

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

Article XV
Wages

- A. This wage schedule for the ~~2024-25~~2025-26 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 benefitted position to ~~\$15.45~~\$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 ~~2024-25~~2025-26 increase will be paid retroactive to July 1, ~~2024~~2025, or the beginning of the employee's first duty day for the ~~2024-25~~2025-26 school year.
 3. To receive the structure adjustment and/or the ~~two~~ three point six five percent (~~23.65~~%), employees must be in a benefitted position, worked one day over half the ~~2023-24~~2024-25 school year and be in an active employment status on the day the raises are paid to receive the ~~two~~ three point six five percent (~~23.65~~%) All employees below the five percent (5%) above the paygrade minimum will receive the structure adjustment.

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

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.

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

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 employee's 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 Compensation Services.

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

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.

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

- 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.

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

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

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

APPENDIX A-3
Classified Pay Schedule
Effective July 1, 20242025

<u>Job Grade</u>	<u>Grade Range Minimum (Less than 1 full year of related exp)</u>	<u>Grade Range Minimum (1 full yr but less than 2 full yrs of related exp)</u>	<u>Grade Range Minimum (2 full yrs but less than 3 full yrs of related exp)</u>	<u>Grade Range Minimum (3 full yrs but less than 4 full yrs of related exp)</u>	<u>Grade Range Minimum (4 full yrs but less than 5 full yrs of related exp)</u>	<u>Grade Range Minimum (5 full yrs of related exp)*</u>	<u>Grade Range Maximum</u>	<u>Range</u>
<u>N03</u>	<u>\$15.45</u>	<u>\$15.60</u>	<u>\$15.76</u>	<u>\$15.91</u>	<u>\$16.07</u>	<u>\$16.22</u>	<u>\$21.09</u>	<u>\$5.64</u>
<u>N04</u>	<u>\$15.74</u>	<u>\$15.90</u>	<u>\$16.05</u>	<u>\$16.21</u>	<u>\$16.37</u>	<u>\$16.53</u>	<u>\$21.46</u>	<u>\$5.72</u>
<u>N05</u>	<u>\$16.04</u>	<u>\$16.20</u>	<u>\$16.36</u>	<u>\$16.52</u>	<u>\$16.68</u>	<u>\$16.84</u>	<u>\$21.84</u>	<u>\$5.80</u>
<u>N06</u>	<u>\$16.34</u>	<u>\$16.50</u>	<u>\$16.67</u>	<u>\$16.83</u>	<u>\$16.99</u>	<u>\$17.16</u>	<u>\$23.11</u>	<u>\$6.77</u>
<u>N07</u>	<u>\$16.65</u>	<u>\$16.82</u>	<u>\$16.99</u>	<u>\$17.15</u>	<u>\$17.32</u>	<u>\$17.48</u>	<u>\$24.42</u>	<u>\$7.77</u>
<u>N08</u>	<u>\$16.97</u>	<u>\$17.14</u>	<u>\$17.31</u>	<u>\$17.48</u>	<u>\$17.65</u>	<u>\$17.82</u>	<u>\$25.77</u>	<u>\$8.80</u>
<u>N09</u>	<u>\$17.29</u>	<u>\$17.46</u>	<u>\$17.64</u>	<u>\$17.81</u>	<u>\$17.98</u>	<u>\$18.15</u>	<u>\$26.22</u>	<u>\$8.93</u>
<u>N10</u>	<u>\$17.55</u>	<u>\$17.73</u>	<u>\$17.90</u>	<u>\$18.07</u>	<u>\$18.25</u>	<u>\$18.43</u>	<u>\$27.69</u>	<u>\$10.14</u>
<u>N11</u>	<u>\$17.81</u>	<u>\$17.99</u>	<u>\$18.17</u>	<u>\$18.34</u>	<u>\$18.52</u>	<u>\$18.70</u>	<u>\$28.20</u>	<u>\$10.39</u>
<u>N12</u>	<u>\$18.08</u>	<u>\$18.26</u>	<u>\$18.44</u>	<u>\$18.62</u>	<u>\$18.80</u>	<u>\$18.98</u>	<u>\$31.10</u>	<u>\$13.02</u>
<u>N13</u>	<u>\$18.35</u>	<u>\$18.53</u>	<u>\$18.71</u>	<u>\$18.90</u>	<u>\$19.08</u>	<u>\$19.27</u>	<u>\$31.50</u>	<u>\$13.15</u>
<u>N14</u>	<u>\$18.57</u>	<u>\$18.76</u>	<u>\$18.94</u>	<u>\$19.13</u>	<u>\$19.31</u>	<u>\$19.50</u>	<u>\$31.82</u>	<u>\$13.25</u>
<u>N15</u>	<u>\$18.79</u>	<u>\$18.98</u>	<u>\$19.17</u>	<u>\$19.35</u>	<u>\$19.54</u>	<u>\$19.73</u>	<u>\$32.15</u>	<u>\$13.36</u>
<u>N16</u>	<u>\$18.94</u>	<u>\$19.13</u>	<u>\$19.32</u>	<u>\$19.51</u>	<u>\$19.70</u>	<u>\$19.89</u>	<u>\$36.35</u>	<u>\$17.41</u>
<u>N17</u>	<u>\$18.98</u>	<u>\$19.17</u>	<u>\$19.36</u>	<u>\$19.55</u>	<u>\$19.74</u>	<u>\$19.93</u>	<u>\$37.20</u>	<u>\$18.22</u>
<u>N18</u>	<u>\$19.80</u>	<u>\$20.00</u>	<u>\$20.20</u>	<u>\$20.39</u>	<u>\$20.59</u>	<u>\$20.79</u>	<u>\$39.73</u>	<u>\$19.93</u>

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

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	\$5.64
N03	\$16.00	\$16.16	\$16.32	\$16.48	\$16.64	\$16.80	\$21.09	\$5.09
N04	\$16.35	\$16.51	\$16.68	\$16.84	\$17.00	\$17.17	\$21.46	\$5.11
N05	\$16.71	\$16.88	\$17.04	\$17.21	\$17.38	\$17.55	\$22.40	\$5.69
N06	\$17.08	\$17.25	\$17.42	\$17.59	\$17.76	\$17.93	\$23.50	\$6.42
N07	\$17.46	\$17.63	\$17.81	\$17.98	\$18.16	\$18.33	\$25.00	\$7.54
N08	\$17.84	\$18.02	\$18.20	\$18.38	\$18.55	\$18.73	\$25.77	\$7.93
N09	\$18.23	\$18.41	\$18.59	\$18.78	\$18.96	\$19.14	\$26.60	\$8.37
N10	\$18.60	\$18.79	\$18.97	\$19.16	\$19.34	\$19.53	\$27.69	\$9.09
N11	\$18.98	\$19.17	\$19.36	\$19.55	\$19.74	\$19.93	\$28.95	\$9.97
N12	\$19.37	\$19.56	\$19.76	\$19.95	\$20.14	\$20.34	\$31.10	\$11.73
N13	\$19.77	\$19.97	\$20.17	\$20.36	\$20.56	\$20.76	\$32.05	\$12.28
N14	\$20.17	\$20.37	\$20.57	\$20.78	\$20.98	\$21.18	\$31.82	\$11.65
N15	\$20.57	\$20.78	\$20.98	\$21.19	\$21.39	\$21.60	\$32.15	\$11.58
N16	\$20.98	\$21.19	\$21.40	\$21.61	\$21.82	\$22.03	\$36.35	\$15.37
N17	\$21.40	\$21.61	\$21.83	\$22.04	\$22.26	\$22.47	\$37.20	\$15.80
N18	\$21.83	\$22.05	\$22.27	\$22.48	\$22.70	\$22.92	\$39.73	\$17.90

STATUS: As of this 2nd day of October, 2025, tentatively agreed to and closed.

For School Board of Orange County, Florida:

For Orange Education Support Professionals Association:


 LeighAnn Blackmore
 Director, Labor Relations


 Ronald Pollard
 President

TENTATIVE AGREEMENT #4
Article XV Wages and Appendix A-3 Classified Pay Schedule
October 2, 2025

CBLT Members:

<i>Michelle Hiff</i>	<i>Quint V. A. [unclear]</i>
<i>Wendy Gray Murray</i>	<i>[unclear]</i>
<i>Clyde Miller</i>	<i>[unclear]</i>
<i>Michael [unclear]</i>	<i>Theresa [unclear]</i>
<i>[unclear]</i>	<i>Prince [unclear]</i>
<i>William [unclear]</i>	<i>Timothy A. Smith</i>
<i>Aphria [unclear]</i>	



Orange County Public Schools

445 W. Amelia Street • Orlando, Florida 32801 • (407) 317-3200 • www.ocps.net

October 2, 2025

Mr. Ron Pollard, President
Orange Educational Support Professionals Association (OESPA)
5122 Edgewater Drive, Suite 100
Orlando, Florida 32810

RE: 2025-26 Wage Increases

Dear Mr. Pollard:

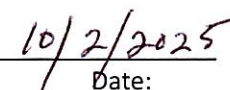
Pursuant to our discussion on October 2, 2025, the School Board of Orange County, Florida (hereinafter the "District") provides this Letter of Understanding (LOU) to the Orange Educational Support Professionals Association (hereinafter the "Union"). This document memorializes our discussion during bargaining with respect to the 2025-26 Wage Increases. The District and the Union agree to the following:

- In the event that another bargaining unit receives a wage increase greater than three point six five percent (3.65%) of payroll for the 2025-26 School Year, the parties agree to provide the same increase to eligible classified employees
- In the event that another bargaining unit receives a supplement and/or bonus for the 2025-26 School Year, the parties agree to provide the same supplement and/or bonus to eligible classified employees
- This LOU excludes promotional increases within OCPS and any other increases due to an internal position change
- This LOU excludes any contractual obligation with any other bargaining unit relative to supplements
- This LOU expires June 30, 2026

Regards,

LeighAnn Blackmore, MHR
Director, Labor Relations


Union


Date:


District


Date:

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

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 Operator	Transportation	9
Bus Operator Lead	Transportation	12

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
Communication Specialist I (Safety and Security)	Uniformed Security	14
Communication Specialist II (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
<u>Data Quality Specialist</u>	<u>Clerical</u>	<u>18</u>
Data Quality Specialist (Alternative Education)	Clerical	18
Data Specialist, Sr, State Reporting	Clerical	18
Data Specialist, State Reporting	Clerical	12

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
Database Coordinator	Technology	14
Delivery Operator	Food Service	9
Delivery Operator, Lead	Food Service	12
District Records Management Specialist	Clerical	17
Draftsperson	Maintenance	13
Draftsperson Master	Maintenance	17
Driver Trainer	Transportation	11
Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	3
<u>Ed. Paraprofessional Basic, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>2</u>
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Arabic, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Chinese, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Creole, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, French, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, German, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Haitian-Creole, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Portuguese, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Russian, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Spanish, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Urdu, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Vietnamese, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	6
<u>Ed. Paraprofessional Computer Lab, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>5</u>
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	6
<u>Ed. Paraprofessional Exceptional Ed., Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>5</u>
<u>Ed Paraprofessional Infant, Toddler and Childcare, Certified</u>	<u>Ed. Paraprofessional</u>	<u>3</u>
Ed Paraprofessional, <u>Severely Handicapped, Intensive Disabilities</u> , Certified (ESE)	Ed. Paraprofessional	7
<u>Ed. Paraprofessional Intensive Disabilities (ESE), Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>6</u>
Ed Paraprofessional, <u>Severely Handicapped, Intensive Disabilities</u> , Center Sites, Certified (ESE)	Ed. Paraprofessional	7
<u>Ed. Paraprofessional Intensive Disabilities, Ctr Sites, (ESE), Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>6</u>
<u>Ed. Paraprofessional Phys Ed, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>3</u>
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	4
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	3
<u>Ed. Paraprofessional Pre-K, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>2</u>
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	7
<u>Ed. Paraprofessional, Sign Language, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>6</u>
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
Electrician	Maintenance	12
Electrician Master	Maintenance	14
Employment Coordinator	Clerical	<u>12</u>
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
<u>Fleet Services Specialist</u>	<u>Transportation</u>	<u>16</u>
Fleet Technician I	Transportation	11
Fleet Technician II	Transportation	13
Fleet Technician III	Transportation	16
Fleet Technician IV	Transportation	18

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
FMLA Specialist	Clerical	16
<u>Foundation Data Specialist</u>	<u>Clerical</u>	<u>16</u>
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
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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, Pre-K, 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	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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
Telecommunications Support Technician	Technology	11
Telecommunications Technician	Technology	11
Telecommunications Technician Master	Technology	13
Trades Tech I (Maintenance)	Maintenance	16
<u>Trades Tech II (Food Service)</u>	<u>Maintenance</u>	<u>17</u>
Trades Tech II (Maintenance)	Maintenance	17
Training Representative	Clerical	17
Training Representative (Extended Day)	Clerical	17

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
Video Services Coordinator	Clerical	9
Volunteer Coordinator	Clerical	11
Webmaster	Technology	18
Welder	Maintenance	9
Welder Master	Maintenance	12
Wellness Program Coordinator	Clerical	16
Video Producer/Director	Technology	17
Video Production Assistant	Technology	11
Video Production Technician	Technology	16

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
Video Production Technician, Senior	Technology	18
Video Services Coordinator	Clerical	9

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

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
<u>Data Quality Specialist</u>	<u>Clerical</u>	<u>18</u>
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	<u>12</u>
Events Coordinator (Food Service/Culinary)	Clerical	18
Events Coordinator (Marketing and Events)	Clerical	18
Executive Assistant	Clerical	15
Extended Day Clerk	Clerical	3

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
<u>Foundation Data Specialist</u>	<u>Clerical</u>	<u>16</u>
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
Payroll Practitioner II	Clerical	13
Payroll Practitioner III	Clerical	15
Personnel Specialist	Clerical	16

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
Secretary, Bilingual, Spanish	Clerical	8
Section Leader	Clerical	11
Senior Budget Specialist	Clerical	17
Senior Employment Coordinator	Clerical	13

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
<u>Ed. Paraprofessional Bilingual, Arabic, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Chinese, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Creole, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, French, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, German, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	<u>5</u>
<u>Ed. Paraprofessional Bilingual, Haitian-Creole, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	<u>5</u>
<u>Ed. Paraprofessional Bilingual, Portuguese, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Russian, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Spanish, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Urdu, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	5
<u>Ed. Paraprofessional Bilingual, Vietnamese, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>4</u>
<u>Ed Paraprofessional Infant, Toddler and Childcare, Certified</u>	<u>Ed. Paraprofessional</u>	<u>3</u>
Ed Paraprofessional, Severely Handicapped, Intensive Disabilities , Certified (ESE)	<u>Ed. Paraprofessional</u>	7
<u>Ed. Paraprofessional Intensive Disabilities (ESE), Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>6</u>
Ed Paraprofessional, Severely Handicapped, Intensive Disabilities , Center Sites, Certified (ESE)	<u>Ed. Paraprofessional</u>	7

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
<u>Ed. Paraprofessional Intensive Disabilities, Ctr Sites, (ESE), Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>6</u>
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	6
<u>Ed. Paraprofessional Computer Lab, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>5</u>
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	6
<u>Ed. Paraprofessional Exceptional Ed., Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>5</u>
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	4
<u>Ed. Paraprofessional Phys Ed, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>3</u>
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	3
<u>Ed. Paraprofessional Pre-K, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>2</u>
<u>Ed. Paraprofessional Sign Language, Certified</u>	<u>Ed. Paraprofessional</u>	<u>7</u>
<u>Ed. Paraprofessional, Sign Language, Non-Certified, Non-Title I School</u>	<u>Ed. Paraprofessional</u>	<u>6</u>
Ed. Paraprofessional Title I Certified	Ed. Paraprofessional	3
<u>Educational Captionist & Sign Language Interpreter Level 1</u>	<u>Ed. Paraprofessional</u>	<u>14</u>
<u>Educational Captionist & Sign Language Interpreter Level 2</u>	<u>Ed. Paraprofessional</u>	<u>17</u>
<u>Educational Captionist & Sign Language Interpreter Level 3</u>	<u>Ed. Paraprofessional</u>	<u>18</u>
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
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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, Pre-K, 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
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
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
Logistics Technician	Maintenance	15
Materials Expeditor	Maintenance	10
Locksmith	Maintenance	11

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

Job Title	Job Family	Job Grade
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
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025


Job Title	Job Family	Job Grade
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
Communication Specialist I (Safety and Security)	Uniformed Security	14
Communication Specialist II (Safety and Security)	Uniformed Security	16
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

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

STATUS: As of this 2nd day of October, 2025, tentatively agreed to and closed.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



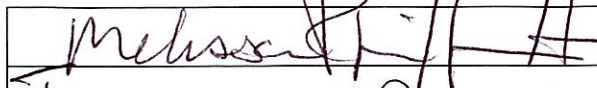

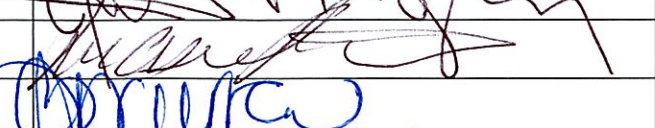
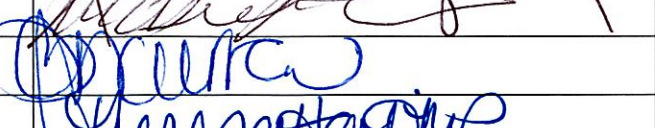
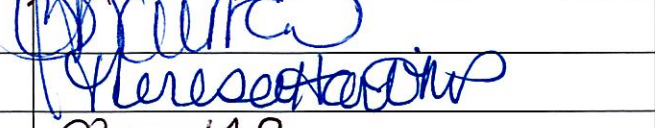
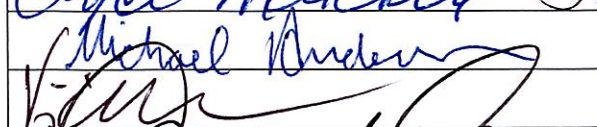
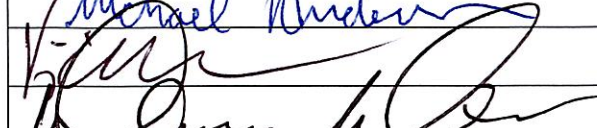

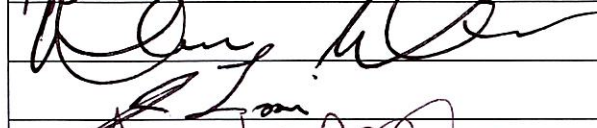
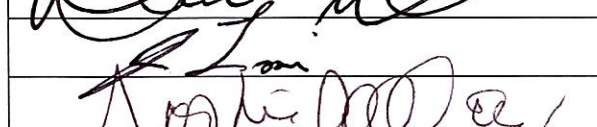
LeighAnn Blackmore
Director, Labor Relations



Ronald Pollard
President

TENTATIVE AGREEMENT #1
Job Title Additions/Changes
October 2, 2025

CBLT Members:

	
Judy - Gray Murray	
Cyke Miller	
Michael Anderson	
	Prince LeBo
	Timothy A. Smith
	
	
	

TENTATIVE AGREEMENT #2
Article XIV Working Conditions
October 2, 2025

Article XIV
Working Conditions

D. Uniform for Maintenance Employees

1. Employees that fall under the Maintenance job family, as designated in Appendix A-1 shall be required to wear a district provided uniform during their work day.

(4) The School Board will provide employees with the required uniforms at no cost to the employee. Each employee will receive an initial allotment of six (6) shirts and six (6) pants/shorts*. In the second and subsequent years four replacement pieces will be provided, two (2) of which may be substituted for a jacket. The employee shall be responsible for the proper laundering and care of the uniforms they receive.

2. A report evidencing the number of uniform pieces provided to the employee shall be maintained by management and signed annually by the employee. The maintenance department shall keep a supply of emergency uniforms available for situations where an employee's uniform is damaged as a result of work related accidents or events.
3. The employee shall have the right to wear jean pants with their uniform shirt on Friday's.
4. Employees with medically diagnosed sensitivity to certain clothing fabrics shall be required to provide documentation from a physician in order to be provided with an alternative material for their uniforms.
5. Uniforms for new employees shall be ordered within fifteen days (15) of the employees start date. If uniforms are found to be defective, they will be exchanged for appropriate ones as soon as possible. Similar clothing to the uniforms shall be worn by employees who have not received their uniforms.
6. Employees reserve the right to wear union insignia, (i.e. pins, lanyards, etc.) should they choose to do so.

*** Employees who work on/with construction projects must keep a pair of long pants in his/her office in the event they are required to visit a construction site. Short pants are not permitted on construction sites.**

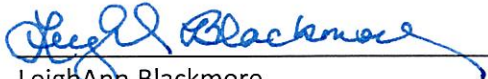
TENTATIVE AGREEMENT #2
Article XIV Working Conditions
October 2, 2025

Grounds & Pest Control employees in the following positions, Small Engine Mechanics, Grounds/Landscaper Chemical Tech, and Trades Tech II (when applying/handling chemicals) shall be required to wear long pants and shirts with long sleeves while on the job. This requirement is instituted solely for safety purposes, including but not limited to protection against burns, cuts, chemical exposure and other hazards inherent to their positions.

STATUS: As of this 2nd day of October, 2025, tentatively agreed to and closed.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



LeighAnn Blackmore
Director, Labor Relations



Ronald Pollard
President

TENTATIVE AGREEMENT #2
Article XIV Working Conditions
October 2, 2025

CBLT Members:

Melissa H	Jan V H
Trudy Gray Murray	
Clyde Mitchell	Theresa Miller
Michael Dunn	Theresa Miller
Vicki Roberts	Prima DeBor
Alan Williams	Timothy A. Smith
John P. [unclear]	

TENTATIVE AGREEMENT #3
Article XIII Days and Hours
October 2, 2025

Article XIII
Days and Hours

B. Rest Periods and Lunch

1. Employees who are scheduled to work at least three and one-half hours per day shall be granted a fifteen-minute paid rest period. Employees who are scheduled to work ~~beyond~~ six hours or more per day shall be granted an additional, separate paid rest period. For employees who work less than six hours per day, The ~~the~~ rest period shall be scheduled whenever possible, near the middle of a shift. The Board may vary the scheduling of such rest period(s) when, in its opinion, the demands of work require such variance. The length of the break shall be prorated for employees who are scheduled to work more than eight hours per day.


STATUS: As of this 2nd day of October, 2025, tentatively agreed to and closed.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



LeighAnn Blackmore
Director, Labor Relations



Ronald Pollard
President

TENTATIVE AGREEMENT #3
Article XIII Days and Hours
October 2, 2025

CBLT Members:

Melissa Pelt	Quinn A.
Trudy Gray Murray	Rebecca
Cory Mitchell	Michael
Michael Anderson	Theresa Barber Mills
Bill	Prima LeBoe
Alan Walker	Timothy A. Smith
Loni	
Aphie	

TENTATIVE AGREEMENT #5
Appendix B-1 Transportation Services General Information
October 2, 2025

Appendix B-1
Transportation Services
General Information

- A. A bus operator's paid hours shall include all hours worked. Hours worked shall be defined as: scheduled route time, extra time, and field trips. A scheduled route time shall include pre-trips, post-trips, and all regular route time.
- B. Seniority within Transportation Services shall be defined as the total length of continuous service with the Board in a benefited position as a bus operator/monitor, and to include a CDL holder who has driven an OCPS school bus within one year of the bid process. This excludes long term leaves(s) of absence per contract. This definition shall only apply to bus operators and bus monitors and shall only be used for participating in the bid selection process. The definition of district wide seniority shall apply to all other seniority issues not pertaining to the bid selection process.
- C. The Board shall provide bus operators who are available for extra trips the opportunity for at least 30 hours of driving time per week during their regular work year, subject to the following:
 - 1. Bus operators who have more than six years of seniority must be available for daytime extra trips.
 - 2. Bus operators who have less than six years of seniority must be available for daytime extra trips, and those held on weekends and/or in the evenings.
 - 3. Bus operators who opt for inclusion under this section must do so for the full school year and will be subject to the following provisions:
 - a. Except under extenuating circumstances, bus operators opting out of the extra trip program may not re-enter the program for twelve calendar months.
 - b. Bus operators who fail to notify the extra trip office at least 48 hours in advance that they will be unable to fulfill their extra trip obligation may be removed from the extra trip program for up to twelve calendar months after three occurrences.

TENTATIVE AGREEMENT #5
Appendix B-1 Transportation Services General Information
October 2, 2025

4. Nothing herein shall preclude the assignment of non-driving duties in an effort to meet the 30 hours referenced above.
 5. The above provisions shall also be applicable to drivers of side-lift buses. However, drivers of side-lift buses shall be provided the opportunity for a minimum of six (6) hours per day and not be precluded from applying for extra trips.
 6. In the event there are financial constraints and the Board is unable to meet the criteria set forth above, in Sections 1 and 2 above the parties shall develop a seniority-based plan for scheduling hours, separate from Article X, Section E.
 7. The Board shall make a reasonable effort to notify drivers of extra trip assignments at least 48 hours in advance.
 8. The provisions of Section B above notwithstanding, it is understood that there may be county-wide activities when other drivers may be assigned required extra trips.
- D. Drivers participating in programs that run during student vacation periods will be given the first opportunity for working these additional days.
- E. Designated Bus Operator, Sub Relief shall be scheduled for 8 hours per day during the normal school year.
- F. Bus monitors shall be scheduled a minimum of five hours per day during the normal school year. They shall be paid at their regular hourly rate for attendance at required in-service meetings.
- G. The Board shall attempt to maintain working hours for bus operators and monitors from one year to the next, subject to Section B.7. above.
- H. The parties recognize that student discipline is enhanced by cooperative efforts between drivers and school-based administrators. Drivers shall refer disruptive students to the principal or designee on a referral slip provided by the Transportation Section. Drivers may make a recommendation regarding disposition of each referral. The referral slip will contain a place for the principal or designee to inform the Transportation Section of the action taken. Drivers shall be apprised of the disposition of each referral.

TENTATIVE AGREEMENT #5
Appendix B-1 Transportation Services General Information
October 2, 2025

- I. Drivers shall be provided forms for referring disruptive students to the principal or designee, may make a recommendation regarding disposition of each referral. Drivers shall be apprised of the disposition of each referral.
- J. The Board shall make a reasonable effort to provide monitors on routes for severely impaired students, with priority given to buses that transport wheelchair students.
- K. The bus operators'/bus monitors' normal school year as used herein shall be defined as that period of time covered by the traditional school calendar.
- L. Transportation shall maintain a standard operating procedure for posting and filling open trips. This procedure shall be included in the Transportation Services Operations Handbook.
- M. The Board shall provide a voucher for the purchase of uniforms for all school bus operators, lead bus operators and bus monitors on or before their first day of employment in a benefited position. The voucher for the first year shall be for a total of five (5) pieces. At least three (3) pieces shall be shirts. The remaining vouchers may be used for additional shirts, a windbreaker or a jacket. The second and subsequent vouchers will be issued during the annual Fall Conference. These vouchers shall be for a total of four (4) pieces, two of which may be substituted for a windbreaker or a jacket.
- N. Tool Allowance
The Board shall provide a tool allowance for employees in the following job titles: auto refinisher I; auto refinisher II; auto refinisher master; fleet technician I; fleet technician II; fleet technician III; fleet technician IV; **trades technician I (body shop)**; transportation electronics tech; and transportation electronics tech, master.

The tool allowance in the annual amount of \$350 runs from July 1 through June 30. Tools will be purchased through the approved ~~mobile~~ provider. Any tool purchases during the annual period in excess of \$350 are the responsibility of the employee. There is no carryover of unused tool allowance at the end of the annual period.
- O. Shoe Allowance
The Board shall provide a shoe allowance for employees in the following job titles: auto refinisher I; auto refinisher II; auto refinisher master; **fleet parts inventory coordinator; fleet parts specialist;** fleet technician I; fleet technician II; fleet technician III; fleet technician IV; **trades technician I (body shop);**

TENTATIVE AGREEMENT #5
Appendix B-1 Transportation Services General Information
October 2, 2025

transportation electronics tech; transportation electronics tech, master; and upholsterer and glazier.

The shoe allowance in the annual amount of \$125 runs from July 1 through June 30. Safety shoes will be purchased through the ~~current uniform vendor~~approved provider. Any shoe purchases during the annual period in excess of \$125 are the responsibility of the employee. There is no carryover of unused shoe allowance at the end of the annual period.

- P. Transportation shall maintain a standard operating procedure for summer employment. This procedure shall be included in the Transportation Services Operations Handbook.
- Q. 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 2nd day of October, 2025, tentatively agreed to and closed.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



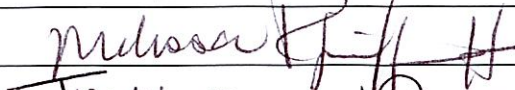

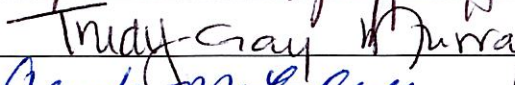
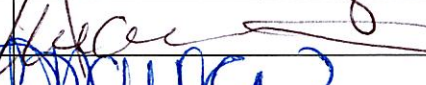

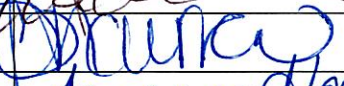

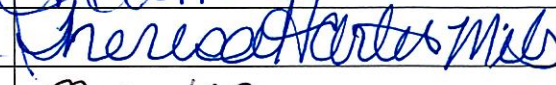
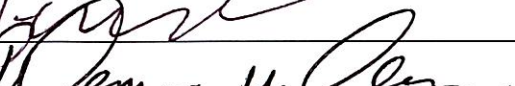
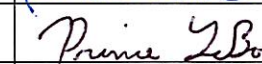
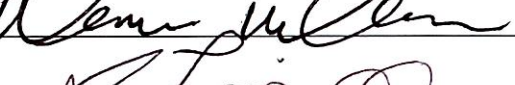

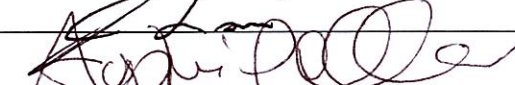
LeighAnn Blackmore
Director, Labor Relations



Ronald Pollard
President

TENTATIVE AGREEMENT #5
Appendix B-1 Transportation Services General Information
October 2, 2025

CBLT Members:



Orange County Public Schools

445 W. Amelia Street · Orlando, Florida 32801 · (407) 317-3200 · www.ocps.net

October 2, 2025

Mr. Ron Pollard, President
Orange Educational Support Professionals Association (OESPA)
5122 Edgewater Drive, Suite 100
Orlando, Florida 32810

RE: Tool Allowance for Transportation Garage Employees

Dear Mr. Pollard:

Pursuant to our discussion on October 2, 2025, the School Board of Orange County, Florida (hereinafter the "District") provides this Letter of Understanding (LOU) to the Orange Educational Support Professionals Association (hereinafter the "Union"). This document memorializes our discussion during bargaining with respect to Tool Allowance for Transportation Garage Employees. The District and the Union mutually agree to the following:

- Within five (5) days of execution of this LOU, the District and the Union will identify committee representatives to include equal members of the District and the Union including the District's Chief Negotiator and the Union President to serve as co-chairs
 - Number of committee representatives will not exceed five (5) members for each party; the co-chairs are in addition to the five (5) representatives identified by the parties
 - Schedule meeting days/times between the parties
- The first meeting shall be no later than January 15, 2026
- Meet to review the current tool allowance for Transportation garage employees
- Identify revisions to the current tool allowance for Transportation garage employees
- Develop proposals for presentation to the OESPA Collaborative Bargaining Leadership Team for consideration
- This LOU expires June 30, 2026

Participation in this committee does not waive any bargaining rights for either party.

Regards,

LeighAnn Blackmore, MHR
Director, Labor Relations


Union


Date


District


Date

TENTATIVE AGREEMENT #6
Appendix B-2 Route Bid Process
October 2, 2025

APPENDIX B - 2
Transportation Services

- A. During the school year all open routes shall be posted for bidding ~~four~~ 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.

- B. 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.

- C. 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

TENTATIVE AGREEMENT #6
Appendix B-2 Route Bid Process
October 2, 2025

situations.

- D. 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.~~ 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.
- E. 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.
- F. 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).
- G. 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.
- H. 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 #6
Appendix B-2 Route Bid Process
October 2, 2025

- I. 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.
- J. 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.
- K. 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.

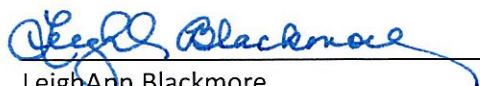
A meeting shall be held between the supervisor and the employee explaining the need for the route change. If the supervisor is not available, another member of management may meet with the employee to explain the change.

TENTATIVE AGREEMENT #6
Appendix B-2 Route Bid Process
October 2, 2025

STATUS: As of this 2nd day of October, 2025, tentatively agreed to and closed.



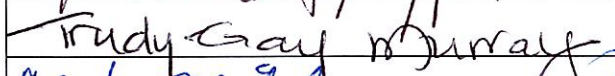





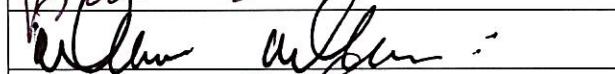

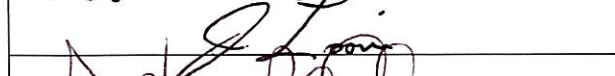


For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:


 LeighAnn Blackmore
 Director, Labor Relations


 Ronald Pollard
 President

CBLT Members:

TENTATIVE AGREEMENT #7
Article XVIII Duration
October 2, 2025

Article XVIII

Duration

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, ~~2026~~2027.

Collaborative Bargaining Leadership Team members for the ~~2024-2025~~ 2025-26 Contract are:

~~Yolanda Anderson~~

Michael Anderson

Leigh Ann Blackmore

Lindsay L. Bowlin

~~Marilyn Colon~~

Julia Castle Hadley

Steven Compton

Beth Curran

~~Jonathan Earles~~

~~Jennifer B. Fowler~~

Theresa Harter-Miles

Juleetia Hughley

~~Ernest Jean Baptiste~~

~~Glarsnell Jean Charles~~

Prince LeBoo

~~Rivers Lewis~~

Jason Loomis

Clyde Mitchell

Trudy-Gay Murray

Melissa Pfeiffer-Hermann

Lucanie Phenot

Ronald Pollard

Sophia Pollard

~~Christina Pretorius~~

James Preusser

Virgil Reddick

Tim Smith

Damien Williams

STATUS: As of this 2nd day of October, 2025, tentatively agreed to and closed.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



Leigh Ann Blackmore
Director, Labor Relations



Ronald Pollard
President

TENTATIVE AGREEMENT #7

Article XVIII Duration

October 2, 2025

CBLT Members:

Melissa Hill	John A. Hill
Trudy Gray Murray	Michael Hill
Ceyde Mitchell	Theresa Hill
Michael Hill	Prima Hill
Wanda Hill	Timothy A. Smith
Sybil Hill	

MEMORANDUM OF UNDERSTANDING #6
Mentor Program for School Secretary and School Secretary/Bookkeeper Positions
August 28, 2025

Previously, the District advised OESPA of the District's intent to implement a mentor program for the school secretary and school secretary/bookkeeper positions. The initial implementation occurred during the later months of the 2022-23 school year.

The District will seek volunteers in the same positions with at least five (5) years of experience in the position. The mentoring activities will focus on several areas including Kelly Education and substitutes, payroll, human resources, budget/finance, internal accounts (school secretary/bookkeeper only), procurement, grants, operations, and communications within the school and with external customers.

The District will provide a stipend to the volunteer mentors based on the time spent mentoring those new to the roles of school secretary and school secretary/bookkeeper. A mentor may have no more than two (2) mentees. The mentors and mentees will complete a log outlining the type (telephone, email, Microsoft Teams or face-to-face) and time spent for each session. The mentor will submit the completed logs on a biweekly basis to the designated learning community contact who will calculate the time spent. Total time for mentor/mentee sessions shall be limited to two and one-half (2 ½) hours per week. For each two and one-half hours (2 ½) spent in mentoring activities, the mentor will receive \$38. The stipend is retroactive to the implementation of the mentor program for the 2025-2026 school year.

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:



LeighAnn Blackmore
Director, Labor Relations

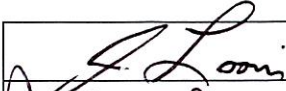
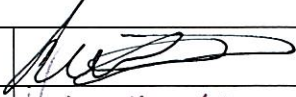
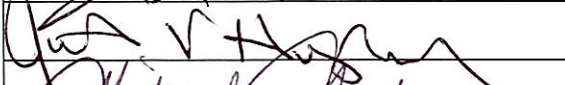


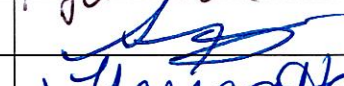
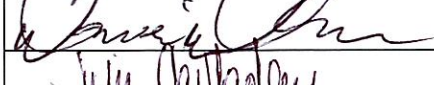
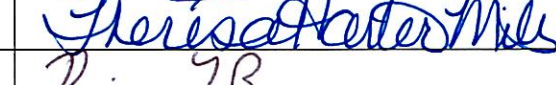
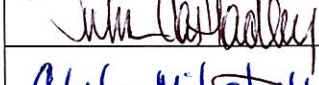
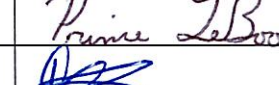
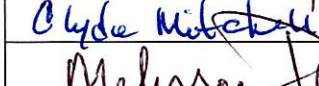


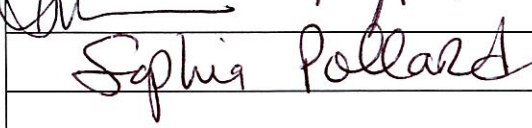
For Orange Education Support Professionals
Association:



Ronald Pollard
President

MEMORANDUM OF UNDERSTANDING #6
Mentor Program for School Secretary and School Secretary/Bookkeeper Positions
August 28, 2025

CBLT Members:

MEMORANDUM OF UNDERSTANDING #7
Mentor Program for School Bookkeeper Positions
August 28, 2025

Previously, the District implemented a mentor program for the school secretary and school secretary/bookkeeper positions. The District wishes to expand this mentor program to school bookkeepers.

The District will seek volunteers in the same position with at least five (5) years of experience in the position. The mentoring activities will focus on budget/finance, internal accounts, procurement, and grants.

The District will provide a stipend to the volunteer mentors based on the time spent mentoring those new to the roles of school secretary and school secretary/bookkeeper. A mentor may have no more than two (2) mentees. The mentors and mentees will complete a log outlining the type (telephone, email, Microsoft Teams or face-to-face) and time spent for each session. The mentor will submit the completed logs on a biweekly basis to the designated learning community contact who will calculate the time spent. Total time for mentor/mentee sessions shall be limited to two and one-half (2 ½) hours per week. For each two and one-half hours (2 ½) spent in mentoring activities, the mentor will receive \$38. The stipend is retroactive to the implementation of the mentor program for the 2025-2026 school year.

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:



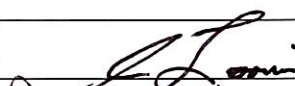

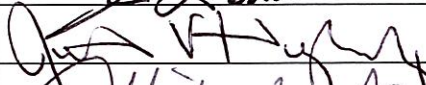
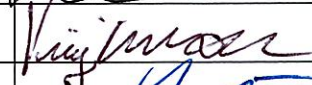
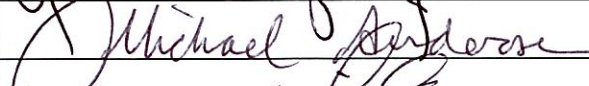
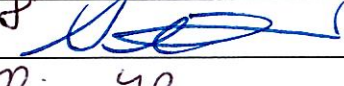
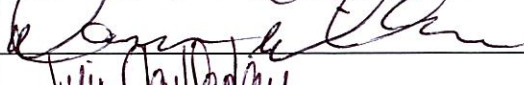
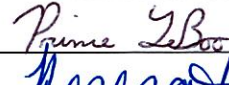

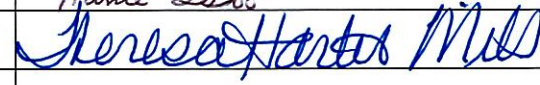

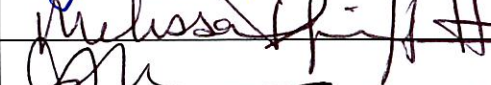
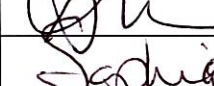
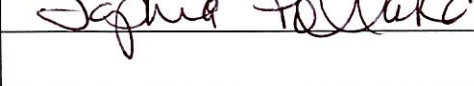
Leigh Ann Blackmore
Director, Labor Relations



Ronald Pollard
President

MEMORANDUM OF UNDERSTANDING #7
Mentor Program for School Bookkeeper Positions
August 28, 2025

CBLT Members:

MEMORANDUM OF UNDERSTANDING #8
Transportation Safe Driver Bonus
August 28, 2025

To encourage safe driving habits both on the job and in private vehicles, which ultimately ensures the reliable transport of the students of OCPS to and from school, the Transportation Department wishes to continue implementation of a Safe Driver Bonus Program for the 2025-26 school year. The purpose of this Bonus is to reward Bus Operators, CDL Examiners, Driver Trainers and Bus Operators, Sub-Relief for practicing safe driving habits. The District wishes to provide this Bonus program for the 2025-26 school year.

The description and eligibility criteria of this Bonus are outlined below:

- This Bonus program is a one-year pilot. It will commence with the first marking period of the 2025-26 school year. It will sunset on the last duty day of the fourth marking period for the 2025-26 school year
- The Transportation Department will evaluate this pilot program at the end of the 2025-26 school year
- The total amount of the Bonus will not exceed \$300, payable after the employee's last paycheck of the school year
- The ability to earn the \$300 Bonus will be divided into four (4) marking periods. These marking periods shall be defined by the school calendar
- For each marking period where the employee accrues zero points and/or discipline under the Safe Driver Plan, s/he will receive \$50. If the employee accrues zero points and/or discipline under the Safe Driver Plan for all four (4) quarters, the employee will receive an additional \$100 bonus for the year. To be eligible for the end-of-year, \$100 bonus, the employee must accrue zero points and/or discipline for all four marking periods
- Safe Driver Bonus calculations will be re-set at the end of each marking period to allow Bus Operators, CDL Examiners, Driver Trainers and Bus Operators, Sub-Relief four (4) opportunities throughout the school year to earn up to \$300
- The calculation for the Safe Driver Bonus shall begin on the first day of the first marking period and end on the last day of the last marking period for the school year. New employees will have to complete a full marking period with zero points and/or discipline to receive a bonus
- To receive this Bonus, Bus Operators, CDL Examiners, Driver Trainers and Bus Operators, Sub-Relief must remain in an active driver position for the entire marking period. They must be in an active employment status when the Bonus is paid to receive the Bonus

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:

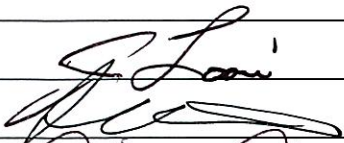
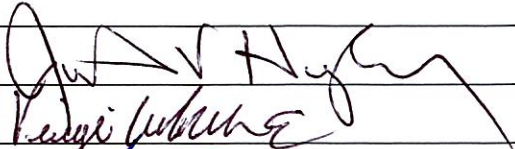


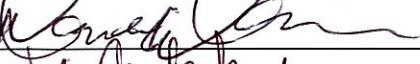
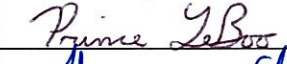




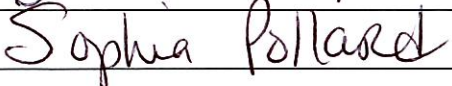
For Orange Education Support Professionals
Association:


LeighAnn Blackmore
Director, Labor Relations


Ronald Pollard
President

MEMORANDUM OF UNDERSTANDING #8
Transportation Safe Driver Bonus
August 28, 2025

CBLT Members:

MEMORANDUM OF UNDERSTANDING #9
Bonus for Classified Personnel Assigned to Self-Contained Classrooms
October 2, 2025

The parties recognize the many challenges faced by classified personnel assigned in the ASD (Autism Spectrum Disorder) and EBD (Emotional/Behavioral Disability) self-contained units. Among these challenges are the ability to address behaviors exhibited by the students. To address these challenges:

Any classified employee regularly assigned to a self-contained unit with at least one student identified as ASD (Autism Spectrum Disorder) and EBD (Emotional/Behavioral Disability) will receive a one-time \$2000 bonus.

All eligible classified employees must have an active employment status on the date the bonus is paid, except those employees who retire between the date of execution of the memorandum of understanding and the date(s) of payout who otherwise are eligible to receive the bonus will be included. The bonus will be prorated for classified personnel who begin after the first day of attendance for the students or who retire prior to the last day of attendance for students. The date of distribution to be determined within fifteen (15) days of execution of this MOU.

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:

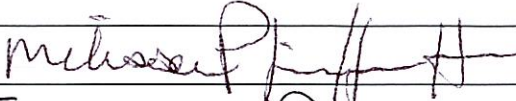
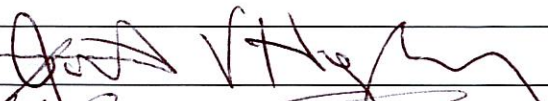
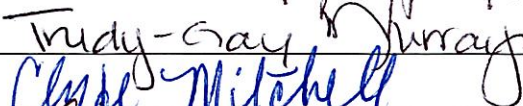

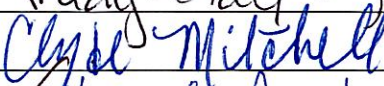
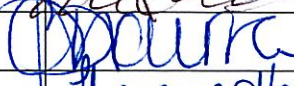
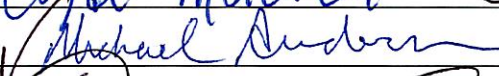

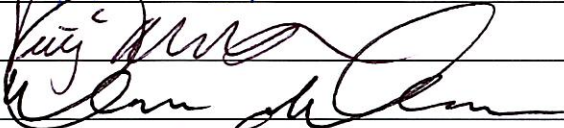
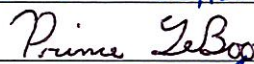
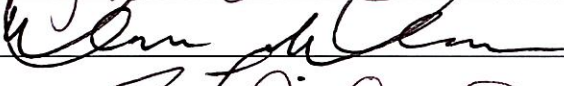

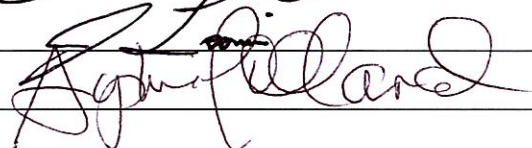
For Orange Education Support Professionals
Association:


LeighAnn Blackmore
Director, Labor Relations


Ronald Pollard
President

MEMORANDUM OF UNDERSTANDING #9
Bonus for Classified Personnel Assigned to Self-Contained Classrooms
October 2, 2025

CBLT Members:

MEMORANDUM OF UNDERSTANDING #10
Bonus for Program Assistant, Job Coach Positions Assigned to Magnolia School
October 2, 2025

Previously, the parties executed Memorandums of Understanding recognizing the many challenges faced by classified personnel assigned in the ASD (Autism Spectrum Disorder) and EBD (Emotional/Behavioral Disability) self-contained units. Among these challenges are the ability to address behaviors exhibited by the students. To address these challenges the MOUs provided that any classified employee regularly assigned to a self-contained unit with at least one student identified as ASD (Autism Spectrum Disorder) or EBD (Emotional/Behavioral Disability) will receive a one-time \$2,000 bonus. The MOUs did not include the job title of Program Assistant, Job Coach as this position provides students with experiential services in the public at local employers.

Due to the unique structure of the instructional environment and staffing at Magnolia School, the parties previously executed an MOU specifically addressing the unique staffing model at Magnolia School.

This MOU recognizes the unique needs of Magnolia School and provides a one-time \$2,000 bonus to all program assistant, job coach employees assigned to Magnolia School for the 2025-2026 school year.

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:


Leigh Ann Blackmore
Director, Labor Relations


Ronald Pollard
President

MEMORANDUM OF UNDERSTANDING #10

Bonus for Program Assistant, Job Coach Positions Assigned to Magnolia School
October 2, 2025

CBLT Members:

Melissa Jiff H	John V. Hyman
Trudy - Gray Murray	Michael
Ceyde Mitchell	Chorsette Hicks
Michael Anderson	Prime Y. B.
Sam H. [Signature]	Timothy A. Smith
Lorin	
Sophia [Signature]	

MEMORANDUM OF UNDERSTANDING #11
Movement of Paraprofessionals
October 2, 2025

In 2002, Congress passed the No Child Left Behind Act (NCLB), which reauthorized the Elementary and Secondary Education Act. NCLB focused on improving education for all students, particularly those in disadvantaged situations, through increased accountability, standardized testing, and school choice options.

In addition to requiring teachers to meet state-defined “highly qualified” requirements, paraprofessionals in Title I schools needed to meet specific qualifications, primarily focused on demonstrating their ability to support student learning, especially reading, writing, and mathematics. Generally, this involved holding a high school diploma or equivalent, and then also meeting one of the following requirements: two (2) years of higher education, an associate’s or higher degree, or demonstrating competency through a rigorous assessment (ParaPro examination). The 2015 Every Student Succeeds Act (ESSA) maintained these educational requirements for paraprofessionals providing instructional services in Title I schools. (20 USC 6311 (g)(2)(M))

When the Federal law mandated these higher educational requirements, the District initially created separate job titles for Title I and non-Title I schools. Due to the high mobility of employees, both voluntary and through budget and recalculation processes, the District expanded the higher educational requirements to all schools, regardless of Title I status.

Effective July 1, 2024, to address recruitment challenges associated with these higher educational requirements, the District implemented a process that provided all new hires with a one-year period within which to meet or provide documentation that they meet these educational requirements. The District provided candidates without college credentials professional learning focused on the competencies needed to pass the ParaPro examination. Unfortunately, despite the professional learning opportunity, many of our paraprofessionals have been unable to pass the ParaPro examination. As a result, the District faced terminating many of these paraprofessionals as they do not meet the higher educational requirements required by Federal law for employment in Title I schools.

Effective October 1, 2025, the District will implement the following strategies:

1. Restore the former “non-certified” paraprofessional job titles that do not include the higher educational requirements for non-Title I schools. These job titles are one pay grade lower than the “certified” job titles based on the lower educational requirements.
2. Transfer any paraprofessionals who do not meet the higher educational requirements to the restored paraprofessional job titles at a non-Title I school no later than June 30, 2026, if not already employed at a non-Title I school. In the event there are not sufficient positions at a non-Title I school for these employees, the District will follow the provisions outlined in Article X.
3. Maintain the current hourly rate for any paraprofessional transferred to the lower pay grade position.

MEMORANDUM OF UNDERSTANDING #11
Movement of Paraprofessionals
October 2, 2025

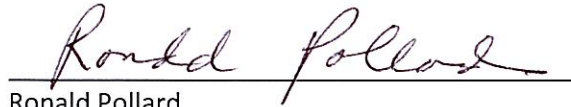
4. Develop a process for those employees who meet the higher educational requirements to have their position upgraded to the higher position upon verification of meeting the higher educational requirements. This process will closely follow the process and timelines outlined in Article XV.B.3.

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:

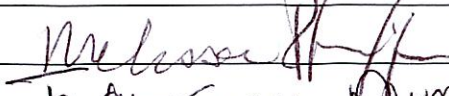
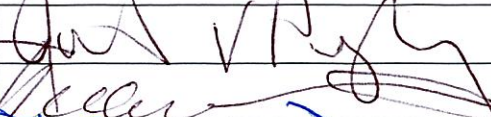
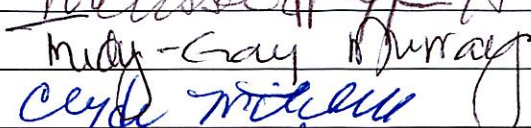
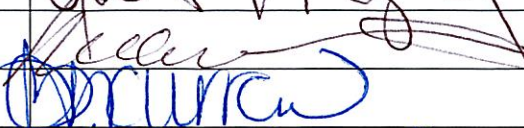
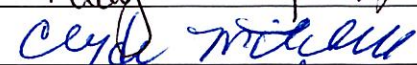

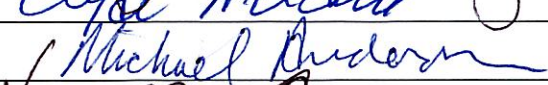
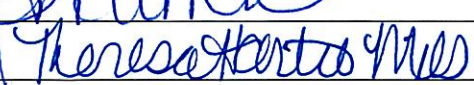
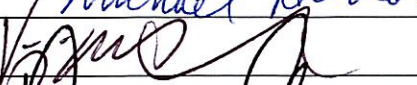
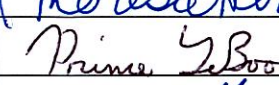
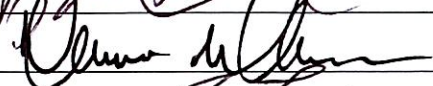
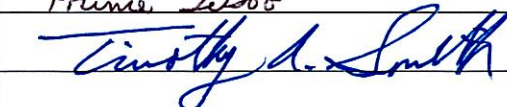
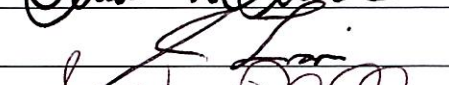
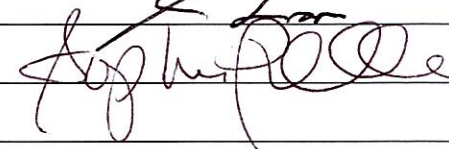
For Orange Education Support Professionals
Association:


LeighAnn Blackmore
Director, Labor Relations


Ronald Pollard
President

MEMORANDUM OF UNDERSTANDING #11
Movement of Paraprofessionals
October 2, 2025

CBLT Members:

MEMORANDUM OF UNDERSTANDING #12
Bus Monitor Incentive Bonus
September 18, 2025


To incent Bus Monitors to increase their conservation of leave time, which ultimately ensures the reliable transport and safety of the students of OCPS to and from school, the Transportation Department desires to implement a one-year pilot of the Bus Monitor Incentive Bonus, hereafter referred to as "Bonus". The purpose of this Bonus is to decrease absenteeism, reward attendance and retain Bus Monitors. The Bonus pilot program is for the 2025-26 school year.

The description and eligibility criteria of this Bonus are outlined below:

1. The Bus Monitor Incentive Bonus program is a one-year pilot program. It will commence with the first marking period of the 2025-26 school year. It will sunset on the last duty day of the fourth marking period for the 2025-26 school year.
2. The District and the Transportation Department will evaluate this pilot program at the end of the school years and discuss the findings and concerns with OESPA.
3. The total amount of the Bonus will not exceed \$2,000 payable as defined below.
4. The ability to earn the up to \$2,000 Bonus will be divided into four (4) marking periods. These marking periods shall be defined by the school calendar.
5. For each marking period where the employee does not take any leave without pay or use donated leave, s/he will receive \$500.
6. Eligibility will be re-set at the end of each marking period to allow Bus Monitors four (4) opportunities throughout the school year to earn up to \$2,000.
7. The calculation for the Bus Monitor Incentive Bonus shall begin on the first day of the first marking period and end on the last day of the last marking period for the school year. New employees will have to complete a full marking period with no leave without pay or use of donated leave to receive a bonus.
8. To receive this Bonus, Bus Monitors must remain in an active bus monitor position for the entire marking period. They must be in an active employment status when the Bus Monitor Incentive Bonus is paid to receive the Bonus.
9. The bonus amount will be issued in the amount of \$500 on the paycheck dates defined within fifteen (15) days of execution of the Memorandum of Understanding.

This MOU expires June 30, 2026.

For School Board of Orange County, Florida:


LeighAnn Blackmore
Director, Labor Relations

For Orange Education Support Professionals
Association:


Ronald Pollard
President

MEMORANDUM OF UNDERSTANDING #12

Bus Monitor Incentive Bonus

September 18, 2025

CBLT Members:

Melissa Griffith	Justin V. High
Trudy-Gay Murray	Michael
Cecilia Miller	Donna
Michael Parker	Hereschka Mel
Robert Parker	Prima LeBar
Wendy Miller	Timothy A. Smith
Ashli	