RESOLUTION OF DISPUTED ISSUE -- Wages
Article XV Wages
November 13, 2026

Article XV

Wages

A. This wage schedule for the ~~2025-26~~2026-27 fiscal year for all classified employees shall be as set forth in Appendix A-3.

~~1. The classified salary structure was adjusted as follows:~~
~~a. Add pay grade 2 with a minimum hourly rate of $15.45 per hour.~~
~~b. Increase to the minimum hourly rate for pay grades 3 – 18.~~
~~c. Increase the minimum hourly rate for all employees in a benefited position to $16.00 per hour, starting with pay grade 3.~~
~~d. All employees whose current placement is up to 5% above the minimum for the paygrade will be advanced to the same placement in the updated structure~~

2. The ~~2025-26~~2026-27 increase will be paid retroactive to July 1, 202~~5~~6, or the beginning of the employee's first duty day for the ~~2025-26~~2026-27 school year.

3. To receive ~~the structure adjustment and/or~~ the ~~three point six five~~ two point five percent (~~3.65~~2.5%), employees must be in a benefitted position, worked one day over half the ~~2024-25~~2025-26 school year and be in an active employment status on the day the raises are paid to receive the ~~three point six five~~ two point five percent (~~3.65~~2.5%). ~~All employees below the five percent (5%) above the paygrade minimum will receive the structure adjustment.~~

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B. Individual Wage Determination

1.

EXPERIENCE	PAY RATE
Less than one full year of experience	Grade Minimum
One full year, but less than two years	Minimum plus 1%
Two full years, but less than three years	Minimum plus 2%
Three full years, but less than four years	Minimum plus 3%
Four full years, but less than five years	Minimum plus 4%
Five full years of related experience or more	Minimum plus 5%
Military years of experience (Up to 4 years, maximum)	Current wage plus 1% for each year of active duty in the armed forces of the USA

Under extenuating circumstances where there are critical skills and/or experience required, and job candidates are very limited, a starting wage up to 20% above grade minimum may be utilized. This shall require mutual agreement between the Cabinet level manager for the hard to fill position and the Senior Executive Director of Human Resources. Input may be provided by the direct supervisor of the hard to fill position and the Compensation Department.

The parties agree that verifiable experience credit for up to 20% shall first be awarded to current OCPS employees with the same job title(s) within the department approved to utilize this language. Past practice for the implementation of this language shall serve as a guide for future implementations to ensure consistency and equitability.

2. An employee shall be considered new through his/her anniversary date.

3. Effective July 1, 2010, a new employee shall be paid at the grade minimum for his/her position until such time as verification of work experience is received by Compensation Services.

For work experience verification submitted during the employee's first year of employment, the employee's wage rate shall be adjusted retroactive to the date of benefited employment or the beginning of the current fiscal year, whichever is later. For work experience verification submitted after the employees, one year anniversary, the employee's wage rate shall be adjusted on the pay period following the date the verification is acknowledged in writing by Compensation Services.

Verification submitted after the employee's one year anniversary shall not be paid retroactive.

4. Although all experience documentation may not be related, such documentation shall remain on file.

5. Former employees who are rehired shall be granted applicable credit for all related District experience subject to schedule B.1 above, except that former employees who are re-hired after retiring under any Orange County Public Schools (OCPS) retirement incentive shall be placed at the minimum of the applicable wage range.

   Effective July 1, 2016, former employees who are rehired in either the same position title or the same paygrade shall not earn wages less than what they were earning on the last day of their most recent termination of employment with OCPS.

6. Effective July 1, 2017, classified employees, if honorably discharged, including a general discharge under honorable conditions, will be granted up to four (4) years of Military Experience credit on the classified salary schedule for active military duty in the armed forces of the United States of America. Each year of Military Service shall receive the same value as a year of experience credit and shall be calculated separate from and in addition to experience credit.

   To receive Military Experience credit, the employee must present a copy of his/her DD214 to Compensation Services. Effective July 1, 2018, Military experience will be applied the same as work experience credit, outlined in paragraph 3 above. Credit will be applied to the employee's wages within three weeks of receipt by Compensations Services.

7. An employee may request a reevaluation of his/her experience documentation on file in the event s/he changes to a new position with different job duties and/or skill requirements. Any adjustment in experience credit shall be to the start date in the new position or to the pay period in which the employee requested the reevaluation, whichever is later.

    a. If the employee's new position is related to his/her former position to the extent that experience credit granted in or for the former position continues to be applicable, such experience credit shall be carried forward. In cases of promotion within classification, Article X.D. shall take precedence.

    b. If the employee's new position is not related to the extent that the former experience credit is no longer applicable, provisions of section C.1. shall apply.

    c. These provisions shall not be applicable for any position change made prior to ratification of this Contract.

    d. Each employee shall be given written notification of the above provisions when hired.

8. For employees who accept a related position at a lower grade, placement within the new position's range shall be at the same percentage as that of the previous position's range, subject to the maximum for the new grade.

    a. If the employee had previously held a position at the lower grade, the employee's pay will be reduced by the same percentage of the pay increase the employee received moving to the higher paygrade. The employee will return to the previous rate of pay with any negotiated pay increase added. At no time will the employee earn less than the hourly rate previously earned in the lower graded position if there has been no break in service.

    b. Wages for employees who are promoted and are then downgraded within a twelve-month period shall be calculated by applying Article X.D.1.a. to the wage for the position held prior to the promotion. Any negotiated pay increases will apply.

c. Extenuating circumstances will be reviewed and a final determination will be made by the Senior Director of Compensation Services.

C. The Board may provide for recognition of employees who have contributed outstanding and meritorious service in their fields and adopt and implement the program of meritorious service awards to employees who propose procedures or ideas which are adopted and which will result in eliminating or reducing School Board expenditures or improving School Board operations. The School Board is authorized to expend funds for such recognition and awards. Any award granted under the provisions of this paragraph shall not exceed $2,000 or 10% of the first year's gross savings, whichever is less. The Union shall be sent a copy of any awards granted under this section.

D. The Board shall maintain the current point factor job evaluation system and the applicable job factors, which were mutually agreed to by the parties as a result of the 1997-98 classified job study. The Union shall be kept apprised of the process and any new grade changes shall be subject to negotiations.

E. Method of Payment

1. The Board agrees to issue biweekly paychecks via direct deposit using an electronic, paperless delivery method. Employee access to electronic copies of his/her paychecks will be through the OCPS portal.

2. The number of paychecks issued to less than 12 month employees shall be based upon the length of time from the first to the last duty day of their work year subject to Section 3, 4, and 5 below.

3. If the scheduled payday falls on a non-banking day, paychecks shall be issued on the last business day before the non-banking day.

4. For new employees whose application for Direct Deposit is still being processed, and their first pay date is during extended non-workdays (such as Thanksgiving week, Winter Break or Spring Break), the paycheck/stub will be mailed to their home address for delivery by the scheduled pay date.

5. Overtime pay shall be applied to the pay period in which it was earned, to the extent feasible.

F. Any changes in the paygrade schedule shall be negotiated by and between the parties.

G. Shift differential

A shift differential shall be paid to eligible classified employees as per the schedule and criteria below. Eligibility to receive a shift differential shall be determined using the following criteria:

1. Employee's regular scheduled shift must include a minimum of four (4) hours between 4:00 p.m. and 8:00 a.m.

2. Employees must be in a benefited position.

3. More than one (1) defined shift must be available for the position titles as shown in Appendix A-1 and A-2. Those shifts must be in accordance with the shift schedule outlined below.

Shift Schedule

Scheduled Shift	Proposed Differential
8:00 a.m. to 4:00 p.m.	No additional pay
4:00 p.m. to 12:00 a.m.	35 cents per hour
12:00 a.m. to 8:00 a.m.	55 cents per hour

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APPENDIX A-3

Classified Pay Schedule
Effective July 1, ~~2025~~ 2026

Job Grade	Grade Range Minimum (Less than 1 full year of related exp)	Grade Range Minimum (1 full yr but less than 2 full yrs of related exp)	Grade Range Minimum (2 full yrs but less than 3 full yrs of related exp)	Grade Range Minimum (3 full yrs but less than 4 full yrs of related exp)	Grade Range Minimum (4 full yrs but less than 5 full yrs of related exp)	Grade Range Minimum (5 full yrs of related exp)*	Grade Range Maximum	Range
N02	$15.45	$15.60	$15.76	$15.91	$16.07	$16.22	~~$21.09~~ $21.62	~~$5.64~~ $6.17
N03	$16.00	$16.16	$16.32	$16.48	$16.64	$16.80	~~$21.09~~ $21.62	~~$5.09~~ $5.62
N04	$16.35	$16.51	$16.68	$16.84	$17.00	$17.17	~~$21.46~~ $22.00	~~$5.11~~ $5.65
N05	$16.71	$16.88	$17.04	$17.21	$17.38	$17.55	~~$22.40~~ $22.96	~~$5.69~~ $6.25
N06	$17.08	$17.25	$17.42	$17.59	$17.76	$17.93	~~$23.50~~ $24.09	~~$6.42~~ $7.01
N07	$17.46	$17.63	$17.81	$17.98	$18.16	$18.33	~~$25.00~~ $25.63	~~$7.54~~ $8.17
N08	$17.84	$18.02	$18.20	$18.38	$18.55	$18.73	~~$25.77~~ $26.41	~~$7.93~~ $8.57
N09	$18.23	$18.41	$18.59	$18.78	$18.96	$19.14	~~$26.60~~ $27.27	~~$8.37~~ $9.04
N10	$18.60	$18.79	$18.97	$19.16	$19.34	$19.53	~~$27.69~~ $28.38	~~$9.09~~ $9.78
N11	$18.98	$19.17	$19.36	$19.55	$19.74	$19.93	~~$28.95~~ $29.67	~~$9.97~~ $10.69
N12	$19.37	$19.56	$19.76	$19.95	$20.14	$20.34	~~$31.10~~ $31.88	~~$11.73~~ $12.51
N13	$19.77	$19.97	$20.17	$20.36	$20.56	$20.76	~~$32.05~~ $32.85	~~$12.28~~ $13.08
N14	$20.17	$20.37	$20.57	$20.78	$20.98	$21.18	~~$31.82~~ $33.84	~~$11.65~~ $13.67
N15	$20.57	$20.78	$20.98	$21.19	$21.39	$21.60	~~$32.15~~ $34.85	~~$11.58~~ $14.28
N16	$20.98	$21.19	$21.40	$21.61	$21.82	$22.03	~~$36.35~~ $37.26	~~$15.37~~ $16.28
N17	$21.40	$21.61	$21.83	$22.04	$22.26	$22.47	~~$37.20~~ $38.38	~~$15.80~~ $16.98
N18	$21.83	$22.05	$22.27	$22.48	$22.70	$22.92	~~$39.73~~ $40.72	~~$17.90~~ $18.89

RESOLUTION OF DISPUTED ISSUE -- Wages
Article XV Wages
November 13, 2026

As of this 17 day of November, 2026.

For School Board of Orange County, Florida:

Maria F. Vazquez
Superintendent

For Orange Education Support Professionals Association:

Ronald Pollard
President

RESOLUTION OF DISPUTED ISSUE – Health Insurance
Article XVI Fringe Benefits
November 13, 2026

Article XVI Fringe Benefits

~~**Effective June 30, 2024**~~

A. Joint Fringe Benefits Committee

1. The parties agree to participate in a joint Fringe Benefits Committee for the purpose of discussing current insurance coverage, reviewing alternatives to the current coverage, and recommending improvements in the current coverage relative to benefits and cost. Discussions shall include co-payments, co-insurance, deductibles, out-of-pocket maximums, ~~**annual employee premium increases over 10%**~~ and all items outlined in this article. In addition the committee will review and recommend changes in third party administrators and ~~**PPO**~~ **participating** providers, make recommendations on the development of specifications for insurance benefit programs and other contracts prior to their being released for bid, and review bids prior to the time of awards of contracts.

2. The committee shall be informed in a timely manner of any recommendation regarding insurance coverage to be made by the Superintendent to the Board.

    a. If any products after being offered for three consecutive years (including the introductory year) has less than 5% participation of benefited employees, the product will be discontinued subject to the approval of the Fringe Benefits Committee. Employees enrolled in any discontinued product will be assisted in making a transition during a six month not during a six month notification period (in the third year). Exceptions are as follows:

        (1) If a product has less than 5% participation, but saves both the District and the employee money, it will be continued (i.e. Flexible Spending Account (FSA)).

        (2) Products that can be purchased at a lower cost through group rates and are not readily available to individuals.

    b. If a product is available in the market place on an individual basis at a comparable cost and benefit structure, it will not be offered by the District.

3. The Committee shall be composed of equal representatives from the Union, the District and each of the other recognized bargaining units within the District.

4. Any changes to the insurance program which are not subject to bargaining but must be approved by the Board, shall require at least a 30-day prior notice to the Committee.

5. The joint Fringe Benefits Committee may submit proposed changes in the insurance package to the Superintendent for analysis of both program input and cost, for future use in bargaining. The joint Fringe Benefits Committee shall have no power or authority to agree to any changes in insurance that would require negotiations.

6. The Committee shall continue to review and report recommendations to the CBLT which may lower the cost of employee paid family health insurance for the employees.

7. The Committee shall continue to analyze data on use of the Sick Leave Bank and make recommendations to the CBLT to enhance the long term viability of the Bank

b. Health Insurance

1. The Board agrees to provide, a health insurance program with various health plan options through the OCPS Employee Benefits Trust. A plan will be provided at no premium cost to full-time benefited employees~~, if the annual employee premium insurance increase is 10 percent or less.~~ Fifty percent of the cost will be paid by the Board for half-time employees who elect coverage. ~~One plan will be equal to or better than the current health insurance plan. Annual individual premium cost increases exceeding 10 percent over the prior year may require plan changes to maintain a no cost (to the employee) health plan option.~~ **There will be different premium structures for employees hired prior to July 1, 2024, and employees hired on or after July 1, 2024. Half-time employees who elect Employee Only coverage will receive fifty percent of the Board contribution towards their health insurance premiums.**

2. ~~Effective June 30, 2024, for employees hired prior to July 1, 2024, the premium will be shared as follows between Board and employees for Employee Only coverage: Plan A - 95% (Board)/5% (Employee); Plans B and C - 90% Board)/10% (Employee) and Plan D - 100% (Board) /0% (Employee).~~

~~3. For employees hired on or after June 30, 2024, the premium will be shared as follows between Board and employees for Employee Only coverage: Plan A, B and C - 85% (Board)/15% (Employee) and Plan D - 100% (Board)/0% (Employee). Fifty percent of the cost will be paid by the Board for half-time employees who elect Employee Only coverage.~~

4. ~~Effective June 30, 2024, e~~Employees who separate service for more than sixty (60) calendar days and return after that timeframe will only be eligible for the plans provided to new hires as outlined ~~in Article XVI.B.3.~~ above.

5. The program shall include hospitalization, emergency services, general medical services, and prescription drugs, and may differentiate between in- network and out-of-network coverage as specified in the Plan Document and in Sections 3 and 4 below.

   a. The program shall include a plan with a contracted provider network a plan that provides in-network only coverage and a plan that provides ~~both~~ in-**network coverage** and **may include** out–of-network coverage. Such plan(s) are to be negotiated with the Union prior to implementation.

   b. Mental health and chemical dependency benefits may be offered through a contracted provider network, subject to provisions spelled out in the Plan Document.

   c. In situations of severe personal injury or life-threatening illness, a major case management review may be required after a review by a medical panel as set forth in Section 15 below.

   d. Compliance with pre-certification and utilization review programs shall be required.

6. Employees shall be able to choose from ~~an~~ in-network ~~only option OR in-network and out-of-network for~~ doctors, hospitals and pharmacies**, and may be able to choose from out-of-network doctors, hospitals, and pharmacies**. ~~The High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B) product is the option with in-network and out-of-network coverage. The deductible in the High Deductible Health Plan (HDHP) with Health Savings Account (HSA) plan (Plan B) will be $1,750 individual/$3,500 family in-network and $5,000 individual/$10,000 family out-of- network for medical. High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B) complies with all federal guidelines. Members with employee only coverage must meet individual deductible before copayment and coinsurance apply. Members with dependent coverage must meet the total family deductible before copayments and coinsurance apply.~~

   In-network deductibles and out-of-pocket medical maximums shall accumulate together and out-of-network deductibles and out-of-pocket maximums shall accumulate separately. Deductibles paid for services rendered during the last three months of a plan year (July, August, September) shall apply toward the next plan year for all plans. In-Network coverage, Deductibles and Maximum out of pocket are on a plan year basis for all plans. In-Network deductibles apply towards the medical maximum out of pocket in compliance with the Affordable Care Act.

7. In the ~~High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B) product the~~ **OA Plus Plan** in-network co-insurance shall be ~~80~~**70** percent **(with the member paying 30 percent)** and out-of-network co-insurance shall be ~~70~~**60** percent **(with the member paying 40 percent)** of the fee schedule. **In the SureFit Plan co-insurance shall be 80 percent (with the member paying 20 percent).**

   In the ~~Local Plus, OAP In-Network (Plan A)~~**SureFit Plan**, contracted provider network shall require a $15 co-payment for each in-network Primary Care Physician visit **after the deductible has been satisfied. ~~In the OAPIN (Plan C), contracted provider network shall require a $15 co- payment for each in-network Primary Care Physician visit.~~** In the ~~High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B)~~ **OA Plus Plan,** the contracted provider network shall require a $15 co-payment for each in-network Primary Care Physician visit after the deductible has been satisfied.

8. The employee shall be responsible for payment of all specified deductibles, co- insurance and copayments and premium costs as specified in the Plan Document.

9. The SureFit Plan shall provide a prescription plan with a $9 charge for generic drugs for a 30-day supply; a $~~60~~70 charge for formulary drugs for a 30-day supply and a $~~100~~120 charge for drugs more than $1,500 for a 30-day supply at participating network pharmacies. (Certain non-formulary drugs may be provided at a participating network pharmacy for a $~~90~~100 charge for a 30-day supply when medical necessity has been verified with a Prior Authorization form filed with the pharmacy benefit manager vendor. **A $500 individual/$1,000 family deductible will apply to all prescriptions with the exception of generic medication.**

   The ~~Local Plus OAP In-Network (Plan A) and the OAPIN (Plan C) products~~ OA Plus Plan shall provide a prescription plan with a $9 charge for generic drugs for a 30-day supply; a ~~10~~20% coinsurance ~~(minimum $60) charge~~ for formulary drugs for a 30-day supply; a ~~10~~20% coinsurance ~~(minimum $100)~~ for medications more than $1,500 for a 30 day supply at participating network pharmacies. (Certain non- formulary drugs may be provided at a participating network pharmacy for ~~50~~20% coinsurance~~/minimum $90 co-pay~~ charge when medical necessity has been verified with a Prior Authorization form filed with the pharmacy benefit manager vendor.)

   ~~The High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B) complies with HDHP regulations and requires members to satisfy the deductible prior to copayments. Once the deductible has been satisfied, the HDHP product shall provide a prescription plan with a $9 charge for generic drugs for a 30-day supply, a 10% coinsurance (minimum $60) charge for formulary drugs for a 30-day supply; a 10% coinsurance (minimum $100) for medications more than $1,500 for a 30-day supply at participating network pharmacies. (Certain non-formulary drugs may be provided at a participating network pharmacy for 50% coinsurance/minimum $90 co-pay charge when medical necessity has been verified with a Prior Authorization form filed with the pharmacy benefit manager vendor.~~

10. ~~**In the High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B) product, h**~~H<u>H</u>ospice treatment in- network co-insurance shall ~~**be 80 percent and out-of-network co-insurance shall be 70 percent of the fee schedule after the applicable deductible has been satisfied**~~ **<u>match coinsurance amounts in the plans</u>**.

11. Second opinions are covered as outlined in the plan.

12. The effective date of health plan insurance for a newly hired employee shall be the first day of the month following 59 days from the date of hire.

13. Health plan insurance coverage shall terminate at the end of the month in which employment terminated or during any unpaid leave of absence when premium payments have not been made, except that coverage shall continue through August 31 if a 10-month employee resigns or retires at the end of the previous school year.

14. An employee may apply the Board's contribution toward employee only, employee + child(ren), employee + spouse/domestic partner and employee + family coverage of health plan insurance available through twice monthly payroll deduction.

15. If an employee and his/her spouse are both employees of the Board, the Board agrees to combine their health plan insurance contributions and apply the same toward family coverage.

16. Preferred provider organization coverage for medically necessary home health care shall be as provided in the Plan Document. Medically necessary home health care services shall be provided through a contracted provider network as specified in the plan.

17. A pre-certification/utilization review program shall be utilized, requiring the submission of a written form to the third party administrator, seven business days prior to non-emergency surgery (in or out-patient). Concurrent review shall be performed during admission to a hospital. Pre-certification shall be mandatory of non-emergencies and shall be subject to a $500 penalty if not followed. The Third-Party Administrator (TPA) must be contacted within 24 hours following any emergency admission.

18. A pre-certification/utilization review program shall be utilized, requiring the submission of a written form to the third party administrator, five business days prior to non-emergency surgery (in or out-patient). Concurrent review shall be performed during admission to a hospital. Pre-certification shall be mandatory of non-emergencies and could result in a reduction in covered benefits if not followed. The Third-Party Administrator (TPA) must be contacted within 24 hours following any emergency admission.

19. In cases involving life-threatening illnesses where a recommended experimental or investigative treatment or procedure is not covered by the Plan Document, a case management review may be requested by the affected employee.

    a. Such requests shall be referred to a medical review panel to review the recommended alternative experimental or investigative treatment or procedure. The five members of the panel shall be a representative from the Union, a representative from the Board and three medical representatives agreed to by the parties. The Union and the Board representatives shall have no voting power. These five panel members shall mutually agree on other panel members from medical specialties who might be needed to resolve each special case.

    b. An experimental or investigative treatment or procedure may be recommended by the panel if all of the following criteria are met:

        1. The illness is life-threatening

        2. The experimental or investigative treatment or procedure is recommended as having merit by a licensed board-certified specialist, in lieu of conventional medical procedures recognized by a national medical authority such as, but not limited to, the National Institute of Health, the American Medical Association, or the Food and Drug Administration.

        3. The experimental or investigative treatment or procedure is conducted by a Joint Commission accredited hospital and a licensed board-certified specialist.

    c. The panel shall make a case management recommendation to the Trustees of the Benefits Trust for final action. The Trustees may reject the recommendation if it does not meet the above criteria. The panel shall meet, deliberate and recommend and the Trustees will take final action in an expeditious manner.

c. The SureFit **plan has an annual maximum out-of-pocket of $6,000 individual/$12,000 family for medical coverage and an annual maximum out-of-pocket of $4,000 individual/$8,000 family for pharmacy. The OA Plus** health plan has an **annual maximum out-of-pocket of $6,000 individual/$12,000 family for medical coverage and an annual maximum out-of-pocket of** $~~2,500~~4,500 individual/$~~5,000~~9,000 family ~~maximum out of pocket~~ for ~~in-network~~ pharmacy. ~~The Local Plus OAP In-Network (Plan A), High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B), and the OAPIN (Plan C) have an annual $4,000 individual/$8,000 family maximum out-of-pocket for in-network pharmacy.~~ In addition, there will be a hearing aid benefit of $3,000 per hearing aid per ear every three (3) years.

d. TeleMedicine Benefits

A telehealth program will be offered through the medical coverage which allows members to access a physician either by phone or by secure video to help treat non-emergency medical conditions. The co-pay for this service is $0 per consultation. The $0 copayment only applies to the virtual provider. Virtual visits provided through a network provider will be subject to the applicable plan copayments. ~~High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B) complies with all federal guidelines. Members with Employee Only coverage must meet individual deductible before copayment and coinsurance apply. Members with dependent coverage must meet the family deductible before copayments and coinsurance apply.~~

The program provides treatment for minor non-emergency conditions. (See Glossary for a list of some of the non-emergency conditions covered by this program.)

e. Alternatives to Health Insurance

1. The Board agrees to provide, at no cost to employees, alternatives to health insurance. Employees who select an alternative to health insurance as set forth in Section B of this article shall have the option to enroll in a disability program providing an eligible benefit (based on the employee's annual salary not to exceed $1,500 per month and with a 14-day elimination (waiting) period and vision insurance.

2. Eligibility for an alternative shall require that the employee has group health insurance from another source.

3. An employee may re-enroll in the health insurance program subject to the normal waiting period for new employees. The waiting period may be waived if unusual circumstances arise resulting in the employee having no group health insurance coverage.

~~f. Members enrolled in the High Deductible Health Plan (HDHP) with Health Savings Account (HSA) (Plan B) have the opportunity to make additional tax-free contributions to a Health Savings Account (HSA). An HSA allows members to put money away and withdraw it tax-free, as long as it is used for qualified medical expenses, such as deductibles, copayments, coinsurance, and more. The HSA account belongs the member, so the member retains funds at time of termination, retirement or plan change. The annual maximum HSA contribution will be adjusted each year based on federal guidelines.~~

G. Life Insurance

1. The Board agrees to provide each employee regardless of age, with a term life insurance policy equal to the annual wage of each employee or seven thousand five hundred dollars ($7,500), whichever is greater, including accidental death and dismemberment coverage. Cost of this insurance shall be paid by the Board.

2. In the event a beneficiary has not been designated by the employee, the Board shall pay the benefits under the policy equally to members of the first of the following surviving classes: spouse, children, parents, siblings, executor or administrator.

H. The Board shall provide for the purchase of additional benefits through the provisions of IRS Section 125. If significant changes are made in these plans offered by the District, employees shall be given an opportunity to change enrollment in benefit programs in accordance with Federal regulations. Programs offered may include, but shall not be limited to, dependent medical, life, dental and vision insurance plans and flexible spending accounts.

I. Employees shall be covered by Workers' compensation insurance as provided by Florida Statutes except as excluded under Union Leave. To be eligible for Workers' compensation an employee must be injured while carrying out his/her duties as an employee of the School Board.

1. An employee shall be granted injury-in-the-line of duty leave with pay when his/her absence results from a personal injury received in the discharge of duty. Said leave shall be limited to ten duty days or as governed by Florida Statutes and shall not be chargeable to accrued sick leave.

2. If additional leave is needed and not granted under the provisions of Florida Statutes, the employee may elect to take accrued sick leave or to be paid under Workers' compensation. The employee may use his/her accumulated sick leave to maintain his/her current daily wage in combination with Workers' compensation benefits. In this case, the remaining sick leave balance shall be prorated.

3. Light Duty

    a. An employee may be offered light duty status on a temporary basis based upon a doctor's recommendation. Such employees shall experience no loss in their rate of pay, or benefits, while on light duty.

    b. Employees who have been determined medically to be unable to return to their regular position shall be assisted in identifying and applying for positions for which they are qualified. The employee shall be given first consideration for these positions for which they qualify and apply.

4. An employee shall be granted illness-in-the-line of duty leave with pay when his/her absence results from an illness contracted as a direct result of his/her employment, if it can be proven that the illness was not contracted from another source. Said leave shall be limited to ten duty days or as governed by Florida Statues and shall not be chargeable to accrued sick leave. If additional leave is needed and not granted under the provisions of Florida Statutes, the employee may elect to take accrued sick leave.

J. Employees shall be covered by Unemployment Compensation insurance as provided by Florida Statutes.

K. The Board agrees to provide employees with the use of payroll deduction for obtaining disability insurance, flexible spending accounts, universal life insurance, and additional term life insurance and any other insurance products mutually agreed to by the parties. However, the total cost of the premiums shall be borne by the employee. The following additional life insurance coverage shall be available:

1. Universal life insurance shall be available for the employee and/or spouse from a minimum amount of $10,000 up to the maximum provided in the policy, in
   $10,000 increments.

2. Additional term life insurance coverage shall be available: up to a maximum of
   $10,000 for the employee's spouse and up to a maximum of $5,000 for each child depending on the employee's salary.

L. The Board shall provide free payroll deduction for up to two tax sheltered investments (under the provisions of Section 403 (b) of the IRS Code), The ~~**Central Florida Educators**~~ **Additional Financial** Federal Credit Union accounts, U.S. Savings Bond Program, and the IRS Section 125 Program. 403 (b) deductions shall be transmitted to the appropriate agency twice monthly for each of twenty (20) installments.

RESOLUTION OF DISPUTED ISSUE – Health Insurance
Article XVI Fringe Benefits
November 13, 2026

M. Paid Holidays and Additional Paid Days Off

1. Paid Holidays for 12-month employees shall be as follows:

10-MONTH EMPLOYEES	12-MONTH EMPLOYEES
6 Paid Holidays	**6 Paid Holidays**
1) Labor Day	1) Independence Day
2) Thanksgiving	2) Labor Day
3) Day After Thanksgiving	3) Thanksgiving Day
4) December 24	4) Day After Thanksgiving
5) December 25	5) December 24
6) Martin Luther King Jr.'s Birthday (celebrated)	6) December 25
	Additional Paid Days Off
	7) New Year's Day
	8) Martin Luther King Jr.'s Birthday (celebrated)
	9) Memorial Day
	10) Employee's Birthday **
	** *The employee birthday is to be taken on the employee's birthday or on a date mutually agreed upon by the employee and his/her supervisor.*

Note: If a holiday or a paid day off occurs on a Saturday, employees will celebrate the holiday on the Friday immediately before the Saturday holiday. If a holiday or a paid day off occurs on a Sunday, employees will celebrate the holiday on the Monday immediately following the Sunday holiday.

If a two-day holiday or paid day off occurs on a Saturday and a Sunday, the employee will celebrate the holidays on both the Friday, immediately before and the Monday immediately following the Saturday/Sunday holidays.

Employees working on additional paid days off will receive pay for all hours worked in accordance with Article XIII.C.1

2. For employees whose jobs regularly involve scheduled work on July 4, December 24, December 25 and/or January 1, the provisions of Article XIII.C. shall apply to these specific dates, rather than those set forth in Section 1 above. Employees who are called back to work, in accordance with Article XIII.D., on these dates and/or the dates listed in Section 1. above shall be paid double time.

N. Terminal Pay

1. Per F.S.1012.61(2) 4, upon retirement an employee shall receive terminal pay equal to his/her daily rate of pay multiplied by the number of days of accumulated sick leave, according to the following formula:

Years of Service in the District	Percentage Factor
0-3	35
3.01 – 6	40
6.01 – 9	45
9.01 – 12	50
12.01 – and over	100

   a. Employees may use cumulative years of service for calculation of terminal pay if, when rehired by the District they remain employed immediately preceding retirement, for at least five years.

   b. Consecutive years of service will be used for calculation of terminal pay in all other situations.

2. Employees will (a) notify Employment Services in writing on or before April 1 of the fiscal year in which s/he is retiring and (b) work at least 45 duty days during that fiscal year. The Superintendent may waive the above requirements in unusual circumstances. The Superintendent may waive the above timelines in mitigating circumstances.

3. An employee who retires under the disability provisions of the Florida Retirement System or Teacher Retirement System shall be eligible for terminal pay as specified in this Contract.

4. The Board agrees to provide terminal pay to the employee's designated beneficiary or to the estate of the employee if no beneficiary has been designated, if active service is terminated by death. Active service shall include an employee on Board-approved leave.

5. Terminal pay shall be made available within 30 duty days of the date of retirement, or on a mutually agreed upon date.

6. An employee who is laid off shall be compensated for his/her accumulated sick leave according to the formula in Section 1. above, if requested by the employee.

O. Expense Allowances - Employees who are authorized and required to use their personal automobiles in the performance of their official duties shall be reimbursed at the maximum rate permitted by Florida Statutes, exclusive of mileage to and from their residence. The employee shall be reimbursed for tolls, provided a receipt was obtained and the toll road represented the most feasible route.

P. Subject to available funds, an employee may take vocational, technical and adult education courses offered by the Board without charge for tuition if said courses are job-related and held outside the regular workday. Fees for materials and supplies shall not be waived. (See Article X, C, 5)

Q. A record of in-service activities completed by employees shall be maintained by the Board. These activities shall be provided at no cost to the employee.

R. The District is committed to providing continuing education for its employees. If an employee is not scheduled to receive a minimum of two days of work related training, then upon request, the employee shall be granted the equivalent of two duty days to attend training. Such training must be work related and discussed with the supervisor. The work location supervisor shall determine the appropriate course and day with input from the employee.

S. All employees with proof of employment and picture identification or an OCPS picture identification may attend all school activities in which pupils participate, free of charge unless otherwise prohibited by a regulatory agency.

T. Employees shall be eligible for participation in the OCPS Employees Sick Leave Bank, which rules and procedures shall be as set forth in Appendix C.

RESOLUTION OF DISPUTED ISSUE – Health Insurance
Article XVI Fringe Benefits
November 13, 2026

U. Recognizing that chemical dependency, mental and/or health problems and other problems of a personal nature may contribute to misconduct and/or a decline in job performance, the parties shall continue cooperative efforts in providing an Employee Assistance Program. The Board shall continue to provide basic funds for the continuing operation of the program.

As of this 17 day of November, 2026.

For School Board of Orange County, Florida:

Maria F. Vazquez
Superintendent

For Orange Education Support Professionals Association:

Ronald Pollard
President

MEMORANDUM OF UNDERSTANDING #4
Bonus from the Property Tax Litigation Excess Funds
November 16, 2026

Since 2015, several large corporate property owners filed lawsuits against the Orange County, Florida, Property Appraiser and the Tax Collector (hereafter collectively the "Property Tax Litigation"), challenging high-value assessments on commercial properties throughout Orange County. Courts ruled in certain cases that the commercial property owners were entitled to refunds for improperly calculated property tax assessments. As a result of these court decisions, property tax recipients, including Orange County Public Schools, faced multi-million-dollar refunds. Orange County Public Schools currently has set aside money in the General and Capital Funds from the Property Tax Litigation. The amount currently set aside in the General Fund reserves for the Property Tax Litigation is $96 million, divided evenly for the Disney properties and non-Disney-related properties.

On November 13, 2026, the School Board voted to distribute to the Orange County Public Schools' employees, in the form of a one-time payment not added to base pay, the General Fund portion of the monies set aside for the Property Tax Litigation as the lawsuits settle, minus the amounts needed to compensate for the reduction of property tax receipts. Based on the representations of the Orange County Tax Collector that the recent settlement of Disney-related Property Tax Litigation lawsuits would safely free up $20 million from the monies set aside for the Property Tax Litigation, the School Board decided to distribute the General Fund portion of the $20 million, which equates to $16 million, to the Orange County Public Schools' employees. The parties therefore agree to provide eligible, benefited classified employees with a one-time bonus of $635. This bonus will be paid in the last paycheck in December, 2026, depending on the employee's payroll cycle.

If the Disney-related settlements free up more of the Disney-related portion of the General Fund set-aside, classified employees will receive their proportional share of the additional monies freed up. Additionally, as the non-Disney-related lawsuits settle, classified employees will receive their proportionate share of the General Fund monies set aside for those properties that are freed up by those settlements in the form of a one-time bonus to be paid within sixty (60) days of receipt of the certificates of correction or other time mutually agreed to by the parties. To be eligible for this bonus, classified employees must be actively employed and have an active employment status on the date the bonus is paid. Those classified employees who retire between the date of execution of this MOU and the date of payout who otherwise are eligible to receive the bonus will be included.

Despite any contract language to the contrary, this MOU shall continue in force and effect until the $96 million currently set aside in the General Fund reserves for the Property Tax Litigation is exhausted through compensation for the reduction of property tax receipts and distribution to the classified employees. This MOU may be rescinded by mutual written agreement of the parties.

This MOU shall be effective upon its ratification by both parties.

For School Board of Orange County, Florida:

Maria F. Vazquez
Superintendent

For Orange Education Support Professionals Association:

Ronald Pollard
President

TENTATIVE AGREEMENT #1
Appendix B-2 Route Bid Process
June 2, 2026

APPENDIX B - 2
Transportation Services
Route Bid Process

The Route Bid process as outlined below applies to bus operators and monitors. It does not apply to summer routes.

1. During the school year all open routes shall be posted for bidding three (3) times. Management reserves the right to change the frequency of bids or the months in which the bids are done. In the event of such a change, employees will be given at least a month's advance notification that the change will occur and provided the new bid information. Notification will include posting to the Transportation website, postings in employee lounges/break rooms and notification to OESPA.

   An open route includes:

   - Newly created routes
   - Routes vacated by retirement or termination
   - Routes vacated by previous bid
   - Routes whose bus operator or bus monitor is on an extended long term leave, no longer receiving payment from OCPS payroll or sick bank and FMLA eligibility has expired.

   Beginning with the 2026-27 school year, a full bid of all routes shall be conducted during the annual fall conference. A full bid of all routes shall continue every four (4) years beginning with the 2026-27 school year.

   Note: The bid process for 10-month routes and summer routes are separate and mutually exclusive.

2. A list of bid dates shall be posted prior to the beginning of preplanning. Simultaneously, a copy of these dates shall be provided to the union. The OESPA President (or his/her designee) may attend and observe the bid process.

   All route postings shall include the route number, bus number, manager, parking location, approximate route time, schools served and location of stops. The routes shall remain posted for at least 5 duty days and close at 4:00 pm on the 5th duty day.

3. All routes are subject to change by the routing department based on management decisions regarding the level of service to be provided, program changes, changes in student riders, as well as the additions and deletions of stops that have a safety or financial impact to the District. Upon completion of the aforementioned route changes, the bus operators and bus monitors shall be given no less than two (2) duty days to complete dry runs prior to taking over the route, except in emergency situations.

4. Routes shall be awarded to the employee with the most seniority. For the bidding process seniority is defined as the total length of continuous service with the Board in a benefited position as a bus operator/monitor, exclusive of long term leaves(s) of absence. In case of a seniority "tie", a deck of cards will be used to determine the winner. A card will be drawn for each bidder and the winner shall be determined by the highest card. Aces and jokers shall be removed from the deck.

5. Bus operators and monitors who bid shall be notified of their bid result within five duty days after the bid process closes. Once the employee has been awarded a bid he/she must take the route and remain with that route until the next open bid.

6. New bus operators and bus monitors will be administratively placed, when possible, on a vacant route. The probationary bus operator or bus monitor may bid on the next open route bid. Any administratively assigned open routes will be posted. Assignments for probationary bus monitors may change due to the IEP requirement of the student(s) and management's need to serve such student(s).

7. Awarded bids will not take effect until the successful bidder has completed the seating chart, registration cards, student safety referrals and cleaned their bus for their current route. Bus operators or bus monitors who are awarded bids during the FEFP count period shall remain on their routes until the close of the count period. Upon award of the bid, the bus operator or bus monitor is to familiarize themselves with the route and shall be given no less than two (2) duty days to complete dry runs, except in emergency situations, prior to taking over the route. Bus operators must use a school bus when completing dry runs. This allows the

bus operator to observe and report conditions and hazards to the school bus.

8. Bus operators or bus monitors who are on an extended leave of absence or worker's compensation leave shall not be permitted to bid on a route until they return to work full duty with no restrictions that would keep them from performing all the essential functions of their job responsibilities as a bus operator and/or bus monitor.

9. If routes are consolidated by the routing department due to reduction in service needs, the bus operator or bus monitor with the most seniority will be given the consolidated route. The bus operator or bus monitor removed after route consolidation will be required to bid on the next available cycle. Upon consolidation of the routes, the bus operator or bus monitor is to familiarize themselves with the route and shall be given no less than two (2) duty days to complete dry runs prior to taking over the route, except in emergency situations.

10. If a route becomes available after the last bid in April, it will be filled by a permanent substitute for the remainder of the school year. The route shall then be posted in accordance with item 1 of this procedure, for the beginning of the next school year.

11. Management reserves the right to reassign either a driver, a monitor or both to another route based on the operational needs, allocations, organizational changes at the work location, a change in the student(s) assignment or school needs, the employee's need for additional training, or any other job performance related matter.

    A managerial reassignment shall not be done in a punitive manner. The employee shall be provided notice of at least 48 hours prior to such change. If the reassigned route has fewer hours, the employee shall be kept whole for the bid route hours, provided he/she accepts extra work assignments that make up the difference. If the employee refuses extra work assignments, the employee's work hours will be adjusted to the hours of the reassigned route. The employee

shall be allowed to bid a new route at the next bid cycle, in accordance with the route bid process.

A meeting shall be held between the supervisor and the employee explaining the need for the route change. If the supervisor is not available, another member of management may meet with the employee to explain the change.

STATUS: As of this 2nd day of June, 2026, tentatively agreed to and closed.

For School Board of Orange County, Florida:

Leigh Ann Blackmore
Director, Labor Relations

For Orange Education Support Professionals Association:

Ronald Pollard
President

TENTATIVE AGREEMENT #2

Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades

June 2, 2026

See Appendix A-1 and A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule on the following pages.

APPENDIX A-1
CLASSIFIED JOB TITLES AND CORRESPONDING PAYGRADES
WAGE SCHEDULE

Confidential (not eligible for union membership) positions are included for informational purposes only.
Classified positions employed in confidential offices are not covered by this agreement.
See Article 1, C.2. for a complete list of these exemptions.

Job Titles Displayed Alpha by Job Title		
Job Title	**Job Family**	**Job Grade**
Accounting Specialist	Clerical	**14**
Administrative Secretary	Clerical	**11**
Administrative Specialist	Clerical	**12**
Air Conditioning Technician	Maintenance	**12**
Air Conditioning Technician Master	Maintenance	**14**
Attendance/Records Clerk	Clerical	**5**
Auto Refinisher I	Transportation	**9**
Auto Refinisher II	Transportation	**11**
Auto Refinisher Master	Transportation	**13**
Braille & Tactile Materials Specialist I	Ed. Paraprofessional	**17**
Braille & Tactile Materials Specialist II	Ed. Paraprofessional	**18**
Budget Specialist	Clerical	**15**
Building Automation Technician Master	Maintenance	**15**
Building Permit Technician	Clerical	**15**
Building Services Technician I	Maintenance	**11**
Building Services Technician II	Maintenance	**13**
Bus Inspection Clerk	Clerical	**9**
Bus Monitor	Transportation	**5**
Bus Monitor (11-Month)	**Transportation**	**5**
Bus Operator	Transportation	**9**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Bus Operator (11-Month)	**Transportation**	**9**
Bus Operator Lead	Transportation	**12**
Bus Operator, Sub Relief	Transportation	**10**
Bus Route Dispatcher	Clerical	**11**
Bus Route Specialist	Clerical	**16**
Cabinet Maker	Maintenance	**12**
Cabinet Maker Master	Maintenance	**14**
Carpenter	Maintenance	**10**
Carpenter Master	Maintenance	**12**
CDL Examiner	Transportation	**11**
Certification Specialist	Clerical	**17**
Communications Technician	Maintenance	**10**
Communications Technician Master (Transportation)	Transportation	**12**
Courier Driver	Maintenance	**8**
Culinary/Catering Representative	Food Service	**17**
Custodial Crew Leader	Custodial	**8**
Custodial Crew Leader Master	Custodial	**10**
Custodial Technician	Custodial	**13**
Custodian	Custodial	**3**
Custodian Resident	Custodial	**5**
Customer Relations Clerk	Clerical	**7**
Customer Service Technician	Clerical	**9**
Data Quality Specialist	Clerical	**18**
Data Quality Specialist (Alternative Education)	Clerical	**18**
Data Specialist, Sr, State Reporting	Clerical	**18**
Data Specialist, State Reporting	Clerical	**12**
Database Coordinator	Technology	**14**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Delivery Operator	Food Service	**9**
Delivery Operator, Lead	Food Service	**12**
District Police Communication Specialist I (Safety and Security)	Uniformed Security	**14**
District Police Communication Specialist II (Safety and Security)	Uniformed Security	**16**
District Police Communication Specialist, Senior (Safety and Security)	Uniformed Security	**18**
District Records Management Specialist	Clerical	**17**
Draftsperson	Maintenance	**13**
Draftsperson Master	Maintenance	**17**
Driver Trainer	Transportation	**11**
Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	**3**
Ed. Paraprofessional Basic, Non-Certified, Non-Title I School	Ed. Paraprofessional	**2**
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Arabic, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Chinese, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Creole, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, French, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, German, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Haitian-Creole, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Portuguese, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Russian, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Spanish, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Urdu, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Vietnamese, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	**6**
Ed. Paraprofessional Computer Lab, Non-Certified, Non-Title I School	Ed. Paraprofessional	**5**
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	**6**
Ed. Paraprofessional Exceptional Ed., Non-Certified, Non-Title I School	Ed. Paraprofessional	**5**
Ed. Paraprofessional, Intensive Disabilities, Certified (ESE)	Ed. Paraprofessional	**7**
Ed. Paraprofessional Intensive Disabilities (ESE), Non-Certified, Non-Title I School	Ed. Paraprofessional	**6**
Ed. Paraprofessional, Intensive Disabilities, Center Sites, Certified (ESE)	Ed. Paraprofessional	**7**
Ed. Paraprofessional Intensive Disabilities, Ctr Sites, (ESE), Non-Certified, Non-Title I School	Ed. Paraprofessional	**6**
Ed. Paraprofessional Phys Ed, Non-Certified, Non-Title I School	Ed. Paraprofessional	**3**
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	**4**
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	**3**
Ed. Paraprofessional Pre-K, Non-Certified, Non-Title I School	Ed. Paraprofessional	**2**
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	**7**
Ed. Paraprofessional, Sign Language, Non-Certified, Non-Title I School	Ed. Paraprofessional	**6**
Ed. Paraprofessional Title I Certified	Ed. Paraprofessional	**3**
Educational Captionist & Sign Language Interpreter Level 1	Ed. Paraprofessional	**14**
Educational Captionist & Sign Language Interpreter Level 2	Ed. Paraprofessional	**17**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Educational Captionist & Sign Language Interpreter Level 3	Ed. Paraprofessional	**18**
Electrician	Maintenance	**12**
Electrician Master	Maintenance	**14**
Employment Coordinator	Clerical	**12**
Energy Control Scheduler	Maintenance	**13**
Events Coordinator (Food Service/Culinary)	Clerical	**18**
Events Coordinator (Marketing and Events)	Clerical	**18**
Executive Assistant	Clerical	**15**
Extended Day Clerk	Clerical	**3**
Facilities Controls Specialist	Clerical	**18**
Finance Specialist	Clerical	**12**
Finance Specialist II	Clerical	**15**
Finance/Payroll Clerk I	Clerical	**7**
Finance/Payroll Clerk II	Clerical	**9**
Finance/Payroll Clerk III	Clerical	**11**
Financial Aid Assistant	Clerical	**8**
Financial Aid Coordinator	Clerical	**13**
Fire Alarm Technician	Maintenance	**13**
Fire Alarm Technician Master	Maintenance	**15**
Fire Prevention Tech	Maintenance	**16**
Fixed Assets Specialist	Clerical	**12**
Fleet Parts Inventory Coordinator (Transportation)	Transportation	**13**
Fleet Parts Specialist	Transportation	**13**
Fleet Services Coordinator	Transportation	**17**
Fleet Services Specialist	Transportation	**16**
Fleet Technician I	Transportation	**11**
Fleet Technician II	Transportation	**13**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Fleet Technician III	Transportation	**16**
Fleet Technician IV	Transportation	**18**
FMLA Specialist	Clerical	**16**
FNS Commodities Specialist	**Food Service**	**13**
Foundation Data Specialist	Clerical	**16**
Garage Assistant	Transportation	**6**
General Technical Support	Technology	**6**
Graphic Arts Coordinator	Technology	**18**
Grounds/Landscaper I	Maintenance	**5**
Grounds/Landscaper II	Maintenance	**7**
Grounds/Landscaper III Crew Leader	Maintenance	**9**
Grounds/Landscaping Chemical Tech	Maintenance	**12**
Heating/Boiler Technician	Maintenance	**12**
Heating/Boiler Technician Master	Maintenance	**14**
Heavy Equipment Operator	Maintenance	**13**
Heavy Equipment Operator, Master	Maintenance	**14**
Help Desk Support Representative	Technology	**16**
Help Desk Support Representative, Senior	Technology	**18**
HR Compliance Coordinator, Senior (Fingerprinting)	Clerical	**14**
HR Compliance Coordinator	Clerical	**11**
HR Compliance Coordinator (Fingerprinting)	Clerical	**12**
HR Compliance Coordinator, Senior	Clerical	**13**
Infant/Toddler Caregiver	**Ed. Paraprofessional**	**3**
Insurance Benefit Coordinator, I	Clerical	**11**
Insurance Benefit Coordinator, II	Clerical	**12**
Insurance Benefit Coordinator, Senior	Clerical	**13**
Insurance Benefits Systems Specialist	Clerical	**16**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Insurance/Benefits Clerk	Clerical	**10**
Irrigation Tech	Maintenance	**10**
Irrigation Tech M	Maintenance	**12**
Kitchen Services Technician I	Food Service	**11**
Kitchen Services Technician II	Food Service	**13**
Licensed Practical Nurse (LPN) I	Ed. Paraprofessional	**9**
Licensed Practical Nurse (LPN) II	Ed. Paraprofessional	**12**
Locksmith	Maintenance	**11**
Logistics Technician	Maintenance	**15**
Mail Services Clerk	Clerical	**6**
Materials Expeditor	Maintenance	**10**
Media Clerk I	Clerical	**4**
Media Clerk II	Clerical	**5**
Microcomputer Repair Technician	Technology	**14**
Microcomputer Repair Technician Lead	Technology	**16**
Mobile Culinary/Catering Representative	Food Service	**18**
Network Operator	Technology	**18**
Operations & Maintenance Planner	Maintenance	**16**
Operations & Maintenance Safety Tech	Maintenance	**16**
Operations & Maintenance Safety Tech (Transportation)	Transportation	**16**
Operations and Maintenance Scheduler	Maintenance	**15**
P/O Therapy Assistant	Ed. Paraprofessional	**12**
Painter	Maintenance	**10**
Painter Master	Maintenance	**12**
Paralegal	Clerical	**18**
Payroll Practitioner I	Clerical	**11**
Payroll Practitioner II	Clerical	**13**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Payroll Practitioner III	Clerical	**15**
Permanent Substitute, 2 yr Degree	Ed. Paraprofessional	**8**
Permanent Substitute, 4 yr Degree	Ed. Paraprofessional	**11**
Personnel Specialist	Clerical	**16**
Personnel/Benefits Clerk	Clerical	**9**
Plumber	Maintenance	**10**
Plumber Master	Maintenance	**12**
Printing Production Assistant	Clerical	**8**
Procurement Clerk	Clerical	**10**
Program Assistant, Basic, Certified	Ed. Paraprofessional	**13**
Program Assistant, Bilingual, Haitian/Creole, Certified	Ed. Paraprofessional	**13**
Program Assistant, Bilingual, Spanish, Certified	Ed. Paraprofessional	**13**
Program Assistant, CTE, Certified	Ed. Paraprofessional	**13**
Program Assistant, District ESE Specialist, Certified	Ed. Paraprofessional	**13**
Program Assistant, ESE Post HS Employment Spec, C	Ed. Paraprofessional	**13**
Program Assistant, ESE, Center Sites Certified	Ed. Paraprofessional	**13**
Program Assistant, ESE, Certified	Ed. Paraprofessional	**13**
Program Assistant, Horticulture, Certified	Ed. Paraprofessional	**13**
Program Assistant, Job Coach, Certified	Ed. Paraprofessional	**13**
Program Assistant, Parenting, Bilingual, Creole, Certified	Ed. Paraprofessional	**13**
Program Assistant, Parenting, Bilingual, Portuguese, Certified	Ed. Paraprofessional	**13**
Program Assistant, Parenting, Bilingual, Spanish, Certified	Ed. Paraprofessional	**13**
Program Assistant, Parenting, Certified	Ed. Paraprofessional	**13**
Program Assistant, PASS, Certified	Ed. Paraprofessional	**13**
Program Assistant, Preschool, Certified	**Ed. Paraprofessional**	**13**
Program Assistant, STEM, Certified (TIF Grant)	Ed. Paraprofessional	**13**
Program Coordinator	Clerical	**13**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Program Coordinator, CTE	Clerical	**13**
Program Coordinator, Ext Day	Clerical	**13**
Program Coordinator, Parent and Engagement Bilingual Liaison	Clerical	**13**
Program Coordinator, Parent and Engagement Bilingual Liaison Title I	Clerical	**13**
Program Coordinator, Parent and Engagement Liaison	Clerical	**13**
Program Coordinator, Parent and Engagement Liaison Title I	Clerical	**13**
Program Coordinator, Secondary Engagement Liaison, Title I	Clerical	**13**
Program Monitor, Certified	Ed. Paraprofessional	**10**
Property Auditor	Clerical	**11**
Purchasing Clerk	Clerical	**5**
Quality Assurance Tech (Facilities)	Maintenance	**16**
Quality Assurance Technician (Food Service)	Food Service	**16**
Records Management Coordinator	Clerical	**11**
Recycling/Parking Attendant	Maintenance	**3**
Refrigeration Tech Master	Maintenance	**14**
Registrar	Clerical	**7**
Registrar, Bilingual, Haitian/Creole	Clerical	**7**
Retirement Specialist	Clerical	**16**
Roofer	Maintenance	**10**
Roofer Master	Maintenance	**12**
Routing and Operations Coordinator	Clerical	**13**
School Bookkeeper	Clerical	**9**
School Clerk	Clerical	**4**
School Food Service Assistant I	Food Service	**3**
School Food Service Assistant II	Food Service	**4**
School Food Service Assistant III	Food Service	**7**
School Food Service Assistant Lead	Food Service	**13**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
School Health Assistant	Ed. Paraprofessional	**5**
School Secretary	Clerical	**10**
School Secretary/Bookkeeper	Clerical	**11**
Secretary	Clerical	**8**
Secretary, Bilingual, Spanish	Clerical	**8**
Section Leader	Clerical	**11**
Security Attendant	Uniformed Security	**3**
Security Screener Specialist	Uniformed Security	**12**
Security Systems Technician	Uniformed Security	**13**
Senior Budget Specialist	Clerical	**17**
Senior Executive Assistant	Clerical	**17**
Senior Finance/Payroll Specialist	Clerical	**17**
Senior Payroll Practitioner	Clerical	**17**
Site-Based Payroll Coordinator	Clerical	**13**
Small Engine Mechanic	Maintenance	**13**
Storekeeper/Warehouse Tech Master	Maintenance	**10**
Storekeeper/Warehouse Technician I	Maintenance	**6**
Storekeeper/Warehouse Technician II	Maintenance	**8**
Student Enrollment Specialist	Clerical	**16**
Student Enrollment Support Clerk	Clerical	**9**
Support Services Clerk II	Clerical	**3**
Support Services Clerk III	Clerical	**6**
Support Services Clerk III, Bilingual, Spanish	Clerical	**6**
Sustainability Specialist	Maintenance	**16**
Technology Inventory Specialist	Technology	**11**
Technology Support Representative	Technology	**16**
Technology Support Representative, Senior	Technology	**18**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Telecommunications Support Technician	Technology	**11**
Telecommunications Technician	Technology	**11**
Telecommunications Technician Master	Technology	**13**
Trades Tech I (Maintenance)	Maintenance	**16**
Trades Tech II (Food Service)	Maintenance	**17**
Trades Tech II (Maintenance)	Maintenance	**17**
Training Representative	Clerical	**17**
Training Representative (Extended Day)	Clerical	**17**
Training Representative (Facilities Services)	Clerical	**17**
Training Representative (Food Service)	Clerical	**17**
Training Representative (Transportation)	Clerical	**17**
Transportation Electronics Tech	Transportation	**13**
Transportation Electronics Tech, Master	Transportation	**15**
Transportation Payroll Clerk	Clerical	**10**
Transportation Specialist	Transportation	**16**
Truck Driver Heavy	Maintenance	**10**
Truck Driver Heavy Master	Maintenance	**13**
Uniformed Security Guard Shift Coordinator	Uniformed Security	**15**
Uniformed Security Officer - District	Uniformed Security	**12**
Uniformed Security Officer - Exceptional Student Education (ESE)	Uniformed Security	**12**
Uniformed Security Officer - School	Uniformed Security	**12**
Upholsterer and Glazier	Transportation	**10**
User Services Scheduler	Technology	**15**
Video Producer/Director	Technology	**17**
Video Production Assistant	Technology	**11**
Video Production Technician	Technology	**16**
Video Production Technician, Senior	Technology	**18**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Video Services Coordinator	Clerical	**9**
Volunteer Coordinator	Clerical	**11**
Webmaster	Technology	**18**
Welder	Maintenance	**9**
Welder Master	Maintenance	**12**
Wellness Program Coordinator	Clerical	**16**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

APPENDIX A-2
CLASSIFIED JOB TITLES AND CORRESPONDING PAYGRADES WAGE SCHEDULE

Confidential (not eligible for union membership) positions are included for informational purpose, only.
Classified positions employed in confidential offices ae not covered by this agreement.
See Article 1, C.2. for a complete list of these exemptions.

Job Titles Displayed Alpha within Job Family		
Job Title	**Job Family**	**Job Grade**
Accounting Specialist	Clerical	**14**
Administrative Secretary	Clerical	**11**
Administrative Specialist	Clerical	**12**
Attendance/Records Clerk	Clerical	**5**
Budget Specialist	Clerical	**15**
Building Permit Technician	Clerical	**15**
Bus Inspection Clerk	Clerical	**9**
Bus Route Dispatcher	Clerical	**11**
Bus Route Specialist	Clerical	**16**
Certification Specialist	Clerical	**17**
Customer Relations Clerk	Clerical	**7**
Customer Service Technician	Clerical	**9**
Data Quality Specialist	Clerical	**18**
Data Quality Specialist (Alternative Education)	Clerical	**18**
Data Specialist, Sr, State Reporting	Clerical	**18**
Data Specialist, State Reporting	Clerical	**12**
District Records Management Specialist	Clerical	**17**
Employment Coordinator	Clerical	**12**
Events Coordinator (Food Service/Culinary)	Clerical	**18**
Events Coordinator (Marketing and Events)	Clerical	**18**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Executive Assistant	Clerical	**15**
Extended Day Clerk	Clerical	**3**
Facilities Controls Specialist	Clerical	**18**
Finance Specialist	Clerical	**12**
Finance Specialist II	Clerical	**15**
Finance/Payroll Clerk I	Clerical	**7**
Finance/Payroll Clerk II	Clerical	**9**
Finance/Payroll Clerk III	Clerical	**11**
Financial Aid Assistant	Clerical	**8**
Financial Aid Coordinator	Clerical	**13**
Fixed Assets Specialist	Clerical	**12**
FMLA Specialist	Clerical	**16**
Foundation Data Specialist	Clerical	**16**
HR Compliance Coordinator, Senior (Fingerprinting)	Clerical	**14**
HR Compliance Coordinator	Clerical	**11**
HR Compliance Coordinator (Fingerprinting)	Clerical	**12**
HR Compliance Coordinator, Senior	Clerical	**13**
Insurance Benefit Coordinator, I	Clerical	**11**
Insurance Benefit Coordinator, II	Clerical	**12**
Insurance Benefit Coordinator, Senior	Clerical	**13**
Insurance Benefits Systems Specialist	Clerical	**16**
Insurance/Benefits Clerk	Clerical	**10**
Mail Services Clerk	Clerical	**6**
Media Clerk I	Clerical	**4**
Media Clerk II	Clerical	**5**
Paralegal	Clerical	**18**
Payroll Practitioner I	Clerical	**11**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Payroll Practitioner II	Clerical	**13**
Payroll Practitioner III	Clerical	**15**
Personnel Specialist	Clerical	**16**
Personnel/Benefits Clerk	Clerical	**9**
Printing Production Assistant	Clerical	**8**
Procurement Clerk	Clerical	**10**
Program Coordinator	Clerical	**13**
Program Coordinator, CTE	Clerical	**13**
Program Coordinator, Ext Day	Clerical	**13**
Program Coordinator, Parent and Engagement Bilingual Liaison	Clerical	**13**
Program Coordinator, Parent and Engagement Bilingual Liaison Title I	Clerical	**13**
Program Coordinator, Parent and Engagement Liaison	Clerical	**13**
Program Coordinator, Parent and Engagement Liaison Title I	Clerical	**13**
Program Coordinator, Secondary Engagement Liaison, Title I	Clerical	**13**
Property Auditor	Clerical	**11**
Purchasing Clerk	Clerical	**5**
Records Management Coordinator	Clerical	**11**
Registrar	Clerical	**7**
Registrar, Bilingual, Haitian/Creole	Clerical	**7**
Registrar, CTE	Clerical	**7**
Retirement Specialist	Clerical	**16**
Routing and Operations Coordinator	Clerical	**13**
School Bookkeeper	Clerical	**9**
School Clerk	Clerical	**4**
School Secretary	Clerical	**10**
School Secretary/Bookkeeper	Clerical	**11**
Secretary	Clerical	**8**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Secretary, Bilingual, Spanish	Clerical	**8**
Section Leader	Clerical	**11**
Senior Budget Specialist	Clerical	**17**
Senior Employment Coordinator	Clerical	**13**
Senior Executive Assistant	Clerical	**17**
Senior Finance/Payroll Specialist	Clerical	**17**
Senior Payroll Practitioner	Clerical	**17**
Site-Based Payroll Coordinator	Clerical	**13**
Student Enrollment Specialist	Clerical	**16**
Student Enrollment Support Clerk	Clerical	**9**
Support Services Clerk II	Clerical	**3**
Support Services Clerk III	Clerical	**6**
Support Services Clerk III, Bilingual, Spanish	Clerical	**6**
Training Representative	Clerical	**17**
Training Representative (Extended Day)	Clerical	**17**
Training Representative (Facilities Services)	Clerical	**17**
Training Representative (Food Service)	Clerical	**17**
Training Representative (Transportation)	Clerical	**17**
Transportation Payroll Clerk	Clerical	**10**
Video Services Coordinator	Clerical	**9**
Volunteer Coordinator	Clerical	**11**
Wellness Program Coordinator	Clerical	**16**
Custodial Crew Leader	Custodial	**8**
Custodial Crew Leader Master	Custodial	**10**
Custodial Technician	Custodial	**13**
Custodian	Custodial	**3**
Custodian Resident	Custodial	**5**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Braille & Tactile Materials Specialist I	Ed. Paraprofessional	**17**
Braille & Tactile Materials Specialist II	Ed. Paraprofessional	**18**
Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	**3**
Ed. Paraprofessional Basic, Non-Certified, Non-Title I School	Ed. Paraprofessional	**2**
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Arabic, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Chinese, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Creole, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, French, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, German, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Haitian-Creole, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Portuguese, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Russian, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Spanish, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	**5**
Ed. Paraprofessional Bilingual, Urdu, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	**5**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
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Job Title	Job Family	Job Grade
Ed. Paraprofessional Bilingual, Vietnamese, Non-Certified, Non-Title I School	Ed. Paraprofessional	**4**
Ed. Paraprofessional Intensive Disabilities, Certified (ESE)	Ed. Paraprofessional	**7**
Ed. Paraprofessional Intensive Disabilities (ESE), Non-Certified, Non-Title I School	Ed. Paraprofessional	**6**
Ed. Paraprofessional, Intensive Disabilities, Center Sites, Certified (ESE)	Ed. Paraprofessional	**7**
Ed. Paraprofessional Intensive Disabilities, Ctr Sites, (ESE), Non-Certified, Non-Title I School	Ed. Paraprofessional	**6**
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	**6**
Ed. Paraprofessional Computer Lab, Non-Certified, Non-Title I School	Ed. Paraprofessional	**5**
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	**6**
Ed. Paraprofessional Exceptional Ed., Non-Certified, Non-Title I School	Ed. Paraprofessional	**5**
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	**4**
Ed. Paraprofessional Phys Ed, Non-Certified, Non-Title I School	Ed. Paraprofessional	**3**
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	**3**
Ed. Paraprofessional Pre-K, Non-Certified, Non-Title I School	Ed. Paraprofessional	**2**
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	**7**
Ed. Paraprofessional, Sign Language, Non-Certified, Non-Title I School	Ed. Paraprofessional	**6**
Ed. Paraprofessional Title I Certified	Ed. Paraprofessional	**3**
Educational Captionist & Sign Language Interpreter Level 1	Ed. Paraprofessional	**14**
Educational Captionist & Sign Language Interpreter Level 2	Ed. Paraprofessional	**17**
Educational Captionist & Sign Language Interpreter Level 3	Ed. Paraprofessional	**18**
Infant/Toddler Caregiver	**Ed. Paraprofessional**	**3**
Licensed Practical Nurse (LPN) I	Ed. Paraprofessional	**9**
Licensed Practical Nurse (LPN) II	Ed. Paraprofessional	**12**
P/O Therapy Assistant	Ed. Paraprofessional	**12**
Permanent Substitute, 2 yr Degree	Ed. Paraprofessional	**8**
Permanent Substitute, 4 yr Degree	Ed. Paraprofessional	**11**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Program Assistant, Basic, Certified	Ed. Paraprofessional	**13**
Program Assistant, Bilingual, Haitian/Creole, Certified	Ed. Paraprofessional	**13**
Program Assistant, Bilingual, Spanish, Certified	Ed. Paraprofessional	**13**
Program Assistant, CTE, Certified	Ed. Paraprofessional	**13**
Program Assistant, District ESE Specialist, Certified	Ed. Paraprofessional	**13**
Program Assistant, ESE Post HS Employment Spec, C	Ed. Paraprofessional	**13**
Program Assistant, ESE, Center Sites Certified	Ed. Paraprofessional	**13**
Program Assistant, ESE, Certified	Ed. Paraprofessional	**13**
Program Assistant, Horticulture, Certified	Ed. Paraprofessional	**13**
Program Assistant, Job Coach, Certified	Ed. Paraprofessional	**13**
Program Assistant, Parenting, Bilingual, Creole, Certified	Ed. Paraprofessional	**13**
Program Assistant, Parenting, Bilingual, Portuguese, Certified	Ed. Paraprofessional	**13**
Program Assistant, Parenting, Bilingual, Spanish, Certified	Ed. Paraprofessional	**13**
Program Assistant, Parenting, Certified	Ed. Paraprofessional	**13**
Program Assistant, PASS, Certified	Ed. Paraprofessional	**13**
Program Assistant, Preschool, Certified	**Ed. Paraprofessional**	**13**
Program Assistant, STEM, Certified (TIF Grant)	Ed. Paraprofessional	**13**
Program Monitor, Certified	Ed. Paraprofessional	**10**
School Health Assistant	Ed. Paraprofessional	**5**
Culinary/Catering Representative	Food Service	**17**
Delivery Operator	Food Service	**9**
Delivery Operator, Lead	Food Service	**12**
FNS Commodities Specialist	**Food Service**	**13**
Kitchen Services Technician I	Food Service	**11**
Kitchen Services Technician II	Food Service	**13**
Mobile Culinary/Catering Representative	Food Service	**18**
Quality Assurance Technician (Food Service)	Food Service	**16**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
School Food Service Assistant I	Food Service	**3**
School Food Service Assistant II	Food Service	**4**
School Food Service Assistant III	Food Service	**7**
School Food Service Assistant Lead	Food Service	**13**
Air Conditioning Technician	Maintenance	**12**
Air Conditioning Technician Master	Maintenance	**14**
Building Automation Technician Master	Maintenance	**15**
Building Services Technician I	Maintenance	**11**
Building Services Technician II	Maintenance	**13**
Cabinet Maker	Maintenance	**12**
Cabinet Maker Master	Maintenance	**14**
Carpenter	Maintenance	**10**
Carpenter Master	Maintenance	**12**
Communications Technician	Maintenance	**10**
Courier Driver	Maintenance	**8**
Draftsperson	Maintenance	**13**
Draftsperson Master	Maintenance	**17**
Electrician	Maintenance	**12**
Electrician Master	Maintenance	**14**
Energy Control Scheduler	Maintenance	**13**
Fire Alarm Technician	Maintenance	**13**
Fire Alarm Technician Master	Maintenance	**15**
Fire Prevention Tech	Maintenance	**16**
Grounds/Landscaper I	Maintenance	**5**
Grounds/Landscaper II	Maintenance	**7**
Grounds/Landscaper III Crew Leader	Maintenance	**9**
Grounds/Landscaping Chemical Tech	Maintenance	**12**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Heating/Boiler Technician	Maintenance	**12**
Heating/Boiler Technician Master	Maintenance	**14**
Heavy Equipment Operator	Maintenance	**13**
Heavy Equipment Operator, Master	Maintenance	**14**
Irrigation Tech	Maintenance	**10**
Irrigation Tech M	Maintenance	**12**
Locksmith	Maintenance	**11**
Logistics Technician	Maintenance	**15**
Materials Expeditor	Maintenance	**10**
Operations & Maintenance Planner	Maintenance	**16**
Operations & Maintenance Safety Tech	Maintenance	**16**
Operations and Maintenance Scheduler	Maintenance	**15**
Painter	Maintenance	**10**
Painter Master	Maintenance	**12**
Plumber	Maintenance	**10**
Plumber Master	Maintenance	**12**
Quality Assurance Tech (Facilities)	Maintenance	**16**
Recycling/Parking Attendant	Maintenance	**3**
Refrigeration Tech Master	Maintenance	**14**
Roofer	Maintenance	**10**
Roofer Master	Maintenance	**12**
Small Engine Mechanic	Maintenance	**13**
Storekeeper/Warehouse Tech Master	Maintenance	**10**
Storekeeper/Warehouse Technician I	Maintenance	**6**
Storekeeper/Warehouse Technician II	Maintenance	**8**
Sustainability Specialist	Maintenance	**16**
Trades Tech I (Food Service)	Maintenance	**16**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
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Job Title	Job Family	Job Grade
Trades Tech I (Maintenance)	Maintenance	**16**
Trades Tech II (Food Service)	Maintenance	**17**
Trades Tech II (Maintenance)	Maintenance	**17**
Truck Driver Heavy	Maintenance	**10**
Truck Driver Heavy Master	Maintenance	**13**
Welder	Maintenance	**9**
Welder Master	Maintenance	**12**
Database Coordinator	Technology	**14**
General Technical Support	Technology	**6**
Graphic Arts Coordinator	Technology	**18**
Help Desk Support Representative	Technology	**16**
Help Desk Support Representative, Senior	Technology	**18**
Microcomputer Repair Technician	Technology	**14**
Microcomputer Repair Technician Lead	Technology	**16**
Network Operator	Technology	**18**
Technology Inventory Specialist	Technology	**11**
Technology Support Representative	Technology	**16**
Technology Support Representative, Senior	Technology	**18**
Telecommunications Support Technician	Technology	**11**
Telecommunications Technician	Technology	**11**
Telecommunications Technician Master	Technology	**13**
User Services Scheduler	Technology	**15**
Video Producer/Director	Technology	**17**
Video Production Assistant	Technology	**11**
Video Production Technician	Technology	**16**
Video Production Technician, Senior	Technology	**18**
Webmaster	Technology	**18**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
June 2, 2026

Job Title	Job Family	Job Grade
Auto Refinisher I	Transportation	**9**
Auto Refinisher II	Transportation	**11**
Auto Refinisher Master	Transportation	**13**
Bus Monitor	Transportation	**5**
Bus Monitor (11-Month)	**Transportation**	**5**
Bus Operator	Transportation	**9**
Bus Operator (11-Month)	**Transportation**	**9**
Bus Operator Lead	Transportation	**12**
Bus Operator, Sub Relief	Transportation	**10**
CDL Examiner	Transportation	**11**
Communications Technician Master (Transportation)	Transportation	**12**
Driver Trainer	Transportation	**11**
Fleet Parts Inventory Coordinator (Transportation)	Transportation	**13**
Fleet Parts Specialist	Transportation	**13**
Fleet Services Coordinator	Transportation	**17**
Fleet Services Specialist	Transportation	**16**
Fleet Technician I	Transportation	**11**
Fleet Technician II	Transportation	**13**
Fleet Technician III	Transportation	**16**
Fleet Technician IV	Transportation	**18**
Garage Assistant	Transportation	**6**
Operations & Maintenance Safety Tech (Transportation)	Transportation	**16**
Transportation Electronics Tech	Transportation	**13**
Transportation Electronics Tech, Master	Transportation	**15**
Transportation Specialist	Transportation	**16**
Upholsterer and Glazier	Transportation	**10**
District Police Communication Specialist I (Safety and Security)	Uniformed Security	**14**

TENTATIVE AGREEMENT #2
Appendices A-1 and A-2 Classified Job Titles and Corresponding Paygrades
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Job Title	Job Family	Job Grade
District Police Communication Specialist II (Safety and Security)	Uniformed Security	16
District Police Communication Specialist, Senior (Safety and Security)	Uniformed Security	18
Security Attendant	Uniformed Security	3
Security Screener Specialist	Uniformed Security	12
Security Systems Technician	Uniformed Security	13
Uniformed Security Guard Shift Coordinator	Uniformed Security	15
Uniformed Security Officer - District	Uniformed Security	12
Uniformed Security Officer - Exceptional Student Education (ESE)	Uniformed Security	12
Uniformed Security Officer - School	Uniformed Security	12

STATUS: As of this 3rd day of June, 2026, tentatively agreed to and closed.

For School Board of Orange County, Florida:

LeighAnn Blackmore
Director, Labor Relations

For Orange Education Support Professionals Association:

Ronald Pollard
President