsible for developing a meeting schedule. Should the committee meet, it will submit its recommendations to the Superintendent and Union President by May 1<sup>st</sup>.

#### **SRP WORKPLACE COMMITTEE:**

~~The Board and the Union agree to establish a committee to meet to identify, evaluate and recommend solutions to potential workplace concerns or issues regarding SRP. modifications to job duties for emiaain SRP positions that have had functional changes in their respective duties over the past several years. This committee would be convened at least once per school year, on 2 occasions during the 2016-2017 school year, or more as deemed necessary, and any recommended changes will be presented to the Superintendent and President of U&EP no later than May 15, 2017.~~  
The composition and size of this new committee will be mutually determined by the District and the Union.

#### **SUMMER FOOD SERVICE PROGRAM (SFSP) 2017**

The District School Board of Pasco County and the United School Employees of Pasco mutually agree to the following provisions in order to implement the United States Department of Agriculture (USDA) Summer Food Service Program (SFSP) for summer 2017. This program provides meals to Extended School Year sites, PLACE Program sites, as well as other school and community-based summer programs. Due to the variety of programs being serviced, considerable flexibility will be required. Therefore, the parties agree to the following:

- a. Assignment to the Summer Food Service Program is voluntary.
- b. The district's Food and Nutrition Services (FNS) will provide notices relative to the SFSP dates on or about March 10, 2017.
- c. Each employee having an interest in working in the SFSP will submit his/her intent to the district's Food and Nutrition Services Department by March 31, 2017.
- d. Tentative job openings will be announced on or about March 10, 2017:
- e. Job openings will be advertised by geographical region. Applicants may select one or more regions and will be placed according to need.
- f. When it is judged that professional qualifications and ability are substantially equal among applicants for the program to be offered, district seniority shall prevail.
- g. PLACE - for those schools that operate a PLACE program on Fridays during the summer months, FNS Employees will be expected to work those days and be compensated accordingly.

#### **Program Dates:**

- a. FNS Summer Assistant: (up to 100 positions anticipated)  
Calendar: June 5 through August 4, 2017... up to 44 work days  
Training Date: Approximately 4 hours-to be held in May, 2017. Employees will be notified of the training date and location when offers of employment are made.  
Work Day: 3 - 6 hours / day (times to vary by location and need)  
Days: Determined by location (up to 44 work days) Total Hours: Determined by need
- b. FNS Summer Production Assistant: (up to 25 positions anticipated)  
Calendar: June 5 through August 4, 2017... up to 44 work days  
Training Date: Approximately 4 hours to be held in May, 2017. Employees will be notified of the training date and location when offers of employment are made.  
Work Day: 5-7 hours / day (times to vary by location and need)  
Days: Determined by location (up to 44 work days) Total Hours: Determined by need
- c. FNS Site Lead Level 1: (up to 40 positions anticipated)  
Calendar: June 5 through August 4, 2017... upto44 workdays  
Training Date: Approximately 4 hours-to be held in May, 2017. Employees will be notified of the training date and location when offers of employment are made.  
Work Day: 7-8 hours/ day (times to vary by location and need)  
Days: Determined by location (up to 44 work days) Total Hours: Determined by need
- d. Employees will be provided with site-specific calendars and scheduled work hours. Employees will receive pay date schedule as a part of their required training.

#### **Job Expectations:**

##### **FNS Summer Assistants**

- a. Assist with large-scale food production following proper meal standards, written standardized recipes and instructions, and portion control methods.
- b. Transport food in district-owned full-size panel vans, maintain appropriate valid Florida driver's license for vehicle driven and approval in District School Board of Pasco County Safe Driver Plan (for certain positions).
- c. Observe and practice procedures for proper food safety and sanitation.
- d. Portion and serve food, restock the serving line during meal service, and record student participation totals.
- e. Clean and/or set up serving lines, point-of-sale stations, condiment stations, storage areas, work areas, kitchen equipment and tools, and FNS restroom.
- f. Wash dishes and utensils; assist with recycling and empty refuse as needed in the kitchen; clean kitchen floors.
- g. Use email for communication.

##### **FNS Summer Production Assistant**

- a. Understand federal, state and local program regulations; demonstrate knowledge of meal pattern requirements; assist with identifying food ingredients for students with special needs.
- b. Independent large-scale food production following proper meal standards, written standardized recipes and instructions, and portion control methods.
- c. Record menu items prepared, quantities of ingredients used, and leftovers on daily work production records, using mathematics to maintain required documentation.
- d. Practice safe handling in operating large-scale food production equipment and tools.
- e. Observe and practice procedures for proper food safety and sanitation.
- f. Portion and serve food, restock the serving line during meal service, and record student participation totals.

- g. Clean and/or set up serving lines, point-of-sale stations, condiment stations, storage areas, work areas, kitchen equipment and tools, and FNS restroom.
- h. Wash dishes and utensils; assist with recycling and empty refuse as needed in the kitchen; clean kitchen floors.
- i. Use email for communication.

**FNS Summer Lead Level 1**

- a. Understand federal, state and local program regulations; demonstrate knowledge of meal pattern requirements; assist with identifying food ingredients for students with special needs.
- b. Independent large-scale food production following proper meal standards, written standardized recipes and instructions, and portion control methods.
- c. Record menu items prepared, quantities of ingredients used, and leftovers on daily work production records, using mathematics to maintain required documentation.
- d. Practice safe handling in operating large-scale food production equipment and tools.
- e. Observe and practice procedures for proper food safety and sanitation.
- f. Portion and serve food, restock the serving line during meal service, and record student participation totals.
- g. Clean and/or set up serving lines, point-of-sale stations, condiment stations, storage areas, work areas, kitchen equipment and tools, and FNS restroom.
- h. Wash dishes and utensils; assist with recycling and empty refuse as needed in the kitchen; clean kitchen floors.
- i. Check out supplies from storeroom; assist with deliveries and inventory.
- j. Complete food orders and use email for communication.
- k. Completely daily, weekly, and monthly paperwork requirements.

**Potential Reductions in Force (RIF) or Addition of FNS Summer Staff:**

Since this program is funded separately from other district programs, relies upon the accessibility of district transport vehicles, and student participation is the sole factor in determining funding, there may be a need to reduce staff at a specific worksite in order to be cost effective. If student participation exceeds anticipated enrollment, there may be a need to add staff at a specific worksite. If reductions in staff are necessary, they will be conducted by program site, led by Food and Nutrition Services, and will be based upon seniority. If reductions in staff occur, the reduced employee will be offered a position at another site within their geographical preference, if available.

**Sick Leave Accrual:**

Employees will earn one (1) day of sick leave for working every 20 scheduled work days. The time earned will equal the length of the employee's scheduled work day, 3 - 8 hours. Should an employee complete this program and have the earned sick day remaining, that time shall be added to the employee's regular sick leave balance for use during the regular school year.

**Pay Rate:**

- a. FNS Summer Assistants will be paid an hourly rate of \$ 10.19 for all hours worked.
- b. FNS Summer Production Assistants will be paid an hourly rate of \$ 11.25 for all hours worked.
- c. FNS Summer Site Lead Level 1 will be paid an hourly rate of \$ 12.01 for all hours worked.
- d. Substitute FNS Summer Assistants for this program are subject to the same qualification requirements as the FNS Summer Assistants and will be paid at an hourly rate of \$ 10.19 for all hours worked.

**Pay Dates:**

Work Period	Pay Date
June 3-16	June 30, 2017
June 17-30	July 14, 2017
July 1-14	July 28, 2017
July 15-28	August 11, 2017
July 29-August 11	August 25, 2017

**TRANSPORTATION COMMITTEE:**

The Board and the Union agree to explore alternative programs and/or procedures for possible implementation this school year and to discuss any concerns or issues for any Transportation Department program and/or procedure now being used including the basic procedure for assigning field trips.

The first meeting on Transportation Issues will place during the first quarter of the ~~2015-2016~~ 2016-2017 school year for potential implementation in this year.



**SRP Salary Schedules  
2016-2017**

Sal Sched	STEP																					Sal Sched	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21		22
<b>02B</b>	\$9.14	\$9.27	\$9.38	\$9.45	\$9.50	\$9.55	\$9.60	\$9.66	\$9.71	\$9.77	\$9.87	\$10.09	\$10.35	\$10.61	\$10.93	\$11.25	\$11.57	\$11.90	\$12.67	\$13.44	\$14.27	\$14.70	<b>02B</b>
<b>04B</b>	\$9.24	\$9.38	\$9.60	\$9.77	\$9.82	\$9.87	\$9.92	\$9.98	\$10.03	\$10.09	\$10.19	\$10.40	\$10.61	\$10.83	\$11.04	\$11.30	\$11.57	\$11.83	\$12.10	\$12.36	\$12.63	\$12.84	<b>04B</b>
<b>07B</b>	\$10.25	\$10.41	\$10.67	\$10.83	\$10.88	\$10.93	\$10.98	\$11.04	\$11.09	\$11.15	\$11.25	\$11.46	\$11.67	\$11.89	\$12.10	\$12.36	\$12.63	\$12.89	\$13.16	\$13.43	\$13.69	\$13.90	<b>07B</b>
<b>08B</b>	\$9.24	\$9.38	\$9.60	\$9.77	\$9.82	\$9.87	\$9.92	\$9.98	\$10.03	\$10.19	\$10.46	\$10.67	\$10.93	\$11.20	\$11.52	\$12.00	\$12.57	\$13.08	\$13.65	\$14.42	\$15.24	\$15.70	<b>08B</b>
<b>09B</b>	\$10.30	\$10.46	\$10.72	\$10.88	\$10.93	\$10.98	\$11.04	\$11.09	\$11.15	\$11.25	\$11.52	\$11.78	\$12.05	\$12.36	\$12.63	\$12.89	\$13.16	\$13.48	\$13.80	\$14.21	\$14.99	\$15.44	<b>09B</b>
<b>10B</b>	\$9.24	\$9.38	\$9.60	\$9.71	\$9.77	\$9.82	\$9.87	\$9.92	\$9.98	\$10.14	\$10.24	\$10.51	\$10.77	\$11.03	\$11.36	\$11.62	\$11.94	\$12.21	\$12.47	\$12.79	\$13.10	\$13.48	<b>10B</b>
<b>11B</b>	\$11.27	\$11.44	\$11.73	\$11.89	\$11.94	\$11.99	\$12.05	\$12.10	\$12.21	\$12.26	\$12.52	\$12.79	\$13.11	\$13.37	\$13.69	\$14.11	\$14.63	\$15.14	\$15.71	\$16.43	\$17.36	\$17.89	<b>11B</b>
<b>12B</b>	\$10.81	\$10.97	\$11.25	\$11.41	\$11.46	\$11.52	\$11.57	\$11.62	\$11.73	\$11.83	\$12.10	\$12.36	\$12.63	\$12.89	\$13.15	\$13.54	\$13.96	\$14.47	\$15.14	\$15.97	\$16.89	\$17.40	<b>12B</b>
<b>13B</b>	\$12.33	\$12.52	\$12.84	\$13.00	\$13.06	\$13.11	\$13.16	\$13.21	\$13.32	\$13.47	\$13.85	\$14.22	\$14.58	\$15.01	\$15.39	\$15.81	\$16.33	\$17.10	\$17.77	\$18.59	\$19.57	\$20.16	<b>13B</b>
<b>14B</b>	\$12.03	\$12.21	\$12.52	\$12.68	\$12.74	\$12.79	\$12.84	\$12.89	\$13.00	\$13.15	\$13.52	\$13.90	\$14.27	\$14.64	\$15.01	\$15.44	\$15.82	\$16.19	\$16.61	\$16.98	\$17.40	\$17.89	<b>14B</b>
<b>17B</b>	\$10.25	\$10.41	\$10.67	\$10.83	\$10.88	\$10.93	\$10.98	\$11.04	\$11.09	\$11.20	\$11.45	\$11.78	\$12.05	\$12.31	\$12.58	\$12.84	\$13.11	\$13.42	\$13.80	\$14.21	\$14.73	\$15.18	<b>17B</b>
<b>18B</b>	\$10.25	\$10.41	\$10.67	\$10.83	\$10.88	\$10.93	\$10.98	\$11.04	\$11.15	\$11.20	\$11.46	\$11.73	\$11.99	\$12.31	\$12.58	\$12.89	\$13.44	\$14.01	\$14.78	\$15.55	\$16.33	\$16.82	<b>18B</b>
<b>19B</b>	\$12.23	\$12.42	\$12.74	\$12.79	\$12.84	\$12.89	\$12.95	\$13.00	\$13.06	\$13.11	\$13.16	\$13.27	\$13.48	\$13.64	\$13.80	\$14.01	\$14.27	\$14.68	\$15.30	\$15.81	\$16.53	\$17.03	<b>19B</b>
<b>20B</b>	\$11.42	\$11.59	\$11.89	\$12.05	\$12.10	\$12.15	\$12.21	\$12.26	\$12.31	\$12.36	\$12.63	\$12.84	\$13.06	\$13.27	\$13.48	\$13.75	\$14.06	\$14.33	\$14.64	\$14.91	\$15.18	\$15.39	<b>20B</b>
<b>21B</b>	\$10.30	\$10.46	\$10.72	\$10.88	\$10.93	\$10.98	\$11.04	\$11.09	\$11.15	\$11.20	\$11.46	\$11.73	\$11.99	\$12.31	\$12.58	\$12.84	\$13.11	\$13.37	\$13.65	\$14.06	\$14.63	\$15.07	<b>21B</b>
<b>22B</b>	\$11.11	\$11.28	\$11.57	\$11.73	\$11.78	\$11.83	\$11.89	\$11.94	\$12.05	\$12.10	\$12.36	\$12.63	\$12.89	\$13.16	\$13.43	\$13.69	\$14.01	\$14.52	\$15.04	\$15.60	\$16.33	\$16.82	<b>22B</b>
<b>23B</b>	\$15.28	\$15.51	\$15.92	\$15.97	\$16.02	\$16.07	\$16.13	\$16.19	\$16.24	\$16.28	\$16.76	\$17.13	\$17.52	\$17.89	\$18.26	\$18.63	\$19.00	\$19.37	\$19.79	\$20.16	\$20.58	\$21.17	<b>23B</b>
<b>24B</b>	\$12.64	\$12.83	\$13.16	\$13.32	\$13.37	\$13.43	\$13.48	\$13.53	\$13.58	\$13.69	\$13.95	\$14.22	\$14.54	\$14.81	\$15.13	\$15.39	\$15.65	\$15.92	\$16.19	\$16.45	\$16.82	\$17.13	<b>24B</b>
<b>26B</b>	\$8.93	\$9.07	\$9.29	\$9.40	\$9.45	\$9.50	\$9.55	\$9.60	\$9.66	\$9.71	\$9.87	\$10.09	\$10.29	\$10.56	\$10.77	\$10.98	\$11.20	\$11.41	\$11.67	\$11.94	\$12.21	\$12.58	<b>26B</b>
<b>27B</b>	\$9.49	\$9.64	\$9.87	\$10.03	\$10.09	\$10.14	\$10.19	\$10.24	\$10.29	\$10.40	\$10.67	\$10.93	\$11.20	\$11.52	\$11.78	\$12.05	\$12.31	\$12.58	\$12.83	\$13.29	\$13.75	\$14.17	<b>27B</b>
<b>28B</b>	\$12.54	\$12.73	\$13.06	\$13.21	\$13.27	\$13.32	\$13.37	\$13.43	\$13.58	\$13.74	\$14.12	\$14.49	\$14.86	\$15.22	\$15.65	\$16.02	\$16.39	\$16.76	\$17.13	\$17.52	\$17.88	\$18.41	<b>28B</b>
<b>29B</b>	\$18.57	\$18.85	\$19.37	\$19.58	\$19.69	\$19.79	\$19.84	\$19.89	\$19.95	\$20.01	\$20.21	\$20.48	\$20.80	\$21.12	\$21.38	\$21.65	\$21.91	\$22.23	\$22.76	\$23.29	\$23.81	\$24.46	<b>29B</b>
<b>30B</b>	\$12.54	\$12.73	\$13.06	\$13.21	\$13.27	\$13.32	\$13.37	\$13.43	\$13.48	\$13.53	\$13.80	\$14.12	\$14.38	\$14.64	\$14.91	\$15.18	\$15.44	\$15.70	\$16.02	\$16.29	\$16.61	\$16.93	<b>30B</b>
<b>HSA</b>	\$12.59	\$12.78	\$13.11	\$13.27	\$13.32	\$13.37	\$13.43	\$13.48	\$13.69	\$13.80	\$14.12	\$14.44	\$14.75	\$15.07	\$15.39	\$15.70	\$16.02						<b>HSA</b>
<b>HSE</b>	\$13.60	\$13.81	\$14.17	\$14.44	\$14.49	\$14.54	\$14.59	\$14.64	\$14.75	\$14.86	\$15.18	\$15.50	\$15.82	\$16.13	\$16.45	\$16.82	\$17.13						<b>HSE</b>
<b>HSF</b>	\$13.85	\$14.06	\$14.44	\$14.70	\$14.75	\$14.81	\$14.86	\$14.91	\$15.01	\$15.13	\$15.44	\$15.76	\$16.07	\$16.39	\$16.76	\$17.08	\$17.40						<b>HSF</b>
<b>HSG</b>	\$14.11	\$14.32	\$14.70	\$14.96	\$15.01	\$15.07	\$15.13	\$15.18	\$15.28	\$15.39	\$15.70	\$16.02	\$16.34	\$16.71	\$17.03	\$17.35	\$17.67						<b>HSG</b>
<b>HSJ</b>	\$14.36	\$14.58	\$14.96	\$15.23	\$15.28	\$15.33	\$15.39	\$15.44	\$15.55	\$15.65	\$15.97	\$16.29	\$16.61	\$16.98	\$17.30	\$17.62	\$17.94						<b>HSJ</b>

*Note: Approximate annual rates may be calculated by multiplying the hourly rate above times the number of contract days times the number of hours worked per day. Due to the pay*

