

PLEASE POST IMMEDIATELY
RATIFICATION INFORMATION

**SCHOOL DISTRICT OF
CLAY COUNTY**



2020-2022
MASTER CONTRACT
(With 2022-2023 Amendment)
CLAY EDUCATION SUPPORT
PROFESSIONAL ASSOCIATION
LOCAL 7409

2021-2022 RATIFICATION INFORMATION

2020-2022 CESPA MASTER CONTRACT

(With 2022-2023 Amendment)

Please review the language posted at your work site.
Both CESPA and District teams recommend ratification of these amendments.

ARTICLE	TITLE	LANGUAGE CHANGES
XVIII	COMPENSATION	<p>All Articles, Appendices and Tables related to compensation will be effective as of 09/18/2022.</p> <p>The Board proposed changing all job classifications banded and graded at A11 and A12 to A13.</p> <p>The Board also proposed a Compensation Package to increase each cell by \$0.50 on the Support Salary Schedule.</p> <p>Additionally, the Board also proposed raising any cells below \$15.00 after the \$0.50 was applied to \$15.00.</p> <p>The Board proposed an additional \$1.65 per cell to the newly created Table II E: Special Compensation - Maintenance Trade Skill Workers.</p> <p>The District proposed a one time bonus for those employees who are employed at the time of the 2022-2023 contract ratification, by both the School Board and CESPA.</p> <ul style="list-style-type: none"> ● 9 month contract employee one time proposed bonus: \$1,000.00 ● 10 month contract employee one time proposed bonus: \$1,100.00 ● 11 month contract employee one time proposed bonus: \$1,250.00 ● 12 month contract employee one time proposed bonus: \$1,500.00
APPENDIX D	SALARIES	See Details Below:
TABLE II A	SUPPORT SALARY SCHEDULE	<p>All cells increased by \$0.50</p> <p>Any cells below \$15.00 after the \$0.50 increase, were increased to \$15.00</p> <p>All positions banded and graded at A11 and A12 were changed to A13</p>
TABLE II B	SPECIAL COMPENSATION - OT/PT ASSISTANTS	All cells increased by \$0.50
TABLE II C	SPECIAL COMPENSATION - LPN/RN	All cells increased by \$0.50
TABLE II D	SPECIAL COMPENSATION - BUS DRIVERS	All cells increased by \$0.50

TABLE II E	SPECIAL COMPENSATION - MAINTENANCE TRADE SKILL WORKERS	<p>Create a new Salary Schedule for Maintenance Trade Skill Workers and rename their Band/Grade to reflect this creation.</p> <p>Any cells below \$15.00 after the \$0.50 increase, were increased to \$15.00.</p> <p>Additionally all cells reflect an additional \$1.65 per cell.</p>
TABLE III	TRANSPORTATION	<p>Field Trip rates increased from \$13.75 to \$15.00 per hour.</p> <p>Language deleted regarding specific hourly rate for staff meetings, inservice and parent conference, as the District will pay these at the current minimum wage.</p>
TABLE IV	MISCELLANEOUS SALARIES	<p>Language updated allowing a degree from a college or university accredited by an accrediting agency.</p> <p>Language added increasing the differential pay for A.S.E. and MACS 609 certifications for bus mechanics, shop managers, parts managers and assistant managers to \$0.40 per hour.</p>
TABLE V	CLASSIFICATION / BAND / GRADE / CONTRACTED DAYS	<p>Table V updated to change all job classifications banded and graded at A11 and A12 to A13.</p> <p>Change all Maintenance Trade Skill positions to reflect the new band and grade.</p> <p>Additions and deletions were made based on jobs not listed and jobs no longer active within the District.</p>
	SIGNATURE PAGE	Signed at the conclusion of bargaining on 07/28/2022

Handwritten notes:
Baw
7/28/22

Clay County District Schools Compensation Proposal for CESP July 28, 2022

The Board of Clay County District Schools recognizes the dedication and commitment of their support employees and is proud to present the following compensation proposal for the 2022-2023 school year. The following proposal represents the maximum authorized by the Board while maintaining fiscal responsibility.

The District has contributed over **\$2 million** toward insurance benefits, from budgeted funds, for the 2022-2023 school year to provide all District employees health care coverage with no premium increase. The District provides Plan B coverage at no employee cost to those who do not select Plan A.

- All support employees will receive a \$0.50 per hour increase, starting 9/18/22, at a cost of **\$1,325,847.00** including benefits. This will be applied prior to meeting the \$15.00 an hour minimum wage requirement.
- The Board proposes raising all A11 and A12 employees to A13. The \$15.00 new minimum wage will be applied to these areas prior to moving to the new salary schedule. **The proposed cost, including benefits, is \$180,722.00, effective 9/18/22.**
- The Board recognizes the vital need to hire and retain qualified maintenance personnel. The District currently is not competitive with surrounding employment opportunities. The Board proposes providing an additional \$1.65 per hour to all trade-skill maintenance positions. This will help to recruit and retain certified and qualified trade-skill laborers. **The estimated cost for this proposal is \$309,000.00 including benefits, effective 9/18/22.**
- Increase all support employees to a minimum \$15.00 per hour minimum wage, after the hourly \$0.50 increase with benefits is **approximately \$2,069,760.00, effective 9/18/22.**

The total recurring cost is \$4,278,583.00

- Support employees, employed at the time of ratification by both the School Board and CESP, will receive a one-time bonus of:
 - 9-month employees \$1,000.00
 - 10-month employees \$1,100.00
 - 11-month employees \$1,250.00
 - 12-month employees \$1,500.00

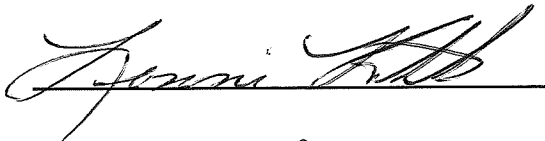
Cost plus benefits for one-time bonus is \$2,356,670.00 from ARP funding. This bonus represents an approximate \$0.74 per hour bonus.

Total Cost plus benefits for this proposal is \$6,635,253.00

Salary increases for the 2022-2023 school year will be for those support personnel who are employed by Clay County District Schools at the time of contract ratification, by both the School Board and CESP. Retroactive pay will be made back to the employee's contract date, as of September 18, 2022. Bonus will be paid to those support personnel who are employed by the Clay County School Board at the time of contract ratification, by both the School Board and CESP and approval of ARP Funds by the State of Florida.



Brenda Troutman, Chief Negotiator, CCDS



Lonnie Roberts, President, CESP



Betsy Reagor, Chief Negotiator, CESP

Article XVIII: Compensation

- A. Compensation shall be provided to all employees covered by this Agreement as set forth in Appendix D of this Agreement.
- B. For the purpose of providing benefits in this Agreement, full time shall mean a person contracted for a six tenths (.6) or greater allocated position or for (.6) or more of each consecutive normal work day during the contract period unless otherwise indicated.
- C. Terminal Sick Leave: At the employee's option and upon written request by the employee at the time of separation, the Board shall provide terminal pay of up to one hundred twenty (120) days to any support employee upon the employee's non-disciplinary separation from school district employment or enrollment in DROP, or to the employee's beneficiary if service is terminated by death.
 - 1. Employees hired after November 19, 2002, shall be eligible for terminal pay as defined under this policy upon completion of three (3) consecutive years of service in Clay County. For employees hired prior to November 19, 2002, Clay County service requirements shown in paragraph C.2 (a) through C.2 (e) need not be consecutive.
 - 2. For the purposes of determining eligibility for terminal pay, a year of service shall be defined as: paid service rendered in a .6 or greater allocation for a minimum of one day more than half the normal working contract in the fiscal year, provided that eligibility during the first three Clay years shall be based on the anniversary of the initial date of hire.

Terminal pay shall be based on the years of service in Clay County. The employee must have been:

- a. Employed for at least three (3) years in Clay County, in which case the terminal pay shall be at the rate of thirty-five percent (35%) times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days, or
- b. Employed for more than three (3) years but not more than six (6) years in Clay County, in which case the terminal pay shall be at the rate of forty percent (40%) times the number of days accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days, or
- c. Employed for more than six (6) years but not more than nine (9) years in Clay County, in which case the terminal pay shall be at the rate of forty-five percent (45%) times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days, or
- d. Employed for more than nine (9) years but not more than twelve (12) years in Clay County, in which case the terminal pay shall be at the rate of fifty percent (50%) times the number of days of accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days;
- e. Employed during and after the thirteenth (13th) year in Clay County in which case the terminal pay shall be at the rate of one hundred percent (100%) times the number of

days of accumulated sick leave times the daily rate of pay, not to exceed a total of one hundred twenty (120) days.

3. As used in this section, one day of leave shall mean the equivalent in hours.
4. Effective March 17, 2000, an employee who terminates employment through regular FRS retirement shall deposit one hundred percent (100%) of his/her terminal sick and annual leave payments into the Board-approved Qualified Retirement Plan, up to the limits established by the Internal Revenue Service.
5. All employees participating in the Plan since its implementation in Clay County, who are under fifty-five (55) years of age at the time of termination of employment and choose, at the time of termination, to take a cash distribution in the amount of one hundred percent (100%) of their respective balance from the Board-approved 401(a) Qualified Retirement Plan and are assessed a withdrawal penalty, shall be reimbursed a percentage of the withdrawal by the Board. This reimbursement is an amount equal to the difference between the current withdrawal penalty and the current Social Security and Medicare combined tax contribution rate. If the withdrawal penalty and/or Social Security and Medicare tax rates change, the amount of reimbursement from the Board shall change accordingly.
6. Effective March 17, 2000, an employee who is already enrolled in DROP, or, who elects thereafter to participate in DROP, shall deposit his/her accumulated terminal sick leave pay, for which he/she is eligible, into the Board-approved 401(a) Qualified Retirement Plan, subject to annual contribution limits and according to the following:

Payment Maximum Percentage of Accumulated Terminal Sick Leave Days

Year 1	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 2	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 3	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 4	20% of 120 days or 20% of the individual's balance of terminal sick leave, whichever is less
Year 5	100% of balance of the individual's terminal sick leave, not to exceed a total of 120 days

- a. The initial payment shall be made on the last payday in April following the employee's DROP effective date, or, the last payday in April, 2000, for those already enrolled in DROP as of March 17, 2000. Subsequent payments shall be made on the last payday in April of each year following the employee's DROP effective date anniversary.
- b. The rate of pay used to calculate the amount to be placed in the 401(a) Plan shall be the employee's daily rate of pay on each payment date.

- c. If an employee elects to participate in DROP for fewer than the sixty-month maximum, or, has fewer than the sixty-month maximum remaining in DROP as of March 17, 2000, the percentage of terminal sick leave to be deposited each year will change so that, at the end of his/her DROP participation, a total of one hundred percent (100%) of the maximum allowed contribution of terminal sick leave pay will have been made to the 401(a) Plan.
- d. DROP participants may access these terminal sick leave funds prior to termination of employment only through loan procedures outlined in the Plan.

D. Employees who, by virtue of enrollment in DROP, have deposited terminal leave payment(s) into the Board-approved 401(a) Qualified Retirement Plan, shall continue to deposit such payments as stipulated in paragraph C.6. of this policy, notwithstanding the limitations of paragraph C. This clarification is intended to facilitate the continuation of terminal leave payments to which the Board had committed prior to the November 19, 2002 approval of amendments to this policy.

E. Staff Meetings

1. Meetings with staff may be conducted by supervisors on a monthly basis or as determined by the Superintendent. Such meetings will be conducted during the workday, whenever possible.
2. Bus drivers and bus monitors may be required to attend meetings called by the Director of Transportation or as deemed necessary by the Superintendent.
3. Staff meetings conducted outside the regularly scheduled workday or route day shall be reimbursed at the rate of \$11.00 per hour (Bus Drivers \$11.00 an hour). Inservice conducted outside the regularly scheduled workday or route day shall be reimbursed at the rate of \$11.00 per hour (Bus Drivers \$11.00 an hour).

F. Overtime payments (time and one-half) for meetings and inservice as outlined in this Article and in the Salary Schedule Table regarding Transportation Bus Drivers and Bus Monitors shall apply only when the work week extends beyond 37.5 hours and applies only to the portion extending beyond 37.5 hours.

G. Inservice:

1. Support personnel will be paid a stipend of \$11.00, per hour for completed workshops after the normal work day.
2. Every effort will be made to schedule mandatory inservice training during an employee's regular contract hours. Mandatory inservice scheduled outside of the regular contract hours will be paid at the stipend rate references above.

H. Summer School: (Extended School Year)

Nine (9) and ten (10) month employees of the School Board who are employed during the summer shall be paid at either (1) a rate equivalent to their normal rate of pay in effect at the close of the school year, or (2) the normal rate of pay for the position employed in during the summer, or a rate of pay selected from the rates determined for Temporary Adult Labor.

I. Placement of support personnel in summer school positions when allocated shall be made in the best interest of the student in accordance with the IEP, current job title, consideration of the mix of the

exceptionalities in the summer school setting, employee's familiarity with the specific group of students, ESE experience and training, and all else being equal, seniority. The primary consideration shall be the goal of providing optimal staffing for students within the summer school center.

J. Contract Day:

The number of contract days in a year shall be listed in Table V and may vary based on the needs of the district.

K. Experience - Clay County School Board and External Experience:

For the purpose of awarding experience on the salary schedule, a year of service shall be paid and contracted actual service of more than one-half of the normal number of contracted days for the .4 or greater allocated position employed in the year service was rendered. Former Clay County teachers who take a support position immediately upon leaving their teaching position in Clay County shall be credited with all their teaching experience, up to the maximum experience on the current salary schedule. Service external to the Clay County School Board must be verified and approved by the Division of Human Resources. Verified experience gained in other U.S. public school systems may be approved on the same basis as experience gained in the Clay County School System. All other experience must be verified by the agency or company on the school board approved form, on letterhead stationery, or other documentation approved by the Division of Human Resources and must be full time paid actual service of more than one-half of the fiscal year indicated by the former employer. In instances where the employer is unable to verify its fiscal year, the school fiscal year shall be used. No experience may be counted more than one time for the purpose of accumulating experience.

L. Experience on the salary schedule shall be permitted in accordance with the Rules For Implementation of Support Personnel Salary Schedule, 1.3.0 and section 2.0.0 for work done in a closely related field.

M. The Superintendent is authorized to offer an alternate salary schedule when he/she deems it necessary for the purpose of recruiting for Certified Occupational Therapy Assistants and Physical Therapy Assistants. Personnel contracted under such schedule shall be exempted from the provisions of Table I, Rules for Implementation of the Support Personnel Salary Schedule, except those provisions of section 2.3.0. (See Table IID for salary schedule)

N. Compensation for an employee when he/she is required to work on a paid holiday, or on a "NON PAID, NON-WORKING DAY", shall be at one and one-half times the employee's regular hourly rate of pay.

O. All nine-month employees will be paid on the nine-month pay schedule.

COMPENSATION PROPOSAL HISTORY

- 2019-2020:
 - The Board proposes a one (1) step salary increase on the approved salary schedule for all CESPAs unit members employed by the district at the time of ratification by both parties. Such step increase will be retroactive to the first day of the employee's 2019-2020 contract, with the exception of rates affecting field trips which will go into effect the first day of the pay period after School Board Ratification.
 - The Board proposes a \$0.25 increase to each cell of the Support Personnel Pay Structure with the exception of Table II-D, paid retroactively to the first day of the Employee's 2019-2020 Contract.
- 2020-2021:
 - The Board proposes a \$1.00 increase to each cell of the Support Personnel Pay Structure, effective January 3, 2021. This increase applies to all Support Personnel who are employed by Clay County District Schools upon the date of contract ratification.
- 2021-2022:
 - The Board proposed a Compensation Package to increase each cell by \$0.75 on the Support Salary Schedule. The Board also proposed raising any cells below \$12.00 after the \$0.75 was applied to \$12.00. The Board proposed an additional \$1.50 per cell for the LPN / RN Salary Schedule.
 - The District proposed a one time scaled bonus for those employees who are employed at the time of the 2021-2022 contract ratification, by both the School Board and CESPAs. The scaled bonus will be based on \$1,500.00 for 10-month employees.
 - 9 month contract employee one time proposed bonus: \$1,250.00
 - 10 month contract employee one time proposed bonus: \$1,500.00
 - 11 month contract employee one time proposed bonus: \$1,750.00
 - 12 month contract employee one time proposed bonus: \$2,000.00
- 2022-2023:
 - All Articles, Appendices and Tables related to compensation will be effective as of 09/18/2022. The Board proposed changing all job classifications banded and graded at A11 and A12 to A13. The Board also proposed a Compensation Package to increase each cell by \$0.50 on the Support Salary Schedule. Additionally, the Board proposed raising any cells below \$15.00 after the \$0.50 was applied to \$15.00. The Board proposed an additional \$1.65 per cell for the newly created Table IIE: Special Compensation - Maintenance Trade Skill Workers.
 - The District proposed a one time bonus for those employees who are employed at the time of the 2021-2023 contract ratification, by both the School Board and CESPAs.
 - 9 month contract employee one time proposed bonus: \$1,000.00
 - 10 month contract employee one time proposed bonus: \$1,100.00
 - 11 month contract employee one time proposed bonus: \$1,250.00
 - 12 month contract employee one time proposed bonus: \$1,500.00

2022 - 2023 Amendment

Table II A: Support Salary Schedule

The School District of Clay County
2021-2022 2022 - 2023 Support Personnel Pay Structure

B/G	A13	B21	B22	B23	B24	B31	B32	C41	C42	C43
STEP 1	\$15.00	\$15.00	\$15.00	\$15.00	\$15.35	\$16.42	\$18.20	\$19.68	\$21.14	\$22.71
STEP 2	\$15.00	\$15.00	\$15.00	\$15.00	\$15.77	\$16.89	\$18.75	\$20.32	\$21.81	\$23.46
STEP 3	\$15.00	\$15.00	\$15.00	\$15.37	\$16.19	\$17.38	\$19.30	\$20.96	\$22.51	\$24.23
STEP 4	\$15.00	\$15.00	\$15.03	\$15.78	\$16.62	\$17.90	\$19.88	\$21.64	\$23.27	\$25.03
STEP 5	\$15.00	\$15.00	\$15.41	\$16.23	\$17.07	\$18.41	\$20.47	\$22.35	\$24.02	\$25.85
STEP 6	\$15.00	\$15.04	\$15.82	\$16.64	\$17.54	\$18.95	\$21.08	\$23.07	\$24.81	\$26.71
STEP 7	\$15.00	\$15.42	\$16.24	\$17.08	\$18.01	\$19.53	\$21.72	\$23.83	\$25.65	\$27.59
STEP 8	\$15.00	\$15.84	\$16.67	\$17.56	\$18.51	\$20.10	\$22.38	\$24.62	\$26.50	\$28.54
STEP 9	\$15.23	\$16.26	\$17.12	\$18.02	\$18.99	\$20.69	\$23.06	\$25.42	\$27.38	\$29.58
STEP 10	\$15.60	\$16.68	\$17.58	\$18.52	\$19.53	\$21.32	\$23.77	\$26.27	\$28.28	\$30.48
STEP 11	\$15.98	\$17.13	\$18.07	\$19.01	\$20.06	\$22.00	\$24.51	\$27.14	\$29.24	\$31.51
STEP 12	\$16.38	\$17.59	\$18.56	\$19.55	\$20.62	\$22.68	\$25.26	\$28.07	\$30.24	\$32.58
STEP 13	\$16.80	\$18.07	\$19.11	\$20.08	\$21.20	\$23.39	\$26.06	\$29.01	\$31.27	\$33.69
STEP 14	\$17.21	\$18.55	\$19.63	\$20.64	\$21.79	\$24.13	\$26.86	\$29.98	\$32.33	\$34.82
STEP 15	\$17.65	\$19.06	\$20.18	\$21.22	\$22.40	\$24.89	\$27.70	\$30.99	\$33.44	\$36.00
STEP 16	\$18.10	\$19.58	\$20.76	\$21.82	\$23.03	\$25.67	\$28.57	\$32.04	\$34.58	\$37.24
STEP 17	\$18.56	\$20.11	\$21.36	\$22.43	\$23.68	\$26.49	\$29.46	\$33.12	\$35.77	\$38.51
STEP 18	\$19.04	\$20.67	\$21.97	\$23.06	\$24.36	\$27.33	\$30.39	\$34.25	\$37.00	\$39.83
STEP 19	\$19.51	\$21.18	\$22.52	\$23.65	\$24.98	\$28.04	\$31.18	\$35.15	\$37.98	\$40.89
STEP 20	\$20.00	\$21.75	\$23.15	\$24.30	\$25.68	\$28.91	\$32.13	\$36.32	\$39.25	\$42.26
STEP 21	\$21.05	\$22.93	\$24.44	\$25.64	\$27.11	\$30.63	\$34.04	\$38.57	\$41.71	\$44.92
STEP 22	\$21.61	\$23.60	\$25.17	\$26.41	\$27.92	\$31.64	\$35.16	\$39.94	\$43.20	\$46.52
STEP 23	\$22.30	\$24.39	\$26.02	\$27.30	\$28.87	\$32.80	\$36.44	\$41.47	\$44.88	\$48.32
STEP 24	\$23.02	\$25.22	\$26.93	\$28.25	\$29.87	\$34.03	\$37.80	\$43.11	\$46.67	\$50.25
STEP 25	\$23.81	\$26.13	\$27.93	\$29.28	\$30.97	\$35.39	\$39.30	\$44.92	\$48.65	\$52.38

2022 - 2023 Compensation Proposal, effective 09/18/2022: All Cells reflect a \$0.50 increase for contracted hours only. Any cells below \$15.00 after the \$0.50 increase was applied were raised to \$15.00 per hour. All positions banded and graded at A11 and A12 were changed to A13.

2022 - 2023 Amendment

Table II B: Special Compensation - OT/PT Assistants

~~2021 - 2022~~ **2022 - 2023**

Certified or licensed Occupational and Physical Therapist Assistants shall be assigned an hourly rate from the following schedule:

Step	Years Experience	Hourly Rate
A	0	\$20.07
B	1 - 2	\$22.40
C	3 - 4	\$24.71
D	5 - 6	\$27.00
E	7 - 8	\$29.31
F	9 - 10	\$31.62
G	11 -12	\$33.91
H	13 -14	\$36.22
I	15 -16	\$38.53
J	17 - 18	\$40.82
K	19 - 20	\$43.66

CONTRACTED DAYS = 196

2022 - 2023 Compensation Proposal, effective 09/18/2022: All Cells reflect a \$0.50 increase for contracted hours only.

2022 - 2023 Amendment

Table II C: Special Compensation - LPN/RN

~~2021 - 2022~~ **2022 - 2023**

Step	Experience	<u>Hourly Rates</u>	
		LPN	RN
1	0	\$16.48	\$18.60
2	1	\$16.86	\$19.04
3	2	\$17.23	\$19.49
4	3	\$17.63	\$19.95
5	4	\$18.06	\$20.44
6	5	\$18.49	\$20.95
7	6	\$18.93	\$21.48
8	7	\$19.40	\$22.02
9	8	\$19.87	\$22.58
10	9	\$20.36	\$23.15
11	10	\$20.89	\$23.76
12	11	\$21.42	\$24.39
13	12	\$21.98	\$25.04
14	13	\$22.55	\$25.81
15	14	\$23.15	\$26.50
16	15	\$23.77	\$27.24
17	16	\$24.37	\$28.01
18	17	\$24.97	\$28.81
19	18	\$25.57	\$29.51
20	19	\$26.22	\$30.32
21	20	\$27.57	\$31.97
22	21	\$28.37	\$32.94
23	22	\$29.27	\$34.04
24	23	\$30.23	\$35.22
25	24	\$31.28	\$36.51

RN and LPN positions will be able to bring up to ten (10) years of verified, directly-related experience to the job entry level upon successful documentation of the directly-related experience.

2022 - 2023 Compensation Proposal, effective 09/18/2022: All Cells reflect a \$0.50 increase for contracted hours only.

2022 - 2023 Amendment

Table II D: Special Compensation – Transportation Bus Drivers

~~2021 – 2022~~ **2022 - 2023**

Step	Years Experience	Hourly Rate
1	0	\$16.42
2	1	\$16.42
3	2	\$16.42
4	3	\$16.42
5	4	\$16.42
6	5	\$16.42
7	6	\$16.42
8	7	\$16.84
9	8	\$17.26
10	9	\$17.68
11	10	\$18.13
12	11	\$18.59
13	12	\$19.07
14	13	\$19.55
15	14	\$20.06
16	15	\$20.58
17	16	\$21.11
18	17	\$21.67
19	18	\$22.18
20	19	\$22.75
21	20	\$23.93
22	21	\$24.60
23	22	\$25.39
24	23	\$26.22
25	24	\$27.13

2022 - 2023 Compensation Proposal, effective 09/18/2022: All Cells reflect a \$0.50 increase for contracted hours only.

2022 - 2023 Amendment

Table II E: Special Compensation – Maintenance Trade Skill Workers

2022 - 2023

The Maintenance Trade Skill Workers listed below will be paid according to this Salary Schedule:

<u>M13</u>	<u>General Maintenance Worker</u> <u>Warehouser</u>
<u>M21</u>	<u>Warehouser, Senior</u>
<u>M22</u>	<u>Building Automation Systems (BAS) Technical Assistant</u> <u>Carpenter Assistant</u> <u>Electrical Technician Assistant</u> <u>Heavy Equipment Operator</u> <u>Mechanic Assistant</u> <u>Painter</u> <u>Small Engine Mechanic</u>
<u>M23</u>	<u>Cafeteria Kitchen Equipment Technician</u> <u>Carpenter</u> <u>District Wide School Maintenance Mechanic</u> <u>Electrical Technician</u> <u>Electronics Technician</u> <u>HVAC Technician</u> <u>Irrigation Mechanic/Plumber</u> <u>Locksmith</u> <u>Mechanic</u> <u>Plumber</u> <u>Roofer</u>
<u>M31</u>	<u>Head Custodian I</u>
<u>M32</u>	<u>Lead Access Controls/Locksmith</u> <u>Lead Cafeteria Kitchen Equipment Technician</u> <u>Lead Carpenter</u> <u>Lead Electrical Technician</u> <u>Lead Electronics Technician</u> <u>Lead Heavy Equipment Operator</u> <u>Lead HVAC Technician</u> <u>Lead Painter</u> <u>Lead Plumber</u> <u>Lead Roofer</u> <u>Warehouse Manager</u>

2022 - 2023 Compensation Proposal, effective 09/18/2022: All Cells reflect a \$0.50 increase for contracted hours only. Any cells below \$15.00 after the \$0.50 increase was applied were raised to \$15.00 per hour. Additionally, all cells reflect an additional \$1.65 per cell for contracted hours only.

**Table II E: Special Compensation - Maintenance Trade Skill Workers
2022 - 2023**

<u>B/G</u>	<u>M13</u>	<u>M21</u>	<u>M22</u>	<u>M23</u>	<u>M31</u>	<u>M32</u>
<u>STEP 1</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$18.07</u>	<u>\$19.85</u>
<u>STEP 2</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$18.54</u>	<u>\$20.40</u>
<u>STEP 3</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$17.02</u>	<u>\$19.03</u>	<u>\$20.95</u>
<u>STEP 4</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$16.68</u>	<u>\$17.43</u>	<u>\$19.55</u>	<u>\$21.53</u>
<u>STEP 5</u>	<u>\$16.65</u>	<u>\$16.65</u>	<u>\$17.06</u>	<u>\$17.88</u>	<u>\$20.06</u>	<u>\$22.12</u>
<u>STEP 6</u>	<u>\$16.65</u>	<u>\$16.69</u>	<u>\$17.47</u>	<u>\$18.29</u>	<u>\$20.60</u>	<u>\$22.73</u>
<u>STEP 7</u>	<u>\$16.65</u>	<u>\$17.07</u>	<u>\$17.89</u>	<u>\$18.73</u>	<u>\$21.18</u>	<u>\$23.37</u>
<u>STEP 8</u>	<u>\$16.65</u>	<u>\$17.49</u>	<u>\$18.32</u>	<u>\$19.21</u>	<u>\$21.75</u>	<u>\$24.03</u>
<u>STEP 9</u>	<u>\$16.88</u>	<u>\$17.91</u>	<u>\$18.77</u>	<u>\$19.67</u>	<u>\$22.34</u>	<u>\$24.71</u>
<u>STEP10</u>	<u>\$17.25</u>	<u>\$18.33</u>	<u>\$19.23</u>	<u>\$20.17</u>	<u>\$22.97</u>	<u>\$25.42</u>
<u>STEP 11</u>	<u>\$17.63</u>	<u>\$18.78</u>	<u>\$19.72</u>	<u>\$20.66</u>	<u>\$23.65</u>	<u>\$26.16</u>
<u>STEP 12</u>	<u>\$18.03</u>	<u>\$19.24</u>	<u>\$20.21</u>	<u>\$21.20</u>	<u>\$24.33</u>	<u>\$26.91</u>
<u>STEP 13</u>	<u>\$18.45</u>	<u>\$19.72</u>	<u>\$20.76</u>	<u>\$21.73</u>	<u>\$25.04</u>	<u>\$27.71</u>
<u>STEP 14</u>	<u>\$18.86</u>	<u>\$20.20</u>	<u>\$21.28</u>	<u>\$22.29</u>	<u>\$25.78</u>	<u>\$28.51</u>
<u>STEP 15</u>	<u>\$19.30</u>	<u>\$20.71</u>	<u>\$21.83</u>	<u>\$22.87</u>	<u>\$26.54</u>	<u>\$29.35</u>
<u>STEP 16</u>	<u>\$19.75</u>	<u>\$21.23</u>	<u>\$22.41</u>	<u>\$23.47</u>	<u>\$27.32</u>	<u>\$30.22</u>
<u>STEP 17</u>	<u>\$20.21</u>	<u>\$21.76</u>	<u>\$23.01</u>	<u>\$24.08</u>	<u>\$28.14</u>	<u>\$31.11</u>
<u>STEP 18</u>	<u>\$20.69</u>	<u>\$22.32</u>	<u>\$23.62</u>	<u>\$24.71</u>	<u>\$28.98</u>	<u>\$32.04</u>
<u>STEP 19</u>	<u>\$21.16</u>	<u>\$22.83</u>	<u>\$24.17</u>	<u>\$25.30</u>	<u>\$29.69</u>	<u>\$32.83</u>
<u>STEP 20</u>	<u>\$21.65</u>	<u>\$23.40</u>	<u>\$24.80</u>	<u>\$25.95</u>	<u>\$30.56</u>	<u>\$33.78</u>
<u>STEP 21</u>	<u>\$22.70</u>	<u>\$24.58</u>	<u>\$26.09</u>	<u>\$27.29</u>	<u>\$32.28</u>	<u>\$35.69</u>
<u>STEP 22</u>	<u>\$23.26</u>	<u>\$25.25</u>	<u>\$26.82</u>	<u>\$28.06</u>	<u>\$33.29</u>	<u>\$36.81</u>
<u>STEP 23</u>	<u>\$23.95</u>	<u>\$26.04</u>	<u>\$27.67</u>	<u>\$28.95</u>	<u>\$34.45</u>	<u>\$38.09</u>
<u>STEP 24</u>	<u>\$24.67</u>	<u>\$26.87</u>	<u>\$28.58</u>	<u>\$29.90</u>	<u>\$35.68</u>	<u>\$39.45</u>
<u>STEP 25</u>	<u>\$25.46</u>	<u>\$27.78</u>	<u>\$29.58</u>	<u>\$30.93</u>	<u>\$37.04</u>	<u>\$40.95</u>

2022 - 2023 Compensation Proposal, effective 09/18/2022: All Cells reflect a \$0.50 increase for contracted hours only. Any cells below \$15.00 after the \$0.50 increase was applied were raised to \$15.00 per hour. Additionally, all Cells reflect an additional \$1.65 per cell for contracted hours only.

2022 - 2023 Amendment

Handwritten signatures and dates: *CR 7/28/22*, *BA 7/24/22*, *7/28/22*

Table III: Transportation

1. Contract drivers shall be compensated for a minimum of six (6) hours of work per day during the regular school year and for a minimum of five (5) hours of work while working under a summer work contract. The Director of Transportation will consider attendance, experience, and seniority when staffing summer school based on student needs. The assigned hours shall include thirty (30) minutes of non-driving time which shall be used for the purpose of minor maintenance, safety checks and paperwork. Drivers will be compensated for other non-driving work after a time review by the Department of Transportation in accordance with applicable rules of the Fair Labor Standards Act.
2. Bus drivers assigned routes affecting schools in other counties having school calendars which differ from the Clay County calendar shall be eligible for the same contract and benefits and for the same length of work year and work day as bus drivers assigned routes affecting only schools operating under the traditional calendar in Clay County. When such drivers must drive routes during the intersession periods in such other counties, pay will be determined in accordance with current practice for summer school pay.
3. Contract bus monitors (ESE Aides assigned to buses) shall be compensated for a minimum of six (6) hours of work per day during the regular school year, and for a minimum of five (5) hours of work while working under a summer work contract. The assigned hours shall include twenty (20) minutes of non-driving time which shall be used for the purpose of minor maintenance, safety checks and paperwork.
4. Experience credit shall not be earned by part-time bus drivers who are employed only for morning, afternoon or extra trip routes employment.
5. Field Trips and Shuttles: Compensation and assignment to contract drivers and Monitors shall be under the following conditions:
 - a. A "field trip" is defined as any additional driving assignment that is not part of the driver's regular morning (pick up) and afternoon (drop off) routes, which are considered part of the driver's "normal day." This includes, but is not limited to, sporting events and extracurricular activities. Field Trips are paid at the field trip rate of \$~~15.00~~13.75 per hour for drivers and Monitors.
 - b. A "shuttle" is defined as an assigned instructional activity run or route not included in the "normal day" even though they may occur daily, such as: PACE, AMI, HOSA, tutoring, or testing shuttles. Shuttles are not part of a rotation list, but are instead assigned by the Director of Transportation on the basis of availability, attendance and seniority in the geographic area of need and may add to the "normal day" on a day to day basis. Once assigned, the driver shall drive the full multi-week schedule of the shuttle. Shuttles are paid at the regular rate of pay and are not part of the "bidding" process.
 - c. For Field Trips, one voluntary master list consisting of short, long (per diem) and overnight trips of contract bus drivers by geographic area and by seniority, and an all inclusive master list by seniority of contract bus drivers shall be maintained by the Director of Transportation for the purpose of field trip selection. If all contract drivers on the voluntary geographic list refuse a field trip assignment, the Director of Transportation shall utilize the all inclusive list for field trip assignment. The voluntary geographic list will be a rotating list. Persons selected from the all inclusive list shall be permitted one refusal. After the initial all inclusive list has been exhausted, the Director of Transportation may assign a field trip to a contract driver on a mandatory basis. Each contract driver assigned a trip, either voluntary or mandatory, shall be placed on the bottom of the all inclusive list once an assignment is completed. On non-working days, field trips shall be compensated at \$~~15.00~~13.75 per hour.

- d. On each working day of the assigned field trip, he/she shall be paid at the rate of \$~~15.00~~^{13.75} per hour for assigned field trips for each hour beyond either the minimum assigned six (6) hours, or the employee's "normal day", whichever is greater.
 - e. On each regular working day in which a field trip has been assigned, if the driver's normal assignment is greater than six (6) hours, he/she shall be paid at his/her regular rate up to 7.5 hours and \$~~15.00~~^{13.75} per hour for assigned field trips for each hour beyond 7.5 hours.
 - f. Overnight trips shall be defined as any trip requiring the driver to sleep over prior to return.
 - g. Overnight trips shall be compensated at field trip rates with no compensation for 8 hours of "sleeping" time in accordance with DOT regulations. Per diem shall be paid as applicable.
 - h. If field trips are cancelled after the driver arrives at school, the driver shall be compensated as stated above for three (3) hours at the field trip rates.
 - i. A field trip committee shall meet with the Director of Transportation, upon request, to make recommendations on additional procedures that relate to field trip assignments. The committee may meet more than one if needed. The field trip committee has no authority to bargain with the Director of Transportation any changes which may conflict with the contract.
6. The hourly rate of pay for staff meetings, inservice and for parent conferences shall be the current Florida minimum wage for school district employees, ~~\$11.00 per hour, or the current minimum wage, whichever is greater.~~
 7. Overtime payments at time and one-half for meetings and inservice as outlined in the Compensation Article and for extra (field) trips as outlined herein shall apply only when the work week extends beyond 37.5 hours and only to the portion extending beyond 37.5 hours.
 8. Placement of drivers and monitors in summer school positions when allocated shall be based on the following criteria: work attendance/absenteeism nine days or less during the regular school year, ESE experience and training, seniority, compatibility to the needs of the ESE students on the route, conduct and performance during the school year as measured by the approved district evaluation system and procedures, and all else being equal, seniority. Applicants must be able to work the entire summer contract period. Drivers employed for summer routes shall be given special consideration for attendance purposes when participating in association business.
 9. Contracted drivers and monitors hired by the district shall fall under the definition of employees in the Employment Practices Article VI. Newly hired bus drivers will be placed at Step 7 for general operators' license experience, and may receive additional credit for each year of verified full time school bus driving experience up to a maximum initial placement of Step 11.
 10. After the beginning of school, the Director of Transportation may post prior to and shall post after September 15 vacated or new bus routes/positions. In posting and assigning vacant bus routes / positions after September 15, the Transportation Director shall hold a general meeting of all interested bus drivers and monitors for the purpose of advertising and assigning open bus routes/ positions through a bid procedure. Only those drivers and monitors in attendance at the meeting, or those whose absence from the meeting is supported by a documented illness or emergency that prohibits their attendance, may bid on open bus routes/positions. Bids will be received from those present and/or those bidding by proxy in connection with a documented illness or emergency, and shall continue until all open bus routes/ positions are assigned. Contracted drivers and monitors shall be given first bid on open bus routes/positions. Open routes/positions shall be awarded by attendance and seniority. While seniority is the first criteria of consideration for the bidding process, all employees wishing to bid, who are within three (3) years of the most senior employee(s), shall be granted priority over those senior employees with questionable attendance. Absences being considered in this staging of the bidding process shall follow the acceptable use of sick leave as listed in Article IX. B. 2. Routes/positions not

Transportation Director. Drivers and monitors who are assigned new bus routes/positions through their successful bid are prohibited from bidding to other open routes during the remainder of the current school year. The Transportation Director shall call such general meetings prior to the Christmas Break and again prior to Spring Break. During the bidding process for open routes/positions involving exceptional students, the Transportation Director shall also give special consideration to training, attendance, prior experience, and compatibility with the exceptional students to be transported.

11. The Director of Transportation may assign an unexpectedly vacated route to a sub, a newly contracted driver, or a regular contracted driver between the scheduled bidding dates, however, the assignment shall be on a temporary basis and the temporarily assigned route will be placed on the bidding list at the next scheduled bidding date and shall then follow all normal bidding processes and procedures.

2022 - 2023 Amendment

Handwritten notes: TA 7/28/22, CR, and a signature.

Table IV: Miscellaneous Salaries

BOARD PROPOSAL
JULY 28, 2022

Salary Schedule

Incentive/Differential Pay

When more than one incentive/differential has been earned in the appropriate area, the higher incentive/differential shall be awarded.

- 1. Associate Degree or higher for Support employees when the degree held is higher than the minimum degree required by the Board-approved job description, and when the degree is from a college, university or other institution accredited by an accrediting agency as defined below:
 - a. For Nurses (LPN/RN) a degree from a college or university accredited by an ~~one of the regional accrediting agencies~~ or a degree accepted by the Florida Board of Nursing for certification as a Nurse in the State of Florida.
 - b. For all other employees, a degree from a college or university accredited by an ~~one of the regional accrediting agencies~~. ~~(and the Accrediting Council for Independent Colleges and Schools)~~

[Note: Employees are responsible for presenting official transcripts substantiating earned degrees from the college, university or institution granting the degree.]

Add \$1.05/hour for an Associate Degree or add \$1.30 for a Bachelor Degree.

- 2. Child Development Associate credential for teacher assistants:
Add \$.75/hour
- 3. A.S.E. and MACS 609 Certifications in the appropriate area for bus mechanics, shop managers, parts managers and assistant managers payable beginning with the first month of certification and continuing during the period of such certification:
Add ~~\$.20~~ \$0.40/hour for each test, only during the validity period for such test.
- 4. Professional Driver pay to drivers with more than three (3) years' experience and who qualify under the rules of the Transportation Department for such pay:
Add \$.15/hour during specified period.
- 5. Master Custodian certification:
Add \$.20/hour
- 6. Pest Control Certification:
Add \$1.00/hour
- 7. Current, valid Clay County-issued Journeyman's certification in the areas of Electrical, Plumbing or HVAC. (See Table IVA for jobs eligible to receive this incentive)
Add \$.55/hour

8. Current, valid Clay County-issued Master's certification in the areas of Electrical, Plumbing or HVAC. (See Table IVA for jobs eligible to receive this incentive)

Add \$1.05/hour

9. Current, valid Florida Contractor's license in the areas of Electrical, Plumbing or HVAC. (See Table IVA for jobs eligible to receive this incentive)

Add \$1.05/hour

10. An employee who is officially assigned, in writing, by the Supervisor, to fulfill the duties of an absent employee who works in a higher band/grade shall, after seven (7) consecutive days, be paid at his own step but at the higher band/grade for all of the time during which he was assigned to the higher band/grade. Such assignment shall be at the sole discretion of the Supervisor.

11. Participation as a member of the response team selected to be "on call" for the provision of unforeseen overtime in the Maintenance Department when required and authorized will be paid until the employee's name is removed from the team list:

Additional \$.50/hour during period of appointment to team

12. Employees holding 9, 10, and 11-month contracts for the contract year shall be eligible to receive a share of \$36,000 for perfect attendance. Perfect attendance shall be defined as: no absences and no incidents of tardiness during the specified period of the employee contract. Allowable exceptions will be limited to absences of not more than nine days duration related to approved Worker's Compensation and/or In-Line-Of-Duty (ILOD) claims, and incidents of court or military leave not in excess of nine days, approved Association Leave and incidents of TDE when an employee participates in Inservice training that is relevant to the individual's working assignment. An employee's use of flexible scheduling, initiated by the employee as permitted in Article VIII, paragraph C.6. (Working Conditions), shall disqualify the employee from receipt of this perfect attendance incentive bonus. In order to be eligible for payment of the perfect attendance incentive bonus as defined in a. and/or b. below, the employee must be employed for the specified period.

Payment of the total of \$36,000 in bonus money shall be as follows:

- a. An equal share of \$18,000 shall be payable to employees whose attendance is perfect through the end of the first semester, subject to a \$500 maximum bonus per employee;
 - b. The balance of the \$36,000 sum shall be payable to employees whose attendance is perfect from the beginning of the second semester through the balance of the employee's contract year, subject to a \$500 maximum bonus per employee, made payable at the conclusion of the District's fiscal year.
13. National Institute for Certification in Engineering Technologies (NICET) Certification in fire systems in the Electronics Department. Payable per hour the beginning of the first month of each certification:

Add \$.25 per hour.

2021 - 2022 Amendment

Table V: Classification/Band/Grade/Contracted Days

Classification	Band/Grade	Contracted Days
<u>Clerical/Aides/Teacher Assistants</u>		
<u>ACE Testing and Program Specialist</u>	<u>B23</u>	<u>260</u>
Accounting Support Assistant	B23	260
Accounting Assistant	B24	260
Accounts Payable Assistant	B23	260
Administrative Secretary, Sr.	B24	260
Administrative Secretary	B23	260
Administrative Support Assistant	B22	196, 216, 260
Bookkeeper	B23	196, 260
<u>Buyer</u>	<u>B32</u>	<u>260</u>
Capital Program Accountant	B32	260
Career Specialist	B32	196
Child Care Assistant	A13	188, 196
Child Care Aide (Prekindergarten)	A11	188, 196
Classroom Assistant	A12 <u>A13</u>	188
<u>Classroom Assistant (PreK)</u>	<u>A13</u>	<u>188, 196</u>
Clerical Assistant	A11	188, 196, 216, 260
Clerical Support Assistant	A12	188, 196, 216, 260
Computer Lab Assistant	A13	188
Data Entry Operator	A13	196, 216, 260
Data Services Assistant	B32	260
District Media/Technology Secretary	B21	260
Dropout Prevention Assistant	A13	188
ESE Secretary	B21	196
<u>ESE Program Accountant</u>	<u>B31</u>	<u>260</u>
ESE Interpreter IV	B32	188
ESE Interpreter II	B22	188
ESE Interpreter III	B31	188
ESE Interpreter I	B21	188
ESE Assistant	A13	188
Health Assistant	B21	188, 196
Inclusion Prekindergarten Assistant	A13	188
Instructional Assistant	B23	188
Instructional Support Assistant	B22	196, 216, 260
ISS Assistant	A13	183, 188
Media Technical Assistant	B21	196
Medicaid Data Assistant	B32	260
Nursery Instructor	B32	196
<u>Occupational Therapy Assistant</u>	<u>See Table IIB</u>	<u>196</u>
Paraprofessional/ESE Reading	B32	188, 196
Paraprofessional / Speech and Language	B32	188, 196
Parent Educator	A13	188
Payroll Clerical Assistant	A12	260
Payroll Support Assistant	B22	260
Payroll Aide	B22	260
<u>Physical Therapy Assistant</u>	<u>See Table IIB</u>	<u>196</u>

Classification	Band/Grade	Contracted Days
<u>Position Control/Allocations Specialist</u>	<u>B31</u>	<u>260</u>
Pre-Kindergarten Instructor	B32	196
Professional Development Assistant	B32	260
Professional Development Assistant (ESE)	B32	260
Purchasing Support Assistant	B23	260
School Secretary	B21	188, 196, 216, 260

Clerical/Aides/Teacher Assistants

SEDNET Case Manager	B32	216
Service Desk Operator	B24	260
Student Records Secretary	B21	188, 196, 216, 260
Student Services Clerk	A13	196, 216, 260
Student Services Assistant	A13	196
Switchboard Operator	A13	260
TERMS Support Assistant	B23	260
Testing & Administrative Support Assistant	B23	196, 260
Title I Assistant	A12 <u>A13</u>	188
<u>Transition Specialist ACE</u>	<u>C42</u>	<u>260</u>
VPK High School Child Care Lead Assistant	B22	188

Custodial

Custodian	A12 <u>A13</u>	260
Custodian/Groundskeeper	A12	260
Head Custodian	B22	260
Head Custodian I	B31	260
Head Custodian II	B22	260
Lead Custodian	B21	260

Transportation

Assistant Parts Manager	B23	260
Bus Driver	See Table IID	186
Bus Driver Trainer	B22	260
ESE Assistant/Bus Monitor	A13	186
Fuel Attendant	A11 <u>A13</u>	186, 196, 216, 260
Lead Mechanic	B32	260
Mechanic Assistant	B22	260
Mechanic	B23	260
Parts Manager	B31	260
Routing Dispatcher	B21	260
Routing Specialist	B23	260
Shop Manager	C41	260
<u>Transportation Technology Specialist</u>	<u>B32</u>	<u>260</u>

Maintenance

Boiler Tender	B23	260
--------------------------	----------------	----------------

Classification	Band/Grade	Contracted Days
Building Automation System (BAS) Technical	B22	260
Building Automation System (BAS) Specialist	B31	260
Cafeteria Kitchen Equipment (CKE) Technician	B23	260
Carpenter Assistant	B22	260
Carpenter	B23	260
District Wide School Maintenance Mechanic	B23	260
Electrical Technician Assistant	B22	260
Electrical Technician	B23	260
Electronics Technician Assistant	B22	260
Electronics Technician	B23	260
General Maintenance Worker	A13	260
Heavy Equipment Operator	B22	260
HVAC Technician Assistant	B22	260
HVAC Technician	B23	260
Irrigation Mechanic/Plumber	B23	260
Lead Cafe Kitchen Equip. (CKE) Technician	B32	260
Lead Carpenter	B32	260
Lead Electrical Technician	B32	260
Lead Electronics Technician	B32	260
Lead Heavy Equipment Operator	B32	260
Lead HVAC Technician	B32	260
Lead Painter	B32	260
Lead Pest Control Operator	B32	260
Lead Plumber	B32	260
Lead Roofer	B32	260
Lead Waste/Water Operator	B32	260
Locksmith	B23	260
Maintenance Mechanic	B22	260
Painter	B22	260
Pest Control Operator	B22	260
Plumber Assistant	B22	260
Plumber	B23	260
Roofer	B23	260
Warehouse Assistant	B22	260
Waste/Water Operator	B24	260
Wastewater Operator	B23	260

Maintenance Trade Skill Workers

<u>Building Automation Systems (BAS) Tech. Asst.</u>	<u>See Table IIE</u>	<u>260</u>
<u>Cafeteria Kitchen Equipment Technician</u>	<u>See Table IIE</u>	<u>260</u>
<u>Carpenter</u>	<u>See Table IIE</u>	<u>260</u>
<u>Carpenter Assistant</u>	<u>See Table IIE</u>	<u>260</u>
<u>District Wide School Maintenance Mechanic</u>	<u>See Table IIE</u>	<u>260</u>
<u>Electrical Technician</u>	<u>See Table IIE</u>	<u>260</u>
<u>Electrical Technician Assistant</u>	<u>See Table IIE</u>	<u>260</u>
<u>Electronics Technician</u>	<u>See Table IIE</u>	<u>260</u>
<u>General Maintenance Worker</u>	<u>See Table IIE</u>	<u>260</u>
<u>Head Custodian I</u>	<u>See Table IIE</u>	<u>260</u>
<u>Heavy Equipment Operator</u>	<u>See Table IIE</u>	<u>260</u>
<u>HVAC Technician</u>	<u>See Table IIE</u>	<u>260</u>

Classification	Band/Grade	Contracted Days
<u>Irrigation Mechanic/Plumber</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Access Controls/Locksmith</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Cafeteria Kitchen Equipment Technician</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Carpenter</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Electrical Technician</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Electronics Technician</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Heavy Equipment Operator</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead HVAC Technician</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Painter</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Plumber</u>	<u>See Table IIE</u>	<u>260</u>
<u>Lead Roofer</u>	<u>See Table IIE</u>	<u>260</u>
<u>Locksmith</u>	<u>See Table IIE</u>	<u>260</u>
<u>Mechanic</u>	<u>See Table IIE</u>	<u>260</u>
<u>Mechanic Assistant</u>	<u>See Table IIE</u>	<u>260</u>
<u>Painter</u>	<u>See Table IIE</u>	<u>260</u>
<u>Plumber</u>	<u>See Table IIE</u>	<u>260</u>
<u>Roofer</u>	<u>See Table IIE</u>	<u>260</u>
<u>Small Engine Mechanic</u>	<u>See Table IIE</u>	<u>260</u>
<u>Warehouse Manager</u>	<u>See Table IIE</u>	<u>260</u>
<u>Warehouser</u>	<u>See Table IIE</u>	<u>260</u>
<u>Warehouser, Sr.</u>	<u>See Table IIE</u>	<u>260</u>

Miscellaneous

<u>Access Control Technician</u>	<u>B32</u>	<u>260</u>
<u>Bindery Worker</u>	<u>A12</u>	<u>260</u>
<u>Capital Program Accountant</u>	<u>B32</u>	<u>260</u> Duplicate, Under clerical
<u>Courier</u>	<u>A12</u>	<u>260</u>
<u>District Office Maintenance Mechanic</u>	<u>B21</u>	<u>260</u>
<u>Licensed Practical Nurse</u>	<u>See Table IIC</u>	<u>188, 196</u>
<u>Press Operator</u>	<u>B22</u>	<u>260</u>
<u>Press Operator, Sr.</u>	<u>B23</u>	<u>260</u>
<u>Print Center/Textbook Courier</u>	<u>A12</u>	<u>260</u>
<u>Registered Nurse</u>	<u>See Table IIC</u>	<u>188, 196, 260</u>
<u>Small Engine Mechanic</u>	<u>B22</u>	<u>260</u>
<u>Warehouse Foreman</u>	<u>B31</u>	<u>260</u>
<u>Warehouse Manager</u>	<u>B32</u>	<u>260</u>
<u>Warehouser</u>	<u>A13</u>	<u>260</u>
<u>Warehouser, Sr.</u>	<u>B21</u>	<u>260</u>
<u>Cafeteria Assistant</u>	<u>A12</u> <u>A13</u>	<u>185</u>
<u>Cafeteria Van Driver</u>	<u>A13</u>	<u>185</u>
<u>FNS Equipment and Warehouse Manager</u>	<u>B32</u>	<u>260</u>
<u>School Food Services Support Assistant</u>	<u>B22</u>	<u>260</u>

<u>Classification</u>	<u>Band/Grade</u>	<u>Contracted Days</u>
-----------------------	-------------------	------------------------

Technological Specialists

Computer Operator	B21	260
Data Services Assistant	B32	260
Computer Services Technician	B24	260
Database Specialist	C42	260
FIRN Technical Education Coordinator	C42	260
Instructional Application Specialist	C43	260
Network Security Specialist	C43	260
Network Specialist	C43	260
Programmer/Analyst	C43	260
Technical Specialist	B32	260
Technology Support Assistant	B22	260
Telecommunications Specialist	B32	260
Telecommunications Technician	B24	260
Transportation / Boundary Planning Assistant	B22	260
Transportation Technology Specialist	B32	260

2022 - 2023 Amendment

We, the undersigned, agree that the attached document is the final and tentative agreement between the **CLAY EDUCATIONAL STAFF PROFESSIONAL ASSOCIATION, LOCAL 7409**, negotiating team and the **SCHOOL DISTRICT OF CLAY COUNTY** negotiating team. We further agree we will recommend the attached document for ratification.

Date Signed: 07/28/2022

**THE SCHOOL DISTRICT OF CLAY
COUNTY NEGOTIATING TEAM**

Brenda Linton
Cathy Richardson

**THE CLAY EDUCATIONAL STAFF
PROFESSIONAL ASSOCIATION,
LOCAL 7409, NEGOTIATING TEAM**

Betsy Reagy
John [Signature]

