

**TENTATIVE AGREEMENT #5**  
**Article X Substitute Pay**  
**July 9, 2021**

**ARTICLE X**

**Employment Status and Assignment**

C. Reassignment


5. An employee who substitutes for at least 2.5 cumulative hours of student contact time for a teacher who is absent, shall be paid the supplemental rate of \$20 per day for said day. If the employee has completed the District endorsed Substitute Teacher Training he/she shall be paid the supplemental rate of \$30 per day.



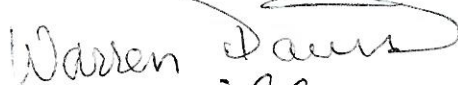
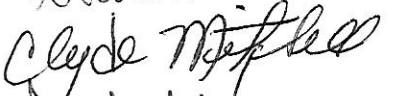

STATUS: As of this 9th day of July, 2021, tentatively agreed to and closed.




For School Board of Orange County, Florida:

For Orange Education Support Professionals  
Association:

  
James Preusser  
Senior Executive Director, Human Resources

  
Ron Pollard  
President

**TENTATIVE AGREEMENT #2 – Bereavement Leave**  
**Article XVII Leaves of Absence**  
**March 2, 2021**

**ARTICLE XVII**  
**LEAVES OF ABSENCE**

**H. Bereavement Leave**

1. When a death occurs in the immediate family of an employee, the employee shall be granted leave with or without pay for up to three (3) duty days to travel to and from the funeral location and attendance at the funeral for in-state activities. An employee shall be granted up to two (2) additional duty days to attend out-of-state funerals. Employees must use sick leave with or without pay for bereavement leave.
2. Immediate family is defined as spouse, same sex domestic partner, child (natural or step), mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent or grandchild.
3. Additional time may be granted at the discretion of the Administrator.

STATUS: As of this 4th day of March, 2021, tentatively agreed to and closed.

For School Board of Orange County, Florida:




James Preusser  
Senior Executive Director, Human Resources

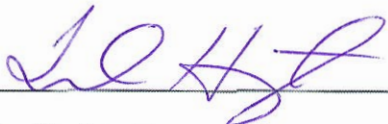


LeighAnn Blackmore  
Director, Labor Relations

For Orange Education Support Professionals  
Association:



Ron Pollard  
President



Temika Hampton  
Chief Negotiator

# TENTATIVE AGREEMENT #4

## Article XVIII Duration

July 9, 2021

### Article XVIII

#### Duration

*Mr. Little*  
*Yolanda Anderson*  
The provisions of the Contract shall be effective from the date of ratification by both parties and shall continue and remain in full force and effect except as modified in accordance with the provisions of this Contract through and including June 30, ~~2020~~ 2023.

Collaborative Bargaining Leadership Team members for the ~~2018-2019~~ 2020-21 Contract are:

Yolanda Anderson  
Leigh Ann Blackmore  
Robin Bolden  
Lindsay L. Bowlin  
Beth Curran  
Warren Davis  
~~Michele Erickson~~  
Jennifer B. Fowler  
Temika Hampton  
Annette Henry  
Stephanie P. Heron  
Theresa Harter-Miles  
Glarsnell Jean-Charles  
Rivers Lewis  
Scott Lindsey  
~~Reynaldo Martinez~~  
~~Wilson Mendez~~

Clyde Mitchell  
~~Florina Mitchell~~  
~~Charlotte Nelson~~  
Judith Padres  
Ronald Pollard  
Sophia Pollard  
Christina Pretorius  
James Preusser  
~~Anthony (Tony) Smyrock~~  
~~I'Eshee Snell~~  
Michelle Stile  
Laura Suprenard  
Helen Tookes-Tyree  
Julio Vazquez  
~~Reginald Williams~~  
Byron Wilson  
K. Michael Winter

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For School Board of Orange County, Florida:

For Orange Education Support Professionals  
Association:

*James Preusser*  
James Preusser  
Senior Executive Director, Human Resources

*Ronald Pollard*  
Ron Pollard  
President

*Annette Henry*  
*Robin S. Bolden*  
*Warren Davis*

*Sophia Pollard*  
*CEH*  
*Clyde Mitchell*  
*Byron Wilson*

**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING PAYGRADES**  
**WAGE SCHEDULE**  
**October 13, 2020**

**APPENDIX A-1**  
**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 are not covered by this agreement.  
See Article 1, C.2. for a complete list of these exemptions.

<b>Job Titles Displayed Alpha by Job Title</b>		
<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
Accounting Specialist	Clerical	<b>14</b>
Administrative Secretary	Clerical	<b>11</b>
Administrative Specialist	Clerical	<b>12</b>
Air Conditioning Technician	Maintenance	<b>12</b>
Air Conditioning Technician Master	Maintenance	<b>14</b>
Attendance/Records Clerk	Clerical	<b>5</b>
Auto Refinisher I	Transportation	<b>9</b>
Auto Refinisher II	Transportation	<b>11</b>
Auto Refinisher Master	Transportation	<b>13</b>
Braille & Tactile Materials Specialist I	Ed. Paraprofessional	<b>17</b>
Braille & Tactile Materials Specialist II	Ed. Paraprofessional	<b>18</b>
Budget Specialist	Clerical	<b>15</b>
Building Automation Technician Master	Maintenance	<b>15</b>
Building Permit Technician	Clerical	<b>15</b>
Building Services Technician I	Maintenance	<b>11</b>
Building Services Technician II	Maintenance	<b>13</b>
Bus Inspection Clerk	Clerical	<b>9</b>
Bus Monitor	Transportation	<b>5</b>
Bus Operator	Transportation	<b>9</b>
Bus Operator Lead	Transportation	<b>12</b>
Bus Operator, Sub Relief	Transportation	<b>10</b>
Bus Route Dispatcher	Clerical	<b>11</b>
Bus Route Specialist	Clerical	<b>16</b>
Cabinet Maker	Maintenance	<b>12</b>

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<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
Cabinet Maker Master	Maintenance	<b>14</b>
Carpenter	Maintenance	<b>10</b>
Carpenter Master	Maintenance	<b>12</b>
CDL Examiner	Transportation	<b>11</b>
Certification Specialist	Clerical	<b>17</b>
Communication Specialist (Safety and Security)	Uniformed Security	<b>16</b>
Communication Specialist, Senior (Safety and Security)	Uniformed Security	<b>18</b>
Communications Technician	Maintenance	<b>10</b>
Communications Technician Master (Transportation)	Transportation	<b>12</b>
Courier Driver	Maintenance	<b>8</b>
Culinary/Catering Representative	Food Service	<b>17</b>
Custodial Crew Leader	Custodial	<b>8</b>
Custodial Crew Leader Master	Custodial	<b>10</b>
Custodial Technician	Custodial	<b>13</b>
Custodian	Custodial	<b>3</b>
Custodian Resident	Custodial	<b>5</b>
Customer Relations Clerk	Clerical	<b>7</b>
Customer Service Technician	Clerical	<b>9</b>
Data Specialist, Senior, State Reporting	Clerical	<b>18</b>
Data Specialist, State Reporting	Clerical	<b>12</b>
Database Coordinator	Technology	<b>14</b>
Delivery Operator	<b>Maintenance Food Service</b>	<b>9</b>
Delivery Operator, Lead	<b>Maintenance Food Service</b>	<b>12</b>
District Records Management Specialist	Clerical	<b>17</b>
Draftsperson	Maintenance	<b>13</b>
Draftsperson Master	Maintenance	<b>17</b>
Driver Trainer	Transportation	<b>11</b>
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	<b>3</b>
Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	<b>3</b>
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	<b>5</b>



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<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	<b>6</b>
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	<b>6</b>
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	<b>4</b>
Ed. Paraprofessional Severely Handicapped, Certified	Ed. Paraprofessional	<b>7</b>
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	<b>7</b>
Ed. Paraprofessional Title I Certified	Ed. Paraprofessional	<b>3</b>
Educational Captionist & Sign Language Interpreter Level 1	Ed. Paraprofessional	<b>14</b>
Educational Captionist & Sign Language Interpreter Level 2	Ed. Paraprofessional	<b>17</b>
Educational Captionist & Sign Language Interpreter Level 3	Ed. Paraprofessional	<b>18</b>
Electrician	Maintenance	<b>11</b>
Electrician Master	Maintenance	<b>13</b>
Employment Coordinator	Clerical	<b>11</b>
Energy Control Scheduler	Maintenance	<b>13</b>
<b>Environmental Tech, Senior</b>	<b>Maintenance</b>	<b>18</b>
<b>Environmental Technician</b>	<b>Maintenance</b>	<b>16</b>
Events Coordinator ( <b>Community Resources <u>Marketing and Events</u></b> )	Clerical	<b>18</b>
Events Coordinator (Food Service/Culinary)	Clerical	<b>18</b>
Executive Assistant	Clerical	<b>15</b>
Extended Day Clerk	Clerical	<b>3</b>
Facilities Controls Specialist	Clerical	<b>18</b>
Finance Specialist	Clerical	<b>12</b>
Finance Specialist II	Clerical	<b>15</b>

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<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
Finance/Payroll Clerk I	Clerical	<b>7</b>
Finance/Payroll Clerk II	Clerical	<b>9</b>
Finance/Payroll Clerk III	Clerical	<b>11</b>
Financial Aid Assistant	Clerical	<b>8</b>
Financial Aid Coordinator	Clerical	<b>13</b>
Fire Alarm Technician	Maintenance	<b>13</b>
Fire Alarm Technician Master	Maintenance	<b>15</b>
Fire Prevention Tech	Maintenance	<b>16</b>
Fixed Assets Specialist	Clerical	<b>11</b> <b>12</b>
Fleet Parts Inventory Coordinator (Transportation)	Transportation	<b>13</b>
Fleet Parts Specialist	Transportation	<b>13</b>
Fleet Services Coordinator	Transportation	<b>17</b>
Fleet Technician I	Transportation	<b>11</b>
Fleet Technician II	Transportation	<b>13</b>
Fleet Technician III	Transportation	<b>16</b>
Fleet Technician IV	Transportation	<b>18</b>
Garage Assistant	Transportation	<b>6</b>
General Technical Support	Technology	<b>6</b>
Graphic Arts Coordinator	Technology	<b>18</b>
Grounds/Landscaper I	Maintenance	<b>5</b>
Grounds/Landscaper II	Maintenance	<b>7</b>
Grounds/Landscaper III Crew Leader	Maintenance	<b>9</b>
Grounds/Landscaping Chemical Tech	Maintenance	<b>12</b>
Heating/Boiler Technician	Maintenance	<b>12</b>
Heating/Boiler Technician Master	Maintenance	<b>14</b>
Heavy Equipment Operator	Maintenance	<b>13</b>
Help Desk Support Representative	Technology	<b>16</b>
Help Desk Support Representative, Senior	Technology	<b>18</b>
HR Compliance Coordinator	Clerical	<b>11</b>
HR Compliance Coordinator, Senior	Clerical	<b>13</b>
Insurance Benefit Coordinator, I	Clerical	<b>11</b>

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<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
Insurance Benefit Coordinator, II	Clerical	<b>12</b>
Insurance Benefit Coordinator, Senior	Clerical	<b>13</b>
Insurance Benefits Systems Specialist	Clerical	<b>16</b>
Insurance/Benefits Clerk	Clerical	<b>10</b>
Irrigation Tech	Maintenance	<b>10</b>
Irrigation Tech M	Maintenance	<b>12</b>
Kitchen Services Technician I	Food Service	<b>11</b>
Kitchen Services Technician II	Food Service	<b>13</b>
Locksmith	Maintenance	<b>11</b>
Logistics Technician	Maintenance	<b>15</b>
Mail Services Clerk	Clerical	<b>6</b>
<b>Mason</b>	<b>Maintenance</b>	<b>10</b>
<b>Mason Master</b>	<b>Maintenance</b>	<b>12</b>
Materials Expeditor	Maintenance	<b>10</b>
Media Clerk I	Clerical	<b>4</b>
Media Clerk II	Clerical	<b>5</b>
Microcomputer Repair Technician	Technology	<b>14</b>
Microcomputer Repair Technician Lead	Technology	<b>16</b>
Mobile Culinary/Catering Representative	Food Service	<b>18</b>
Network Operator	Technology	<b>18</b>
Nurse, LPN (Note: RN's are on Instructional pay schedule)	Ed. Paraprofessional	<b>12</b>
Operations & Maintenance Planner	Maintenance	<b>16</b>
Operations & Maintenance Safety Tech	Maintenance	<b>16</b>
Operations and Maintenance Scheduler	Maintenance	<b>15</b>
P/O Therapy Assistant	Ed. Paraprofessional	<b>12</b>
Painter	Maintenance	<b>10</b>
Painter Master	Maintenance	<b>12</b>
Paralegal	Clerical	<b>18</b>
<b>Parts Inventory Specialist I (Technology)</b>	<b>Technology</b>	<b>6</b>
Payroll Practitioner I	Clerical	<b>11</b>
Payroll Practitioner II	Clerical	<b>13</b>
Payroll Practitioner III	Clerical	<b>15</b>



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<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
Permanent Substitute, 2 yr Degree	Ed. Paraprofessional	<b>8</b>
Permanent Substitute, 4 yr Degree	Ed. Paraprofessional	<b>11</b>
Personnel Specialist	Clerical	<b>16</b>
Personnel/Benefits Clerk	Clerical	<b>9</b>
<b>Pest Control Operator</b>	<b>Maintenance</b>	<b>9</b>
Plumber	Maintenance	<b>10</b>
Plumber Master	Maintenance	<b>12</b>
Printing Production Assistant	Clerical	<b>8</b>
Procurement Clerk	Clerical	<b>10</b>
Program Assistant, Basic, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, Bilingual, Haitian/Creole, Certified (PALMAS)	Ed. Paraprofessional	<b>13</b>
Program Assistant, Bilingual, Spanish, Certified (PALMAS)	Ed. Paraprofessional	<b>13</b>
Program Assistant, CTE, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, District ESE Specialist, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, ESE Post HS Employment Spec, C	Ed. Paraprofessional	<b>13</b>
Program Assistant, ESE, Certified	Ed. Paraprofessional	<b>13</b>
<b><u>Program Assistant, Horticulture, Certified</u></b>	<b><u>Ed. Paraprofessional</u></b>	<b><u>13</u></b>
Program Assistant, Job Coach, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, Parenting, Bilingual, Creole, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, Parenting, Bilingual, Portuguese, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, Parenting, Bilingual, Spanish, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, Parenting, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, PASS, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, STEM, Certified (TIF Grant)	Ed. Paraprofessional	<b>13</b>
Program Coordinator	Clerical	<b>13</b>
Program Coordinator, CTE	Clerical	<b>13</b>
Program Coordinator, Ext Day	Clerical	<b>13</b>
Program Coordinator, Parent and Engagement Bilingual Liaison	<del>Ed. Paraprofessional</del> <b>Clerical</b>	<b>13</b>
<b><u>Program Coordinator, Parent and Engagement Bilingual Liaison, Title I</u></b>	<b><u>Clerical</u></b>	<b><u>13</u></b>
Program Coordinator, Parent and Engagement Liaison	Clerical	<b>13</b>
<b><u>Program Coordinator, Parent and Engagement Liaison, Title I</u></b>	<b><u>Clerical</u></b>	<b><u>13</u></b>

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Job Title	Job Family	Job Grade
<b><u>Program Coordinator, Secondary Engagement Liaison, Title I</u></b>	<b><u>Clerical</u></b>	<b><u>13</u></b>
Program Monitor, Certified	Ed. Paraprofessional	<b>10</b>
Property Auditor	Clerical	<b>11</b>
Purchasing Clerk	Clerical	<b>5</b>
Quality Assurance Tech (Facilities)	Maintenance	<b>16</b>
Quality Assurance Technician (Food Service)	Food Service	<b>16</b>
Recycling/Parking Attendant	Maintenance	<b>3</b>
Refrigeration Tech Master	Maintenance	<b>14</b>
Registrar	Clerical	<b>7</b>
Registrar, Bilingual, Haitian/Creole (PALMAS)	Clerical	<b>7</b>
Registrar, CTE	Clerical	<b>7</b>
Retirement Specialist	Clerical	<b>16</b>
Roofer	Maintenance	<b>10</b>
Roofer Master	Maintenance	<b>12</b>
Routing and Operations Coordinator	Clerical	<b>13</b>
School Bookkeeper	Clerical	<b>9</b>
School Clerk	Clerical	<b>4</b>
School Food Service Assistant I	Food Service	<b>3</b>
School Food Service Assistant II	Food Service	<b>4</b>
School Food Service Assistant III	Food Service	<b>7</b>
School Food Service Assistant Lead	Food Service	<b>13</b>
School Health Assistant	Ed. Paraprofessional	<b>5</b>
School Secretary	Clerical	<b>10</b>
School Secretary/Bookkeeper	Clerical	<b>11</b>
Secretary	Clerical	<b>8</b>
Secretary, Bilingual, Spanish (PALMAS)	Clerical	<b>8</b>
Section Leader	Clerical	<b>11</b>
Security Attendant	Uniformed Security	<b>3</b>
Security Systems Technician	Uniformed Security	<b>13</b>
Senior Budget Specialist	Clerical	<b>17</b>
Senior Employment Coordinator	Clerical	<b>13</b>
Senior Executive Assistant	Clerical	<b>17</b>

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<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
Senior Finance/Payroll Specialist	Clerical	<b>17</b>
Senior Payroll Practitioner	Clerical	<b>17</b>
Site-Based Payroll Coordinator	Clerical	<b>13</b>
Small Engine Mechanic	Maintenance	<b>13</b>
Storekeeper/Warehouse Tech Master	Maintenance	<b>10</b>
Storekeeper/Warehouse Technician I	Maintenance	<b>6</b>
Storekeeper/Warehouse Technician II	Maintenance	<b>8</b>
Student Enrollment Support Clerk	Clerical	<b>9</b>
Support Services Clerk II	Clerical	<b>3</b>
Support Services Clerk III	Clerical	<b>6</b>
Support Services Clerk III, Bilingual, Spanish (PALMAS)	Clerical	<b>6</b>
Sustainability Specialist	Maintenance	<b>16</b>
Technology Inventory Specialist	Technology	<b>11</b>
Technology Support Representative	Technology	<b>16</b>
Technology Support Representative, Senior	Technology	<b>18</b>
Telecommunications Support Technician	Technology	<b>11</b>
Telecommunications Technician	Technology	<b>11</b>
Telecommunications Technician Master	Technology	<b>13</b>
Trades Tech I (Maintenance)	Maintenance	<b>16</b>
Trades Tech II (Maintenance)	Maintenance	<b>17</b>
<b><u>Training Representative (Extended Day)</u></b>	<b><u>Clerical</u></b>	<b><u>17</u></b>
Training Representative (Food Service)	Clerical	<b>17</b>
Training Representative (Transportation)	Clerical	<b>17</b>
Transportation Electronics Tech	Transportation	<b>13</b>
Transportation Electronics Tech, Master	Transportation	<b>15</b>
Transportation Payroll Clerk	Clerical	<b>10</b>
Transportation Specialist	Transportation	<b>16</b>
Truck Driver Heavy	Maintenance	<b>10</b>
Truck Driver Heavy Master	Maintenance	<b>13</b>
Uniformed Security Guard Shift Coordinator	Uniformed Security	<b>15</b>
Uniformed Security Officer -- <b><u>District</u></b>	Uniformed Security	<b>12</b>
<b><u>Uniformed Security Officer -- School</u></b>	<b><u>Uniformed Security</u></b>	<b>12</b>

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Upholsterer and Glazier	Transportation	<b>10</b>
User Services Scheduler	Technology	<b>15</b>
Video Producer/Director	Technology	<b>17</b>
Video Production Assistant	Technology	<b>9</b>
Video Production Technician	Technology	<b>16</b>
Volunteer Coordinator	Clerical	<b>11</b>
Webmaster	Technology	<b>18</b>
Welder	Maintenance	<b>9</b>
Welder Master	Maintenance	<b>12</b>
Wellness Program Coordinator	Clerical	<b>16</b>

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**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

**APPENDIX A-2**  
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**PAYGRADES WAGE SCHEDULE**

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<b>Job Titles Displayed Alpha within Job Family</b>		
<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
Accounting Specialist	Clerical	<b>14</b>
Administrative Secretary	Clerical	<b>11</b>
Administrative Specialist	Clerical	<b>12</b>
Attendance/Records Clerk	Clerical	<b>5</b>
Budget Specialist	Clerical	<b>15</b>
Building Permit Technician	Clerical	<b>15</b>
Bus Inspection Clerk	Clerical	<b>9</b>
Bus Route Dispatcher	Clerical	<b>11</b>
Bus Route Specialist	Clerical	<b>16</b>
Certification Specialist	Clerical	<b>17</b>
Customer Relations Clerk	Clerical	<b>7</b>
Customer Service Technician	Clerical	<b>9</b>
Data Specialist, Senior, State Reporting	Clerical	<b>18</b>
Data Specialist, State Reporting	Clerical	<b>12</b>
District Records Management Specialist	Clerical	<b>17</b>
Employment Coordinator	Clerical	<b>11</b>
Events Coordinator ( <del>Community Resources</del> <u>Marketing and Events</u> )	Clerical	<b>18</b>
Events Coordinator (Food Service/Culinary)	Clerical	<b>18</b>
Executive Assistant	Clerical	<b>15</b>
Extended Day Clerk	Clerical	<b>3</b>
Facilities Controls Specialist	Clerical	<b>18</b>
Finance Specialist	Clerical	<b>12</b>
Finance Specialist II	Clerical	<b>15</b>
Finance/Payroll Clerk I	Clerical	<b>7</b>

**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

Job Title	Job Family	Job Grade
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	<del>14</del> 12
HR Compliance Coordinator	Clerical	11
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
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	<del>Ed. Paraprofessional</del> <del>Clerical</del>	13
<u>Program Coordinator, Parent and Engagement Bilingual Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
Program Coordinator, Parent and Engagement Liaison	Clerical	13
<u>Program Coordinator, Parent and Engagement Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
<u>Program Coordinator, Secondary Engagement Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>



**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

Job Title	Job Family	Job Grade
Property Auditor	Clerical	11
Purchasing Clerk	Clerical	5
Registrar	Clerical	7
Registrar, Bilingual, Haitian/Creole (PALMAS)	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
Secretary, Bilingual, Spanish (PALMAS)	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 Support Clerk	Clerical	9
Support Services Clerk II	Clerical	3
Support Services Clerk III	Clerical	6
Support Services Clerk III, Bilingual, Spanish (PALMAS)	Clerical	6
<b><u>Training Representative (Extended Day)</u></b>	<b><u>Clerical</u></b>	<b><u>17</u></b>
Training Representative (Food Service)	Clerical	17
Training Representative (Transportation)	Clerical	17
Transportation Payroll Clerk	Clerical	10
Volunteer Coordinator	Clerical	11
Wellness Program Coordinator	Clerical	16
Custodial Crew Leader	Custodial	8
Custodial Crew Leader Master	Custodial	10
Custodial Technician	Custodial	13

**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

Job Title	Job Family	Job Grade
Custodian	Custodial	<b>3</b>
Custodian Resident	Custodial	<b>5</b>
Braille & Tactile Materials Specialist I	Ed. Paraprofessional	<b>17</b>
Braille & Tactile Materials Specialist II	Ed. Paraprofessional	<b>18</b>
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	<b>3</b>
Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	<b>3</b>
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	<b>5</b>
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	<b>6</b>
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	<b>6</b>
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	<b>4</b>
Ed. Paraprofessional Severely Handicapped, Certified	Ed. Paraprofessional	<b>7</b>
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	<b>7</b>
Ed. Paraprofessional Title I Certified	Ed. Paraprofessional	<b>3</b>
Educational Captionist & Sign Language Interpreter Level 1	Ed. Paraprofessional	<b>14</b>
Educational Captionist & Sign Language Interpreter Level 2	Ed. Paraprofessional	<b>17</b>
Educational Captionist & Sign Language Interpreter Level 3	Ed. Paraprofessional	<b>18</b>
Nurse, LPN (Note: RN's are on Instructional pay schedule)	Ed. Paraprofessional	<b>12</b>
P/O Therapy Assistant	Ed. Paraprofessional	<b>12</b>
Permanent Substitute, 2 yr Degree	Ed. Paraprofessional	<b>8</b>
Permanent Substitute, 4 yr Degree	Ed. Paraprofessional	<b>11</b>
Program Assistant, Basic, Certified	Ed. Paraprofessional	<b>13</b>
Program Assistant, Bilingual, Haitian/Creole, Certified (PALMAS)	Ed. Paraprofessional	<b>13</b>
Program Assistant, Bilingual, Spanish, Certified (PALMAS)	Ed. Paraprofessional	<b>13</b>

**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

Job Title	Job Family	Job Grade
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, Certified	Ed. Paraprofessional	13
<b><u>Program Assistant, Horticulture, Certified</u></b>	<b><u>Ed. Paraprofessional</u></b>	<b><u>13</u></b>
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, 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	<b><u>Maintenance Food Service</u></b>	9
Delivery Operator, Lead	<b><u>Maintenance Food Service</u></b>	12
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
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

**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

Job Title	Job Family	Job Grade
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	11
Electrician Master	Maintenance	13
Energy Control Scheduler	Maintenance	13
<b>Environmental Tech, Senior</b>	<b>Maintenance</b>	<b>18</b>
<b>Environmental Technician</b>	<b>Maintenance</b>	<b>16</b>
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
Heating/Boiler Technician	Maintenance	12
Heating/Boiler Technician Master	Maintenance	14
Heavy Equipment Operator	Maintenance	13
Irrigation Tech	Maintenance	10
Irrigation Tech M	Maintenance	12
Locksmith	Maintenance	11
Logistics Technician	Maintenance	15
<b>Mason</b>	<b>Maintenance</b>	<b>10</b>
<b>Mason Master</b>	<b>Maintenance</b>	<b>12</b>
Materials Expeditor	Maintenance	10
Operations & Maintenance Planner	Maintenance	16
Operations & Maintenance Safety Tech	Maintenance	16
Operations and Maintenance Scheduler	Maintenance	15
Painter	Maintenance	10

**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

Job Title	Job Family	Job Grade
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 (Maintenance)	Maintenance	16
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

**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

<b>Job Title</b>	<b>Job Family</b>	<b>Job Grade</b>
User Services Scheduler	Technology	<b>15</b>
Video Producer/Director	Technology	<b>17</b>
Video Production Assistant	Technology	<b>9</b>
Video Production Technician	Technology	<b>16</b>
Webmaster	Technology	<b>18</b>
Auto Refinisher I	Transportation	<b>9</b>
Auto Refinisher II	Transportation	<b>11</b>
Auto Refinisher Master	Transportation	<b>13</b>
Bus Monitor	Transportation	<b>5</b>
Bus Operator	Transportation	<b>9</b>
Bus Operator Lead	Transportation	<b>12</b>
Bus Operator, Sub Relief	Transportation	<b>10</b>
CDL Examiner	Transportation	<b>11</b>
Communications Technician Master (Transportation)	Transportation	<b>12</b>
Driver Trainer	Transportation	<b>11</b>
Fleet Parts Inventory Coordinator (Transportation)	Transportation	<b>13</b>
Fleet Parts Specialist	Transportation	<b>13</b>
Fleet Services Coordinator	Transportation	<b>17</b>
Fleet Technician I	Transportation	<b>11</b>
Fleet Technician II	Transportation	<b>13</b>
Fleet Technician III	Transportation	<b>16</b>
Fleet Technician IV	Transportation	<b>18</b>
Garage Assistant	Transportation	<b>6</b>
Transportation Electronics Tech	Transportation	<b>13</b>
Transportation Electronics Tech, Master	Transportation	<b>15</b>
Transportation Specialist	Transportation	<b>16</b>
Upholsterer and Glazier	Transportation	<b>10</b>
Communication Specialist (Safety and Security)	Uniformed Security	<b>16</b>
Communication Specialist, Senior (Safety and Security)	Uniformed Security	<b>18</b>
Security Attendant	Uniformed Security	<b>3</b>
Security Systems Technician	Uniformed Security	<b>13</b>
Uniformed Security Guard Shift Coordinator	Uniformed Security	<b>15</b>
Uniformed Security Officer -- <b><u>District</u></b>	Uniformed Security	<b>12</b>

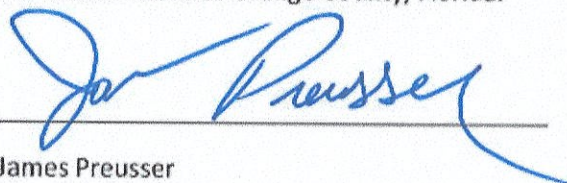


**TENTATIVE AGREEMENT #1 – Job Title Revisions**  
**Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING**  
**PAYGRADES WAGE SCHEDULE**  
**October 13, 2020**

Job Title	Job Family	Job Grade
<u>Uniformed Security Officer -- School</u>	<u>Uniformed Security</u>	<u>12</u>

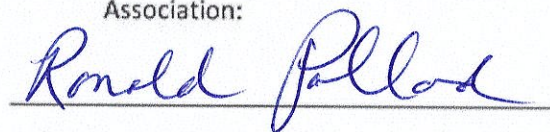
STATUS: As of this 13<sup>th</sup> day of October, 2020, tentatively agreed to and closed.

For School Board of Orange County, Florida:



James Preusser  
Senior Executive Director, Human Resources

For Orange Education Support Professionals  
Association:



Ron Pollard  
President

**TENTATIVE AGREEMENT #3**  
**Appendix B-2 Transportation Services Route Bid Process**  
**April 29, 2021**

**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 four 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.
  - ~~Routes that do not have a probationary bus operator or bus monitor~~
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.



**TENTATIVE AGREEMENT #3**  
**Appendix B-2 Transportation Services Route Bid Process**  
**April 29, 2021**

4. Routes shall be awarded to the employee with the most seniority. For the bidding process the seniority date used is the first day in a benefited position as a bus operator/monitor. If the employee has a break in service with transportation, the employee's seniority for the bidding process will change to reflect his/her new benefited date as a bus operator/monitor. 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 ~~for the first 60 calendar days of their probationary period. After the 60 days have been met, the~~ probationary bus operator or bus monitor may bid on the next open route bid. Any administratively assigned open routes will be posted ~~once the probationary bus operator or bus monitor has completed the required 60 calendar days.~~ 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 complete a dry run 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.

**TENTATIVE AGREEMENT #3**  
**Appendix B-2 Transportation Services Route Bid Process**  
**April 29, 2021**

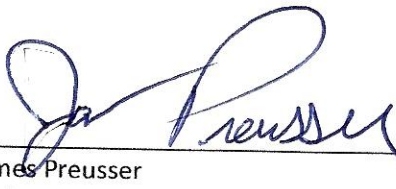
9. If routes are consolidated by the routing department due to reduction in service needs, the bus operator or bus monitor with the most seniority will be given the consolidated route. The bus operator or bus monitor removed after route consolidation will be required to bid on the next available cycle.
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 4<sup>th</sup> day of May, 2021, tentatively agreed to and closed.

For School Board of Orange County, Florida:

  
James Preusser  
Senior Executive Director, Human Resources

For Orange Education Support Professionals  
Association:

  
Ron Pollard  
President