

TENTATIVE AGREEMENT #6

Article V Union Rights

August 12, 2021

Article V

Union Rights

A. Union Leave

2. The Union shall be granted ~~75~~ 105 days of leave per fiscal year for use by its members. No one employee may use more than five of the above days per fiscal year and must maintain a personal leave balance for each day of union leave to be used. Release time granted for negotiations and designated district level meetings shall not be charged against the ~~75~~ 105 days. Any additional days requested or a waiver of personal leave balance shall be at the discretion of the Superintendent.

STATUS: As of this 19th day of August, 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 #5
Article IX General Personnel Provisions
August 12, 2021

Article IX
General Personnel Provisions

A. Job Descriptions

1. The Board shall maintain a separate job description for each position listed in Appendix A. It is understood by the parties that every incidental duty connected with the functions enumerated in the job description may not be specifically described and such shall not preclude the required performance of related duties.
 - a. It is understood between the parties that employees ~~normally~~ normally will be assigned duties consistent with those set forth in their job descriptions.
 - b. Specific duties shall not be assigned in a capricious manner.
 - c. ~~Employees shall not be required to perform "other duties as assigned" as a substantial portion of their duties.~~ Recognizing that situations arise requiring employees to "perform other duties as assigned", the parties agree that such tasks shall not be assigned on a continual basis.

STATUS: As of this 12th day of August, 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 #1
Article XVI Fringe Benefits
Plan Design Changes Effective for 2021-22 and 2022-23
August 12, 2021

Article XVI

Fringe Benefits

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.
2. 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- and 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 ~~18~~ 15 below.
 - d. Compliance with pre-certification and utilization review programs shall be required.

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3. Employees shall be able to choose from an in-network only option OR in-network and out-of-network for doctors, hospitals and pharmacies. The Health Reimbursement Account (Plan B) product is the option with in-network and out-of-network coverage. The deductible in the Health Reimbursement Account plan (Plan B) will be ~~\$2,000~~ \$3,000 individual/~~\$4,000~~ \$6,000 family in-network and \$3,000 individual/\$6,000 family out-of-network for medical.

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.

4. In the Health Reimbursement Account (Plan B) product the in-network co-insurance shall be 80 percent and out-of-network co-insurance shall be 70 percent of the fee schedule.

In the Local Plus, OAP In-Network (Plan A), contracted provider network shall require a \$35 co-payment for each in-network Primary Care Physician visit. In the OAPIN (Plan C), contracted provider network shall require a \$30 co-payment for each in-network Primary Care Physician visit. In the Health Reimbursement Account (Plan B) the contracted provider network shall require a \$30 co-payment for each in-network Primary Care Physician visit. The employee shall be responsible for payment of all specified deductibles, co-insurance and copayments and premium costs as specified in the Plan Document.

5. Beginning with plan year ~~2020-21~~ 2021-22 and continuing through plan year 2022-23 the ~~Health Reimbursement Account (Plan B) and the OAPIN (Plan C)~~ SureFit Plan shall provide a prescription plan with a \$9 charge for generic drugs for a 30-day supply; a ~~\$55~~ \$60 charge for formulary drugs for a 30-day supply and a ~~\$90~~ \$100 charge for drugs more than \$1,500 for a 30-day supply at participating network pharmacies. A \$100 per person deductible (maximum three (3) deductibles per family) will apply to non-generic prescriptions and copayments will apply once the deductible is met. (Certain non-formulary drugs may be provided at a participating network pharmacy for a ~~\$60~~ \$90 charge for a 30-day supply when medical necessity has been verified with a Prior Authorization form filed with the ~~Pharmacy Benefit Management Company~~ pharmacy benefit

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manager vendor.)

The Local Plus OAP In-Network (Plan A), Health Reimbursement Account(Plan B) and the OAPIN (Plan C) products shall provide a prescription plan with a \$9 charge for generic drugs for a 30-day supply; a 10% coinsurance/~~(minimum \$55 60; maximum \$300)~~ co-pay charge for formulary drugs for a 30-day supply; a 10% coinsurance/~~(minimum \$90 100 and maximum \$300)~~ co-pay for medications more than \$1,500 for a 30 day supply at participating network pharmacies. A \$100 per person deductible (maximum three (3) deductibles per family) will apply to non-generic prescriptions and coinsurance will apply once deductible is met. (Certain non- formulary drugs may be provided at a participating network pharmacy for 50% coinsurance/minimum \$~~60~~ 90 co-pay charge when medical necessity has been verified with a Prior Authorization form filed with the Pharmacy Benefit Management Company pharmacy benefit manager vendor.)

6. In the Health Reimbursement Account (Plan B) product, hospice treatment in-network co-insurance shall be 80 percent and out-of-network co-insurance shall be 70 percent of the fee schedule.
7. Second opinions are covered as outlined in the plan.
8. 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.
9. 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.
10. 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.
11. 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.

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12. 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.
13. 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.
14. 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.
15. 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:

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- (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.
- c. The experimental or investigative treatment or procedure is conducted by a Joint Commission accredited hospital and a licensed board-certified specialist. 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 health plan has an annual \$1,500 individual/\$3,000 family maximum out of pocket for in-network pharmacy. All three health The Local Plus OAP In-Network (Plan A), Health Reimbursement Account(Plan B) and the OAPIN (Plan C) plans have an annual \$1,000 2,000 individual/\$2,000 4,000 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.

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D. Telemedicine Benefits

~~Effective October 1, 2016, CIGNA introduced a new program called CIGNA MDLive. A telehealth program will be offered through the medical coverage which allows members to access a physician. This program provides physician consultations for certain illnesses either by phone or by online secure video to help treat non-emergency medical conditions, thereby providing 24/7 access for plan members.~~ The co-pay for this service is \$10 per consultation. ~~Important program benefits include the following.~~


- ~~• It is provided by CIGNA~~
- ~~• Plan members can contact a provider either by phone or online video chat.~~
- ~~• Providers are available 24 hours a day, 7 days a week, 365 days a year.~~
- ~~• The copay for the online consultation is \$10 per consultation versus the regular office visit co-pay under certain plans.~~
- ~~• The provider can prescribe prescription drugs, if needed. (Prescription co-pay will 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.)

STATUS: As of this 12th day of August, 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

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

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.

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 Operator	Transportation	9
Bus Operator Lead	Transportation	12
Bus Operator, Sub Relief	Transportation	10
Bus Route Dispatcher	Clerical	11
Job Title	Job Family	Job Grade

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Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

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
Communication Specialist (Safety and Security)	Uniformed Security	16
Communication Specialist, Senior (Safety and Security)	Uniformed Security	18
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 Specialist, Senior, State Reporting	Clerical	18
Data Specialist, State Reporting	Clerical	12
Database Coordinator	Technology	14
Delivery Operator	Maintenance Food Service	9
Delivery Operator, Lead	Maintenance Food Service	12
District Records Management Specialist	Clerical	17
Draftsperson	Maintenance	13
Draftsperson Master	Maintenance	17
Driver Trainer	Transportation	11
Job Title	Job Family	Job Grade
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	3

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Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	3
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	6
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	6
Ed. Paraprofessional Phys Ed, Certified	Ed. Paraprofessional	4
Ed. Paraprofessional Severely Handicapped, Certified	Ed. Paraprofessional	7
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	7
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
Electrician	Maintenance	11
Electrician Master	Maintenance	13
Employment Coordinator	Clerical	11
Energy Control Scheduler	Maintenance	13
Environmental Tech, Senior	Maintenance	18
Environmental Technician	Maintenance	16
Events Coordinator (Community Resources <u>Marketing and Events</u>)	Clerical	18
Events Coordinator (Food Service/Culinary)	Clerical	18
Job Title	Job Family	Job Grade
Executive Assistant	Clerical	15
Extended Day Clerk	Clerical	3

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

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	44 12
Fleet Parts Inventory Coordinator (Transportation)	Transportation	13
Fleet Parts Specialist	Transportation	13
Fleet Services Coordinator	Transportation	17
Fleet Technician I	Transportation	11
Fleet Technician II	Transportation	13
Fleet Technician III	Transportation	16
Fleet Technician IV	Transportation	18
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
Job Title	Job Family	Job Grade
Heating/Boiler Technician Master	Maintenance	14
Heavy Equipment Operator	Maintenance	13
Help Desk Support Representative	Technology	16
Help Desk Support Representative, Senior	Technology	18

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

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
Irrigation Tech	Maintenance	10
Irrigation Tech M	Maintenance	12
Kitchen Services Technician I	Food Service	11
Kitchen Services Technician II	Food Service	13
Locksmith	Maintenance	11
Logistics Technician	Maintenance	15
Mail Services Clerk	Clerical	6
Mason	Maintenance	40
Mason Master	Maintenance	42
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
Nurse, LPN (Note: RN's are on Instructional pay schedule)	Ed. Paraprofessional	12
Operations & Maintenance Planner	Maintenance	16
Operations & Maintenance Safety Tech	Maintenance	16
Job Title	Job Family	Job Grade
Operations and Maintenance Scheduler	Maintenance	15
P/O Therapy Assistant	Ed. Paraprofessional	12
Painter	Maintenance	10
Painter Master	Maintenance	12
Paralegal	Clerical	18
Parts Inventory Specialist I (Technology)	Technology	6

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Payroll Practitioner I	Clerical	11
Payroll Practitioner II	Clerical	13
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
Pest Control Operator	Maintenance	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 (PALMAS)	Ed. Paraprofessional	13
Program Assistant, Bilingual, Spanish, Certified (PALMAS)	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, Certified	Ed. Paraprofessional	13
<u>Program Assistant, Horticulture, Certified</u>	<u>Ed. Paraprofessional</u>	<u>13</u>
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
Job Title	Job Family	Job Grade
Program Assistant, Parenting, Certified	Ed. Paraprofessional	13
Program Assistant, PASS, Certified	Ed. Paraprofessional	13
Program Assistant, STEM, Certified (TIF Grant)	Ed. Paraprofessional	13
Program Coordinator	Clerical	13
Program Coordinator, CTE	Clerical	13
Program Coordinator, Ext Day	Clerical	13
Program Coordinator, Parent and Engagement Bilingual Liaison	Ed. Paraprofessional Clerical	13

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

<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>
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
Recycling/Parking Attendant	Maintenance	3
Refrigeration Tech Master	Maintenance	14
Registrar	Clerical	7
Registrar, Bilingual, Haitian/Creole (PALMAS)	Clerical	7
Registrar, CTE	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
Job Title	Job Family	Job Grade
School Food Service Assistant III	Food Service	7
School Food Service Assistant Lead	Food Service	13
School Health Assistant	Ed. Paraprofessional	5
School Secretary	Clerical	10
School Secretary/Bookkeeper	Clerical	11
Secretary	Clerical	8
Secretary, Bilingual, Spanish (PALMAS)	Clerical	8
Section Leader	Clerical	11
Security Attendant	Uniformed Security	3

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Security Systems Technician	Uniformed Security	13
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
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 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
Sustainability Specialist	Maintenance	16
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
Job Title	Job Family	Job Grade
Telecommunications Technician Master	Technology	13
Trades Tech I (Maintenance)	Maintenance	16
Trades Tech II (Maintenance)	Maintenance	17
<u>Training Representative (Extended Day)</u>	<u>Clerical</u>	<u>17</u>
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

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Truck Driver Heavy Master	Maintenance	13
Uniformed Security Guard Shift Coordinator	Uniformed Security	15
Uniformed Security Officer -- <u>District</u>	Uniformed Security	12
<u>Uniformed Security Officer – ESE</u>	<u>Uniformed Security</u>	<u>12</u>
<u>Uniformed Security Officer -- School</u>	<u>Uniformed Security</u>	<u>12</u>
Upholsterer and Glazier	Transportation	10
User Services Scheduler	Technology	15
Video Producer/Director	Technology	17
Video Production Assistant	Technology	9
Video Production Technician	Technology	16
Volunteer Coordinator	Clerical	11
Webmaster	Technology	18
Welder	Maintenance	9
Welder Master	Maintenance	12
Wellness Program Coordinator	Clerical	16

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

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 are 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 Specialist, Senior, State Reporting	Clerical	18
Data Specialist, State Reporting	Clerical	12
District Records Management Specialist	Clerical	17
Employment Coordinator	Clerical	11
Events Coordinator (Community Resources <u>Marketing and Events</u>)	Clerical	18
Events Coordinator (Food Service/Culinary)	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

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

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	44 <u>12</u>
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	Ed. Paraprofessional Clerical	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>

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Job Title	Job Family	Job Grade
<u>Program Coordinator, Secondary Engagement Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
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
<u>Training Representative (Extended Day)</u>	<u>Clerical</u>	<u>17</u>
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

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Job Title	Job Family	Job Grade
Custodial Crew Leader	Custodial	8
Custodial Crew Leader Master	Custodial	10
Custodial Technician	Custodial	13
Custodian	Custodial	3
Custodian Resident	Custodial	5
Braille & Tactile Materials Specialist I	Ed. Paraprofessional	17
Braille & Tactile Materials Specialist II	Ed. Paraprofessional	18
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	3
Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	3
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	6
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	6
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	4
Ed. Paraprofessional Severely Handicapped, Certified	Ed. Paraprofessional	7
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	7
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
Nurse, LPN (Note: RN's are on Instructional pay schedule)	Ed. Paraprofessional	12
P/O Therapy Assistant	Ed. Paraprofessional	12

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Job Title	Job Family	Job Grade
Permanent Substitute, 2 yr Degree	Ed. Paraprofessional	8
Permanent Substitute, 4 yr Degree	Ed. Paraprofessional	11
Program Assistant, Basic, Certified	Ed. Paraprofessional	13
Program Assistant, Bilingual, Haitian/Creole, Certified (PALMAS)	Ed. Paraprofessional	13
Program Assistant, Bilingual, Spanish, Certified (PALMAS)	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, Certified	Ed. Paraprofessional	13
<u>Program Assistant, Horticulture, Certified</u>	<u>Ed. Paraprofessional</u>	<u>13</u>
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	<u>Maintenance Food Service</u>	9
Delivery Operator, Lead	<u>Maintenance Food Service</u>	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

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Job Title	Job Family	Job Grade
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	11
Electrician Master	Maintenance	13
Energy Control Scheduler	Maintenance	13
Environmental Tech, Senior	Maintenance	48
Environmental Technician	Maintenance	46
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

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Job Title	Job Family	Job Grade
Logistics Technician	Maintenance	15
Mason	Maintenance	40
Mason Master	Maintenance	42
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 (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

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Job Title	Job Family	Job Grade
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	9
Video Production Technician	Technology	16
Webmaster	Technology	18
Auto Refinisher I	Transportation	9
Auto Refinisher II	Transportation	11
Auto Refinisher Master	Transportation	13
Bus Monitor	Transportation	5
Bus Operator	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 Technician I	Transportation	11
Fleet Technician II	Transportation	13
Fleet Technician III	Transportation	16

TENTATIVE AGREEMENT #2

Appendix A-1 Classified Job Titles and Corresponding Paygrades Wage Schedule and Appendix A-2 Classified Job Titles and Corresponding Paygrades Wage Schedule August 12, 2021

Job Title	Job Family	Job Grade
Fleet Technician IV	Transportation	18
Garage Assistant	Transportation	6
Transportation Electronics Tech	Transportation	13
Transportation Electronics Tech, Master	Transportation	15
Transportation Specialist	Transportation	16
Upholsterer and Glazier	Transportation	10
Communication Specialist (Safety and Security)	Uniformed Security	16
Communication Specialist, Senior (Safety and Security)	Uniformed Security	18
Security Attendant	Uniformed Security	3
Security Systems Technician	Uniformed Security	13
Uniformed Security Guard Shift Coordinator	Uniformed Security	15
Uniformed Security Officer -- <u>District</u>	Uniformed Security	12
<u>Uniformed Security Officer -- ESE</u>	<u>Uniformed Security</u>	<u>12</u>
<u>Uniformed Security Officer -- School</u>	<u>Uniformed Security</u>	<u>12</u>

STATUS: As of this 19th day of August, 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


TENTATIVE AGREEMENT #4
Appendix B-1 Transportation Services
August 12, 2021

APPENDIX B – 1
Transportation Services

O. Assignments for additional hours and/or routes shall be made exclusively by management, dispatchers and/or the field trip clerks. No classified employee other than those authorized herein shall assign additional hours and/or routes to another classified employee, except in emergency situations.

STATUS: As of this 12th day of August, 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

TENTATIVE AGREEMENT #3
Appendix B-2 Transportation Services
August 12, 2021

APPENDIX B - 2
Transportation Services

Route Bid Process

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. ~~A quarterly (every 3 months starting in October), re-evaluation/evaluation shall be conducted on all recently changed (within the last 3 months) routes. If a route changes more than once quarterly, an emergency transportation UMM shall be held prior to the change. A copy of the safety or financial impact shall be provided to the Union prior to the aforementioned UMM.~~ Upon completion of the aforementioned route changes, the bus operator and bus monitor shall be given no less than two (2) duty days to complete dry runs prior to taking over the route, except in emergency situations.

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.

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.

STATUS: As of this 12th day of August, 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

MEMORANDUM OF UNDERSTANDING #1
Bonus for Current Employees
August 12, 2021

The Orange Education Support Professionals Association, the Orange County School Board and the Superintendent recognize and value the work performed by the classified employees of Orange County Public Schools and wish to demonstrate their appreciation by awarding classified personnel with a one-time bonus in the amount of \$2,500 per classified employee.

This \$2,500 bonus will be distributed to all eligible, classified personnel hired in benefited positions on or before October 8, 2021. All eligible, classified personnel must have an active employment status on the date the bonus is paid. Those employees who retire between the date of execution of the Memorandum of Understanding and date of payout who otherwise are eligible to receive the bonus will be included.

The supplement is scheduled to be paid in two (2) equal installments: \$1,250 in the October 27, 2021, or November 3, 2021, check and \$1,250 in the January 26, 2022, or February 2, 2022, depending on the employee's payroll cycle.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



James Preusser
Senior Executive Director, Human Resources



Ron Pollard
President

