

Board Proposal #1

June 20, 2018

MEMORANDUM OF UNDERSTANDING

FNS Training Compensation Proposal

In response to the 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 FNS training compensation provisions. This 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 ~~2018-2019~~ ~~2017-2018~~ FNS Mandatory CEU Requirement is as follows:
 - a. FNS Assistants, Relief Assistants and District Office SRP's: 6 CEU's
 - b. Production Assistants (Full time and relief): 6 CEU's

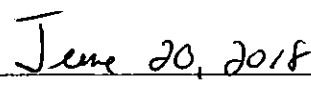
Voluntary Training & Bonus Program:

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).

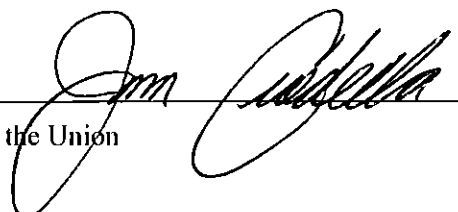
The language in this proposal supersedes all previous FNS training supplement agreements. However, any FNS employee who is currently receiving a supplement for any training completed prior to this proposal will continue to receive any/all supplements earned.



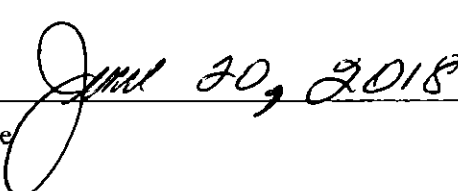
For the Board



Date



For the Union



Date