

**PLEASE POST IMMEDIATELY**  
**RATIFICATION INFORMATION**

**SCHOOL DISTRICT OF  
CLAY COUNTY**



**2022-2025  
MASTER CONTRACT  
WITH  
FLORIDA STATE LODGE FRATERNAL  
ORDER OF POLICE, INC.**

**2022 - 2025 Master Contract**

# **2022-2023 RATIFICATION INFORMATION**

## **2022 - 2025 FOP MASTER CONTRACT**

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

<b>ARTICLE</b>	<b>TITLE</b>
<b>I</b>	RECOGNITION
<b>II</b>	DEFINITIONS
<b>III</b>	SCOPE OF BARGAINING & REPRESENTATION
<b>IV</b>	MISCELLANEOUS PROVISIONS
<b>V</b>	SAVINGS CLAUSE
<b>VI</b>	UNION RIGHTS, PRIVILEGES & OBLIGATIONS
<b>VII</b>	EMPLOYEE RIGHTS
<b>VIII</b>	MANAGEMENT RIGHTS
<b>IX</b>	CHANGES IN PAST PRACTICES, TERMS, CONDITIONS OF EMPLOYMENT
<b>X</b>	FAIR PRACTICES
<b>XI</b>	PERFORMANCE EVALUATION
<b>XII</b>	SENIORITY
<b>XIII</b>	SAFETY
<b>XIV</b>	TRAINING
<b>XV</b>	UNIFORMS & EQUIPMENT
<b>XVI</b>	VEHICLE ASSIGNMENT
<b>XVII</b>	LAYOFFS
<b>XVIII</b>	PERSONNEL RECORDS
<b>XIX</b>	TRAVEL ALLOWANCE
<b>XX</b>	LEAVE
<b>XXI</b>	GRIEVANCE & ARBITRATION
<b>XXII</b>	NO STRIKE
<b>XXIII</b>	INTERNAL INVESTIGATION
<b>XXIV</b>	DISCIPLINE
<b>XXV</b>	LOCAL RELATIONSHIPS
<b>XXVI</b>	COMPENSATION
<b>XXVII</b>	PROBATION
<b>XXVIII</b>	DUES DEDUCTION
<b>XXIX</b>	WORKDAY

<b>XXX</b>	COURT APPEARANCES
<b>XXXI</b>	DRUG TESTING
<b>XXXII</b>	EMPLOYEE ASSISTANCE PROGRAM
<b>XXXIII</b>	EFFECT OF AGREEMENT
<b>XXXIV</b>	ENTIRE AGREEMENT
<b>XXXVI</b>	DURATION OF AGREEMENT
<b>XXXVII</b>	PROMOTION
<b>APPENDIX I</b>	DUES DEDUCTION AUTHORIZATION FORM
<b>APPENDIX II</b>	OFFICIAL GRIEVANCE FORM
<b>APPENDIX III</b>	INSURANCE CONTRIBUTION CHART
	SIGNATURE PAGE

# Article I: Recognition

January 9, 2023

- A. The School District hereby recognizes the Florida State Lodge Fraternal Order of Police ("FOP") as the exclusive representative for the purpose of collective bargaining with respect to wages, hours and terms and conditions of employment for all employees in the bargaining unit.
- B. The bargaining unit for which this recognition is accorded is as defined in Certificate Number 2033 as granted by the Public Employees Relations Commission on June 20, 2022.
- C. The parties understand that the objective of the Clay County District School Police Department (CCDSPD) includes the protection of life and property and the maintenance of order. To this end, CCDSPD personnel are recognized as essential and are required to cooperate as necessary in times of declared emergencies. The parties further understand that the organization and objective of the unit are the responsibility of the Board and the Superintendent.
- D. It is understood and agreed that the President of the FOP Lodge 190, or his/her designee and the Florida State Lodge Fraternal Order of Police representative will be the official spokesperson(s) for said FOP in any matter between the FOP and the School Board.

2022 - 2025 Master Contract

1/9/23  
[Signature]

1-9-23  
KSW  
200285

1/9/23  
990 FOP  
1/9/23 [Signature] FOP

# Article II: Definitions

January 9, 2023

<u>ADMINISTRATOR</u>	An employee of the Board, not in the Union bargaining unit, who is assigned administrative or supervisory responsibilities and is so defined.
<u>BARGAINING UNIT</u>	The group of officers determined by the employer and FOP and approved by PERC to be appropriate for the purpose of collective bargaining.
<u>BOARD/EMPLOYER</u>	The School Board of Clay County, Florida, or its designee.
<u>COLLECTIVE BARGAINING</u>	The performance of the mutual obligations of the public employer and the bargaining agent of the employee organization to meet at reasonable times, to negotiate in good faith, and to execute a written contract with respect to agreements reached concerning the wages, hours, terms, and conditions of employment.
<u>CCDS</u>	Clay County District Schools
<u>CCDSPD</u>	Clay County District Schools Police Department.
<u>COST CENTER</u>	Each individual work site for which the Clay County School Board is responsible.
<u>DAY</u>	A duty day of an employee of the Board, unless otherwise indicated in the Agreement.
<u>FDOE</u>	Florida State Department of Education.
<u>EMERGENCY</u>	Any situation that is not routine or generally anticipated, as determined by the Superintendent of Schools.
<u>EMPLOYEE</u>	A member of the bargaining unit as defined in Certificate No. 2033 unless otherwise indicated. Throughout this document the use of the word employee refers to members of the bargaining unit referred to as officers.
<u>FISCAL YEAR</u>	July 1 of one year through June 30 of the following year.
<u>FOP</u>	Florida State Lodge Fraternal Order of Police
<u>FULL-TIME EMPLOYEE</u>	An employee who is regularly scheduled to work 40 or more hours per week.
<u>JOB ASSIGNMENT</u>	The school center or other location to which an employee is instructed to report to work by the administrative superior.
<u>JOB CLASSIFICATION</u>	A common grouping of job descriptions within a particular department.
<u>NORMAL PAY</u>	The employees' current hourly rate for his/her normal work year. Extra duty days, summer school, overtime time and supplements are not considered part of an employee's normal pay.
<u>PARTIES</u>	Includes both the School Board of Clay County, Florida, and Union (Florida State Lodge Fraternal Order of Police).
<u>PERC</u>	The Florida Public Employees Relations Commission.
<u>POLICE OPERATING PROCEDURES</u>	The administrative directives, memoranda, guidelines, and any other communication issued by the Board and/or Chief or his/her designee.
<u>REGULAR WORK WEEK</u>	The regular work week shall be Monday through Friday
<u>SCHOOL CALENDAR</u>	The School Calendar as adopted by the School Board of Clay County.
<u>SUPERINTENDENT</u>	The Superintendent of Schools or his/her designee, which, pursuant to this contract, is the Chief of Police.
<u>UNION</u>	Florida State Lodge Fraternal Order of Police (herein referred to as "Union" or "FOP")

1/9/23 GPO FOP

 1/9/23

<u>WORK YEAR</u>	<u>The work year for employees covered under this contract will be 12 months unless otherwise stated in this Agreement.</u>
<u>WORKING HOURS</u>	<u>Those specified hours when employees are expected to be present and performing assigned duties as designated by the administrative supervisor.</u>

2022 - 2025 Master Contract

1/9/23 *[Signature]* For

1/9/23 *[Signature]* For  
1/9/23

KN 2-23

2-22-23 T/A dm

2/22/23 FOP JSD  
2/22/23 RA

# Article III: Scope of Bargaining and Representation

February 22, 2023

## A. Scope

The subject of collective bargaining between the Board and the Union shall be wages, hours, terms and conditions of employment of the employees.

## B. Procedures

The Superintendent or his/her designees and the Union shall meet at reasonable times to negotiate in good faith and to execute a written contract with respect to agreements reached concerning the terms and conditions of the employee or the employees.

## C. Intent

It is the intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relationships between the parties hereto and to provide an orderly and peaceful means of resolving misunderstandings and disputes that may arise between the parties concerning wages, hours of employment and other conditions of employment.

## D. Agreement

1. Upon completion of collective bargaining between the Superintendent and his/her designee and the Union, the collective bargaining agreement shall become binding only after it has been ratified by the bargaining unit and approved by the Board at a regularly scheduled meeting.
2. This Agreement constitutes the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in written and signed amendment to this Agreement.
3. This Agreement shall supersede any rules, regulations, or practices of the Board which are contrary to or inconsistent with the terms of this Agreement.
4. When it is necessary for the FOP President and/or his/her designee(s) to engage in Union activities directly relating to duties of the FOP which cannot be performed other than during school hours, or are the result of an emergency situation, the said representative(s) shall notify the Chief of Police or his designee of the situation and request approval to attend. Emergency situations are those situations akin to officer-involved shootings or other critical incidents, where the officer is on duty and postponing representation would be detrimental to the officer involved. The representative shall not leave their assigned area until a replacement officer is on the property.

## E. Resolution of Impasse

### 1. Mediation

In the event that an impasse is reached by the parties during the course of negotiations, the parties agree to share the cost of the mediation processes equally between both parties, if both parties mutually agree to mediation.

### 2. Special Master: Use of a Special Master shall be in accordance with applicable law.

2022 - 2025 Master Contract

XWZ-22-23

mm 2/22/23 TA 2/22/23 FSP JSD

## Article IV: Miscellaneous Provisions

February 22, 2023

- A. All Clay County Police officers shall be fingerprinted and background checked through the Florida Department of Law Enforcement (FDLE) and the Federal Bureau of Investigation (FBI) every five (5) years. The renewal cost of the fingerprint processing of current officers will be paid by the Clay County School District.
- B. The Board may install cameras on Board property for purposes of security and student/employee safety. Any information obtained from such video cameras may be used by the Board for purposes of progressive disciplinary action in accordance with contract guidelines.
- C. Appointment letters will be given to employees upon hire to provide a historical record of date of employment, including officer acceptance of position.
- D. At any time during the first full calendar year (12 months) of employment, as defined in Article XXVII: Probation, employees may be recommended to the Board for termination from employment without just cause.
- E. After satisfactory completion of the Probationary Year, officers will be recommended to the School Board for continued appointment to the following school year unless there is just cause for termination, or in the event of a reduction in force, as set forth in Article XVII Layoffs.

2022 - 2025 Master Contract



# Article V: Savings Clause

January 9, 2023

- A. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid, unlawful, or not enforceable, by any court action or by reason of any existing or subsequently enacted legislation; or if the appropriate governmental body, having amendatory power to change a law, rule or regulation which is in conflict with a provision of this Agreement, fails to enact or adopt an enabling amendment to make the provision effective, in accordance with Section 447.309(3), Florida Statutes; then such provision shall not be applicable, performed or enforced, but the remaining parts or portions of this Agreement shall remain in full force and effect for the term of this Agreement.

2022 - 2025 Master Contract

BA 1/9/23

NW 1-9-23  
200285

1/9/23 990 FOP

1/9/23 del. J.R. FOP

## Article VI: Union Rights, Privileges and Obligations

February 22, 2023

### A. Employer Information

The Board agrees to furnish to the Union, in response to applicable requests, all available information in accordance with Florida Public Records Law and School Board procedure, policy and practice.

### B. Union Meetings and Activities

1. The Union's Negotiating committee shall be allowed to leave their assigned school campus and be in route to negotiation meetings with the District Negotiating Team once all students have vacated the property. At no time shall negotiation meetings be scheduled in a manner that would require the Officer/FOP Contract Negotiation team member to leave his/her assigned school while students are on campus.
2. The Union reserves the right to request to hold meetings at School Board facilities/work locations upon 24-hour notification (except in the cases of emergency) and approval by the principal/supervisor. Standard building facility use agreement will apply. Use fees will be assessed if the use causes additional District employee's time.

Use BA

### C. Inter-School Mail:

The Union shall have the right to use the inter-school mail facilities and school mailboxes, so long as such does not include boxes, books, or other bulky material, and is solely for the transmission of materials to the President's mailbox.

### D. E-mail and Computer Access

The Employer shall not provide access to the Board's electronic mail delivery system to the Union as a means of communications with the employees.

### E. Right to Representation

1. No disciplinary action may result from a meeting between an employee and his/her supervisor and/or other management official unless the employee is advised that such a meeting is for the purpose of discussing discipline or potential discipline, and the employee is allowed Union representation if s/he so desires. If a request for representation is made, it shall be honored.
2. The Union retains the right to represent all employees of the bargaining unit consistent with applicable statutes.

### F. Subcontracting

Work normally performed by bargaining unit members during their work day will not be subcontracted except in emergency situations.

### G. Committee Appointments

When the Board or Administration establishes district-wide committees relevant to the terms and conditions of FOP members recommendations shall be requested from the Union.

- H. Duly authorized representatives of the FOP shall be permitted to transact official FOP business with employees before and after the employees' working hours. Such visitation shall not interfere with or disrupt normal work or school/department operations.

I. The FOP representative or designee shall be given an opportunity after employee meetings called by the supervisor to make announcements relating to official business of the FOP, except during emergency briefings. The Chief of Police or designee shall notify FOP three (3) days in advance of in person meetings. FOP shall be permitted to provide FOP literature to be distributed to participants at the end of in person meetings.

2022 - 2025 Master Contract

# Article VII: Employee Rights

January 9, 2023

- A. Consistent with Florida Statutes, Chapter 447, each employee of the bargaining unit has the right, freely and without fear of penalty or reprisal, to form, join, and assist the Union or to refrain from any such activity, and each employee shall be protected in the exercise of this right.
- B. The Employer recognizes the right of a duly recognized Union representative to express the views of the Union provided they are identified as Union views.
- C. No employee shall have disciplinary action taken against him/her because of debt complaint, and the Employer shall not assist the creditor in collecting the debt, unless required by applicable State and/or Federal Statutes.
- D. Employee participation in charitable drives and activities is voluntary. Solicitations may be made, but no pressure shall be brought to bear to require such participation.
- E. All Police Department Rules and Policies shall be uniformly administered throughout the bargaining unit.
- F. Probationary Period
  - 1. All employees shall serve a one-year probationary period before becoming regular employees. During the probationary period, employees may be terminated with or without cause.
  - 2. Probationary employees who are recommended for termination will not have rights of appeal nor may they require any written explanation.
  - 3. Probationary employees shall have the right to file contractual grievances (not involving discipline).
- G. Student Transport

Employees shall not transport students except in accordance with School Board or Police Department Rules.
- H. Due Process
  - 1. The placement of written reprimands in the official Personnel File shall be in accordance with Florida Statutes, Chapter 1012.31. Any employee who is recommended for suspension or termination shall be afforded due process in accordance with State and Federal Statutes.
  - 2. If a suspension is deemed necessary because of threat of harm or for the employee's own safety or the safety of others, or for other just cause, s/he may be suspended with pay by the Superintendent or his/her designee until such time as the investigative process has been completed and a final decision has been rendered by the School Board.
- I. All employees who participate, at their own cost and on their own time, in the production of tapes, publications, or other produced educational material, shall retain residual rights to the material which cannot be copyrighted or sold by the School Board.

*kw 1-9-23  
200205*

*BOF 1/9/23  
D.R. 1/9/23 FOP*

*2022 - 2025 Master Contract  
49123 990 FOP*

KW 2-22-23

TA  
KW 2-22-23

2/22/23 FOP JSP  
2/22/23 BJA

## Article VIII: Management Rights

February 22, 2023

- A. This article pertains to all members of the Bargaining Unit as assigned within the Clay County District Schools Police Department.
- B. Nothing in this Agreement shall be construed so as to limit or impair the right of the School Board of Clay County, Florida, or designee, to exercise their sole and exclusive discretion on all of the following matters, providing such exercise is consistent with the express terms of this Agreement as this Agreement pertains to all members of the Bargaining Unit as described herein.
1. To manage the CCDSPD and exercise sole and exclusive control and discretion over the organization and operations thereof.
  2. To determine the purpose and functions of the CCDSPD and its constituent divisions and units.
  3. To perform those duties and exercise those responsibilities which are assigned to the School District by federal and state law.
  4. To determine and adopt such policies and programs, standards, rules and regulations as are deemed by the School District to be necessary for the operation/improvement of the CCDSPD, and to select, manage, direct and evaluate all management, administrative and other exempt personnel.
  5. To set methods, means of operations and standards of services to be offered by the CCDSPD and to contract such operations/services to the extent deemed necessary, practical and feasible by the School District at its sole discretion. This shall not include subcontracting in violation of State and Federal labor laws.
  6. To determine and re-determine job content, workload and workforce size.
  7. To decide the number, location, design and maintenance of the CCDSPD facilities, supplies and equipment not addressed in this agreement. To relocate, remodel or otherwise revise operations and facilities as may be deemed necessary by the School District.
  8. To determine the qualifications of all employees of the CCDSPD as set forth in Board approved job descriptions, copies which are available at oneclay.net. To examine, hire, assign, transfer and manage all employees of the CCDSPD.
  9. To select managerial personnel from the working forces strictly on the basis of management's determination of individual ability, based on performance evaluation, and other elements currently being utilized.
  10. To discharge, demote or suspend any employee of the CCDSPD and to take other disciplinary action against such employees, or to relieve such employees from duty, for just cause.
  11. To increase, reduce, change, modify or alter the size and composition of the workforce in accordance with applicable law.
  12. To establish, change or modify the number, types and grades of positions/employees assigned to the CCDSPD in accordance with applicable law.
  13. To determine the extent of operations of the CCDSPD. To determine when any part of the complete operation shall function or be halted; and to determine when, where and to what extent operations/services shall be increased or decreased in accordance with applicable law.

14. To establish, change or modify employee duties, tasks, responsibilities or requirements.
15. To make, issue, publish, enforce and modify policies, procedures, rules and regulations as the School District may from time to time deem best which are not addressed within this agreement and are not mandatory subjects of bargaining.
16. All other recognized management rights regarding the CCDSPD and the operations, functions and purposes thereof, which are not in or expressly limited by this Agreement are reserved exclusively to the School Board or designee.
- C. The School Board of Clay County, or designee, has the sole authority to determine and re-determine the purpose and mission of the CCDSPD.
- D. If it is determined that civil emergency conditions exist, including but not limited to riots, civil disorders, hurricane/tornado conditions, epidemics, public employee strikes or similar catastrophes, the provisions of this Agreement may be suspended by the School District during the time of such declared emergency, except monetary provisions.
- E. The selection and assignment of managerial personnel, lieutenants and above, are the sole responsibility of the Superintendent or his/her designee and shall not be subject to the grievance and arbitration procedures provided in this Agreement.
- F. The FOP recognizes that the School Board and the Police Department have certain obligations to comply with federal, state and local laws, ordinances, regulations, directives and guidelines which may be applicable to such matters as affirmative action, equal employment opportunity, etc., and shall cooperate in such compliance. Such matters shall not be subject to the grievance and arbitration procedures provided in this Agreement.
- G. Except as otherwise expressly provided in this Agreement, any written rule, regulation, policy or procedure affecting employees of the Bargaining Unit in effect prior to, as well as those issued after the effective date of this Agreement, shall remain and be in full force and effect unless changed, modified or deleted by the School Board. Final authority to change, modify or delete any rule, regulation or policy which is not addressed in this agreement or is a mandatory subject of bargaining rests with the School Board.
- H. It is expressly understood by and between the parties to this Agreement that the School Board shall not be deemed to have waived or modified any of the rights reserved to the School Board under this Article by not exercising said rights either in a particular matter or in a particular manner.
- I. Nothing in this Agreement shall limit the School Board in the exercise of its managerial functions. It is agreed that these enumerations of management prerogatives shall not be deemed to exclude other prerogatives of management not specifically enumerated.
- J. The exercise of the above enumerated managerial rights, except as otherwise provided herein, shall not preclude an aggrieved from filing a grievance, but such grievance can be filed only on the grounds that the action complained of by him is in violation of the express written terms of this Agreement.
- K. In the exercise of the above-enumerated rights, the School Board recognizes its obligation to bargain, if the law requires, prior to implementation. For permissive subjects of bargaining the School Board recognizes its obligation to bargain, upon demand, over the exercise of management rights or decisions that alter, modify or impact on hours, wages and terms and conditions of employment of employees.

2022 - 2025 Master Contract

# Article IX: Changes in Past Practices/Terms/Conditions of Employment

January 9, 2023

- A. The parties shall continue past practices, terms, and conditions of employment which are consistent actions and recognized as the standard, unless said practices, terms, and conditions of employment have been altered or changed within the confines of this Agreement.
- B. The appropriate administrator shall consult with the FOP Senior Representative prior to implementation of any change in terms and conditions of employment.

2022 - 2025 Master Contract

CS 1/9/23  
KW 1-9-23  
200285 FOP  
1/9/23 JRP FOP  
1/9/23 JRP FOP

# Article X: Fair Practices

January 9, 2023

- A. There shall be no discrimination against employees on the basis of race, color, religion, gender, ethnic or national origin, genetic information, age, disability, marital status or sexual orientation.
- B. Neither the Board nor the Union shall discriminate against employees because of membership in the Union.
- C. Employees covered by this Agreement shall have the protection of all the rights to which they are entitled by this contract. Additionally, employees shall have all of the protections afforded under the Florida Law Enforcement Officers' Bill of Rights (FS 112.531-112.535).
- D. Clay County School Board shall comply with State and Federal Statutes on nondiscrimination.

2022 - 2025 Master Contract

*207 1/9/23*  
*KW 1-9-23*  
*200285*  
*1/9/23 JAW FOP*  
*1/9/23 JAW R FOP*



# Article XI: Performance Evaluation

January 9, 2023

## A. Staff Evaluation Procedure

1. Each employee shall be routinely evaluated continuously by his/her direct CCDSPD supervisor to ensure they are meeting the minimum standards. Each employee shall be formally evaluated no less than annually.
2. All evaluations shall be in written form utilizing the format adopted by the CCDSPD.
3. The employee shall sign and date the written evaluation indicating that s/he has read the written evaluation and has had the opportunity of making a comment on the evaluation. An employee shall not be required to sign a blank or incomplete evaluation form. If additional space is needed for employee comments, an employee may include an attachment to the evaluation.

2022 - 2025 Master Contract

*DR 1/9/23*  
*KW 1-9-23*  
*200285*  
*1/9/23 DR FOP*  
*1/9/23 KW FOP*

2-22-23

AA JMM

2-22-23

2/22/23 F&P JJD  
2/22/23 JJD AA

## Article XII: Seniority

February 22, 2023

### A. Definition and Use

Seniority shall, for the purpose of this Article, be defined as time-in-rank from the employee's swear in date. Where seniority by time-in-rank is equal, total continuous service with the School Board shall be utilized to determine seniority order. If time in rank and total continuous service are equal, the tie-breaker will be the hire date. If the hire dates are identical, the tie-breaker will be the original application date. If the original application dates are identical, a coin toss will be used to break the tie.

Seniority will be a consideration in assignment of days off and shift assignment. Seniority will be a consideration in the assignment to special duty and promotion.

The employer agrees to provide an updated departmental seniority list to the union once a year, upon request. If no protest is made within 30 days of presentation, the list shall stand as correct, unless clerical errors are discovered.

In an effort to distribute the workload in a fair and equitable manner, seniority shall be considered when assigning officers during situations that require recall outside of normal school year and summer scheduled work hours and emergency situations.

### B. Loss of Seniority

Seniority shall be severed only by discharge for just cause (following exhaustion of the Grievance and Arbitration Procedure if applicable), voluntary termination, layoff for a period of one year from date of last employment and failure to respond to Notice of Recall.

2022 - 2025 Master Contract

KW 2/22/23

MM 7A 2-22-23 2/22/23 FDP JSD  
2/22/23 JFA

# Article XIII: Safety

February 22, 2023

- A. The parties acknowledge that law enforcement is, by its very nature, a hazardous occupation and employees understand that the nature of the work exposes them to health and safety risks. The School Board will make a reasonable effort to ensure that its vehicles, equipment, and work environment do not unnecessarily jeopardize employee health, safety, welfare, or place them at risk beyond that normally associated with law enforcement work.
  
- B. All safety equipment issued by the School Board which is supplied with a manufacturer's recommended replacement date will be replaced by the School Board on, or before, the recommended replacement date. Officers will be issued the needed equipment and supplies, as determined by the Superintendent or his/her designee, and will be equipped to handle all aspects of their assigned duties.
  
- C. To the extent possible and within the limitations imposed by the performance of defined job duties, employees will make a conscientious effort to operate vehicles and maintain equipment in a safe and efficient manner. Refusal or failure to follow safety rules and regulations may result in appropriate disciplinary action.

2022 - 2025 Master Contract

2-22-23 T/A hm

2/22/23 (JA) JA 2/22/23 FDP JJD ✓

M  
2-22-23

# Article XIV: Training

February 22, 2023

- A. The School District agrees to provide the proper required training to all bargaining unit members to ensure the retention of police certificates.
- B. Attendance at all mandatory Criminal Justice Standards and Training Commission (CJSTC) trainings, and trainings initiated by the Superintendent or his/her designee, are required unless excused by the Superintendent or designee.
- C. Training calendars will be provided by the start of the second semester for each school year. Training, except for emergency scheduling needs, will be scheduled for the first 40 hour work week after dismissal of students or the first 40 hour work week prior to the return of students from summer break.
- D. For the purposes of this Article, the designee shall be the Chief of Police.
- E. The School District requires its CCDSPD officers to engage in a physical abilities test ("PAT") after being hired and annually thereafter. Failure to pass the PAT may result in either remediation or Fitness for Duty medical exam paid for by the District, as determined by the Chief of Police or designee.

2022 - 2025 Master Contract

# Article XV: Uniforms and Equipment

January 9, 2023

- A. The District shall furnish uniform clothing to all bargaining unit members. The uniform shall be worn in the performance of their duties. The District also agrees to replace uniform clothing as reasonably required.
- B. Any part of the uniform clothing initially supplied by the School District, which is damaged or destroyed while an Officer is acting in the performance of his/her official duties, shall be replaced by the School District at no cost to the Officer, provided the same is not the result of his/her negligence. Any claim of loss must be supported with reasonable proof.
- C. The Union acknowledges that officers will be held to a high standard with respect to the wearing of uniforms that the District reserves the right to discipline for inappropriate appearance.

2022 - 2025 Master Contract

KW 1-9-23  
200255  
RJA 1/9/23  
1/9/23 qro FSP  
1/9/23 de D R For

Alm O R 3/9/23

3/9/23  
FOP JJD

MW03-09-23

RJA  
3/9/23

## Article 16: Vehicle Assignment

March 9, 2023

Clay County District Schools currently has a take-home car policy. It is the expectation that police officers will be trustworthy and accountable for proper usage of county owned vehicles.

### A. Proper usage is defined, but limited to the following:

1. Officers living in Clay County or any county which is tangential to Clay County are issued take-home police vehicles to be readily available to respond to all Clay County District school properties in emergencies at any given time thereby increasing the effectiveness of our officers.
2. Used to conduct threat assessments at a student's residence during and after school hours.
3. Used to safely transport a missing student to school and/or home, if needed, for school based investigations.
4. Used to safely transport Baker Acted students with a suspected mental illness in a secured environment to a receiving center within Alachua, Clay or Duval County.
5. Mutual aid with other agencies (example: searches for missing child/student; crimes in progress that lead off-campus; establish landing zones for Life Flight, etc).
6. Used in the transportation of students during investigations of crimes on or off school properties (IE: Duval Detention Center, Youth Crisis Center).
7. Used during school sporting events/school events with traffic control and crime prevention.
8. Traffic enforcement in school zones (speeding vehicles, etc).
9. Responding to crimes (burglaries, arson, etc.) after hours and/or when following up on investigations that lead to locations off-campus or in other counties.
10. School/property checks of schools during summer hours, holidays, and during school hours and after school hours to prevent burglaries, etc.
11. Show and tell with school students who show interest in law enforcement (LE) and foster positive interactions between law enforcement and students.
12. Used to show police presence at all Clay County District Schools and properties to prevent crimes.
13. Used when responding to traffic crashes that occur on campus and/or traffic crashes that occur off-campus when assisting other surrounding LE agencies.
14. Used to assist stranded motorists within the county when in transit to schools and/or other locations.
15. Used in the processing of crime scenes and delivery of evidence to the Evidence/Property Room in Green Cove Springs, FL. or to FDLE in Jacksonville.

16. Used for on-call officers/supervisors to respond to in-progress calls after hours.
17. Used to respond immediately in the event of a school active shooter incident.
18. Used in the reunification process, post active assailant incident.
19. Used to show police/security presence during Clay County District School Board meetings, and provide security.
20. The use of the police vehicles by our officers also creates the omnipresence of law enforcement throughout Clay County, which contributes to school safety.
21. Used by officers to attend training events required by Florida State Statute (IE: Lawtey Gun Range, St. Johns Rivers State College, etc) and retain the ability to respond to school emergencies.
22. Used to transport law enforcement training equipment to facilitate training of Law Enforcement officers.
23. Used by all supervisors and officers to travel between assigned schools for administrative responsibilities such as additional support, relief post threats.
24. In order to defray the operating expense incurred by Clay County District Schools as a result of out-of county residency vehicles, employees shall be assessed a user fee. The user fee shall be determined by the Chief Financial Officer based on operating costs as established by the Internal Revenue Service. - ~~include an opt out option for those who do not wish to drive the vehicle home.~~

BT  
Discuss  
(OK)

**B. General Regulations:**

1. CCDSPD vehicles shall be assigned by the Chief of Police or his/her designee. Assignment of departmental vehicles to individual officers through the Assigned Vehicle Program is a privilege and not a right.
2. Officers shall possess a valid Florida Driver's License prior to issuance of a vehicle. While operating CCDSPD vehicles, employees must have their Florida Driver' License on their person.
3. All CCDSPD personnel operating or occupying a police vehicle shall properly wear a safety belt/shoulder harness. The operator shall ensure that all passengers are properly restrained by the appropriate safety device.
4. All officers shall follow front seat airbag guidelines and should not transport children or small adults in the front seat.
5. CCDSPD vehicles shall not be modified or altered without the approval of the Chief of Police or his/her designee. Installed equipment shall not be tampered with.
6. Officers operating vehicles in routine situations shall conform to all laws regulating traffic. Officers shall set an example of good driving. While patrolling or stopping to handle a situation, special care must be exercised to prevent the unnecessary obstruction of traffic.
7. Officers will sound sirens, display emergency lights, hazardous warning lights, or utilize the P.A. system on vehicles only when responding to emergencies or when it is necessary in the proper

performance of police duty (e.g. responding to crimes in progress calls, working traffic crashes, assisting motorists, etc.).

8. Officers shall not leave CCDSPD vehicles unattended with the key fob within the vehicle. Officers shall not leave the vehicle's motor idling for extended periods of time (unless emergency equipment is in use or suspect/interviewee is in the vehicle). It is the responsibility of each officer to ensure the following methods for reducing fuel consumption are strictly adhered to:
  - a. Maintaining the proper air pressure in all the vehicles' tires;
  - b. Strictly observe posted speed limits with the exception as noted in CCDSPD policy;
  - c. The reduction of unnecessary idling of vehicles, and
  - d. The avoidance of over-acceleration on starting.
9. Weapons shall not be left in CCDSPD vehicles when the employee is off duty.
10. CCDSPD assigned vehicles may only be driven to and from the officer's home for scheduled work hours or over-time approved assignments.

**C. Vehicle Operation Regulations of the Program are as Follows:**

1. Officers operating CCDSPD vehicles shall carry approved firearms and be appropriately attired to effectively perform police functions while, at the same time, present a favorable public image for the department.
2. Only authorized officers are permitted to operate CCDSPD vehicles. Officers with assigned vehicles may only operate a different vehicle than the one assigned or a pool vehicle with the prior approval of a supervisor.
3. Officers in marked vehicles shall monitor the primary frequency of the CCDSPD headquarters and restrict all radio communications to necessary business only.
4. Officers traveling in CCDSPD vehicles shall advise dispatch when near an emergency call for police service and assist on-duty officers, if needed.
5. All officers shall use their unit call sign when calling headquarters. To facilitate clear communication of employee ID numbers by dispatchers, field units shall pronounce each digit of their call sign independently (e.g. "H-Q, 2-0-4, or H-Q 6-3-3").
6. CCDSPD vehicles will not be used to push inoperable vehicles clear of the roadway. If a situation exists where there is imminent and immediate danger to motorists, officers shall use their discretion to resolve the matter.
7. Off-duty officers parking their units at their homes shall not park the vehicles in the roadway or anywhere that would subject the vehicle to possible damage.

**D. District Maintenance**



1. Employees with assigned vehicles shall be fully responsible for the general maintenance and proper care of the vehicle. Vehicle maintenance and cleaning, whenever possible, shall be done during an officer's on-duty hours.
  2. Employees shall gas vehicles, check lubricants and fluid levels, and have any maintenance, regular vehicle service, and non-emergency repairs, completed during on-duty hours.
  3. If service or other repairs require an extended vehicle lay-up, employees will make other transportation arrangements. Tire repairs and new tires can be obtained at authorized contract vendors; however, when authorized contract vendors are closed, emergency flat tire repairs can be made to keep the vehicle operable, provided no spare tire is available.
  4. Employees shall be responsible for cleaning their assigned vehicle, both interior and exterior. A car wash may be obtained at no charge to the employee at authorized vendors.
  5. Damage of any type to vehicles caused by negligence of employees shall be cause for disciplinary action.
  6. Damage of any type to vehicles for which the employee is not at fault shall be reported immediately and handled by the Vehicle Coordinator.
  7. Willful negligence in the care or operation of vehicles or failure to follow rules and regulations shall be cause for removal of vehicle assignment privileges.
  8. If it becomes necessary for an assigned vehicle to be out-of-service for extended repairs, an employee shall use a pool vehicle (if available) for their tour of duty. Employees using pool vehicles shall be responsible for taking them to authorized vendors for emergency repairs and notifying the Vehicle Coordinator of any other needed repairs.
- E. All crashes and incidents with damage involving Clay County District Schools Police Department vehicles must be reported immediately.

2022 - 2025 Master Contract

KW 2-22-23

Mr. OK 3-9-23  
3-9-23 FDP JJD

2-22-23 TIA/mm

2/22/23  
BA-FA

## Article XVII: Layoffs

January 9, 2023

A. In the event of a reduction in force, the Chief will consider a number of relevant factors in determining recommendations to the Board for layoff, the public interest being of prime importance. Factors to be considered include:

1. Seniority.
2. Training/Certifications/Qualifications.
3. Employee's disciplinary record.

As between two (2) employees, if two (2) and three (3) above are relatively equal, then seniority shall prevail, and will be determined as set forth in Article XII.

B. Recall

Laid off employees shall remain on a recall list for 2 years. Employees shall be called back from lay off according to seniority. A laid off employee has (7) seven calendar days to accept an offer of recall or the employee's name will be removed from the recall list.

~~C. If the Board opts for closure of the CCDSP for reasons other than financial urgency and members face involuntary termination, they shall be presented with an opportunity for employment elsewhere with the school district, subject to meeting said job qualifications.~~

2022 - 2025 Master Contract

# Article XVIII: Personnel Records

January 9, 2023

- A. The School District agrees that all official personnel records shall be kept confidential to the extent provided by law. As it relates to Law Enforcement Officers, all personal information (including but not limited to the employees' address) shall be redacted and kept confidential from any public records request in accordance with Florida Law. There shall be two (2) official files: one personnel file located at Human Resources and one Internal Affairs file located at the Police Department.
- B. The School District agrees that a bargaining unit employee shall have the right to inspect his/her personnel record and that no record(s) shall be hidden from a member's inspection. A bargaining unit employee shall be entitled to one (1) copy of their personnel and Internal Affairs file per year at no cost to the employee.
- C. The School District agrees that a member shall have the right to include in his/her official personnel or Internal Affairs record a written and signed rebuttal to any material s/he considers to be detrimental within ten (10) working days of the member's receipt or discovery of the refuted material.

2022 - 2025 Master Contract

*POB 1/9/23*  
*KW 1-9-23*  
*200285*  
*1/9/23 9990 FOP*  
*1/9/23 120 R FOP*

# Article XIX: Travel Allowance

January 9, 2023

- A. The employee shall receive a mileage reimbursement in accordance with applicable State and Federal Statutes or School District Policy in the event that an officer uses his/her personal vehicle for authorized CCDSPD business. This includes travel for authorized training as well as required travel during the workday. In the event the School District sets any higher rate of reimbursement for any School District employee, then the School Police Officers shall receive the same higher rate of reimbursement.
- B. Any Officer required to travel out-of-county as authorized by the Chief of Police, who is eligible to receive a per diem travel stipend shall be paid that per diem stipend in accordance with School Board Policy.

2022 - 2025 Master Contract

Bo 1/9/23  
KW 1-9-23  
200285  
1/9/23 990 FIP  
1/9/23 1/9/23 FIP

3/9/23  
FOP JSD  
3/9/23

3-9-23  
T/A  
TAB 3/9/23

## Article 20: Leave

February 22, 2023

- A. Bargaining unit employees shall receive the same paid leave benefit afforded to District employees as outlined in School Board Policy, Chapter II, 2.15.
- B. Bargaining unit employees shall receive the same unpaid leave benefits afforded to District employees as outlined in School Board Policy, Chapter II, 2.15.
- C. The procedure for sick leave callout for bargaining unit members shall consist of a phone call to the on-call supervisor, as posted in the On-Call Schedule, at least two (2) hours prior to the start of the shift, so long as the employee's illness permits. In cases where the employee's illness impacts their ability to call in, the employee shall designate a person to follow these procedures. Employees shall not be required to state the reason or nature of illness or sick leave. Sick leave must be substantiated by a physician's statement, if it is requested by the Superintendent or his/her designee. In cases where the on-call supervisor does not answer the phone, the employee shall contact a lieutenant. Employees shall contact both the work cell phone and the personal cell phone for the on-call supervisor or lieutenants. Last contact, if needed, shall be dispatch.

2022 - 2025 Master Contract

KW 2-22-23 2/22/23 R & P JJD 2-22-23 TA hm MDR-2-22-23 JH BS 2/22/23

# Article XXI: Grievance and Arbitration

February 22, 2023

## A. Definitions

1. Officer - The term "officer" as used in this Article shall mean officer, group of officers, employee, or group of employees recognized in the bargaining unit as defined in Article I.
2. Work Days - As defined in Article II.
3. Grievance
  - a. Any claim by an officer or group of officers that there has been a violation, misinterpretation, or misapplication of the Agreement to which aggrieved officer(s) is a party, may be processed as a grievance as hereinafter provided.
  - b. Board regulations, rules, or orders not meeting the above criteria will not be grievable.
4. Superintendent - The "Superintendent" as used in the Agreement shall mean "superintendent or the Assistant Superintendent for Human Resources."

B. Whenever an officer, class as herein defined, or the Union determine that there is a grievance, the immediate supervisor having authority to correct the alleged violation shall be conferred with on an informal basis no later than ten (10) working days from the occurrence of the event or events giving rise to the grievance in an effort to arrive at a mutually satisfactory solution to the grievance. In the case of an aggrieved officer whose employment has been terminated through resignation, dismissal or non-renewal, such informal conference must take place within the time period specified herein but no later than five (5) work days from the date of termination. When a solution is not mutually determined, the more formal procedure may be initiated in order to resolve the grievance. Grievances shall be conducted in private to the extent permitted by law. The aggrieved officer shall have the right to request the presence of the Union representative at any step properly initiated in the process by the aggrieved. Nothing in this agreement shall be construed to prevent any officer from presenting at any properly initiated step his/her grievances in person or by legal counsel.

C. If the particular grievance is a "class" grievance affecting officers in more than one site, the grievance shall be processed directly to Level II and shall be subject to the same time limitations and other requirements as set forth for the institution of grievances at Level I. Such grievance must be presented no longer than ten (10) work days following the informal hearing.

## D. Written grievances as required herein shall contain the following:

1. Shall be signed by the grievant or grievants;
2. Shall be specific and related to the alleged violation;
3. Shall contain a synopsis of the facts giving rise to the alleged violation;
4. Shall cite the section or subsections alleged to have been violated;
5. Shall contain the date of the alleged violation;
6. Shall specify the relief requested;
7. Any written grievance not in accordance with the above requirements may not be acted upon until submitted in proper form.

- E. All documents, communications and records dealing with the processing of a grievance will be considered confidential to the extent permitted by law, and will be filed separately from the personnel files of the aggrieved officer.

### Level I

The officer shall submit in writing to the Chief of Police or immediate supervisor a copy of the grievance presented on the form set forth in Appendix II. Such grievance must be presented within a reasonable time, but in no event longer than ten (10) work days following the informal hearing. The Chief of Police or immediate supervisor shall have five (5) work days upon receipt of the grievance to meet with the officer in an effort to resolve the grievance. The Chief of Police or immediate supervisor shall indicate his/her disposition of the grievance in writing within three (3) work days after said meeting, and shall furnish copies thereof to the officer, to the Union and Superintendent or the Assistant Superintendent of Human Resources.

### Level II

If the grievance is not resolved at Level I, the aggrieved officer may file an appeal to the Superintendent or the Assistant Superintendent of Human Resources within ten (10) work days after he/she has received the disposition of Level I. The written appeal shall be attached to the grievance form. After receipt of appeal, the Superintendent or the Assistant Superintendent of Human Resources shall meet and confer with the aggrieved officer with a view to arriving at a mutually satisfactory resolution of the grievance. At the conference(s), the officer, his/her representative, and the representative of the Union, if different from the officer's representative, must be present. Absence of the Union representative will not prevent the conference(s) from being held if the Union has been given forty-eight hours prior notice. Notice of the conference shall be given also to the Chief of Police or immediate supervisor who rendered the decision at Level I. The Chief of Police or immediate supervisor may be present at the conference(s) to state his/her views. Within fifteen (15) work days after receipt of appeal, the following shall occur:

1. A conference shall be scheduled and held.
2. The Superintendent or the Assistant Superintendent of Human Resources shall communicate his/her decision in writing together with the supporting reasons to the aggrieved officer and the Union. The Chief of Police or immediate supervisor who rendered the decision at Level I shall also receive a copy of the decision at the same time. Nothing herein shall prevent the grievant from petitioning the School Board for a hearing at a special session or for the Board to initiate a hearing on the grievance.

### Level III

If the Union is not satisfied with the disposition of the grievance by the Superintendent or the Assistant Superintendent of Human Resources, or if no disposition has been made by the Superintendent or the Assistant Superintendent of Human Resources within the period provided, the Union may file within ten (10) work days, a written notice with the Superintendent or the Assistant Superintendent of Human Resources that arbitration before an impartial arbitrator is being requested. A request by the Union shall be filed with the American Arbitration Association or Federal Mediation and Conciliation Service within five (5) work days after this notice has been filed with the Superintendent. The rules of the AAA or FMCS will govern the arbitration proceedings. The Board and the Union shall not be permitted to assert, in such arbitration proceedings, any ground or any evidence not previously disclosed to the other party unless mutually agreed upon. Both parties agree that the award of the arbitrator shall be final and binding.

## F. General Provisions

1. Any grievance which arose prior to the effective date of this Agreement shall not be processed through these procedures.
2. The affected supervisor shall be warned when a discussion with an officer is being considered by the employee to be the informal step of this process.
3. A grievance may be withdrawn at any level, but that same grievance may not be filed a second time.
4. The filing of a grievance shall in no way interfere with the right of the Board to proceed to carry out its management responsibilities, subject to the final decision of the grievance.
5. Costs for the arbitrator and hearing will be borne by the losing party. Transcripts will be paid for by the requesting party. Each party shall absorb the costs of its own witnesses.
6. The time limits provided in this Article shall be strictly observed, but may be extended by written agreement of the parties. In the event a grievance is filed after June 1 of any year, and strict adherence to the time limits may result in hardship to any party, the administration shall use its best efforts to process such grievance prior to the end of the fiscal year or as soon thereafter as possible. Whenever illness or other incapacity of any necessary party prevents his/her presence at a grievance meeting, the time limits shall be extended to such time that the party can be present.
7. Any officer involved in any manner in any grievance procedures shall not be subjected to any prejudicial treatment because of such participation.
8. It is the mutual intent of the Board and the Union to resolve all grievances at the earliest possible level of the grievance procedure.
9. Arbitration proceedings are to be conducted outside regular working hours unless the Board consents in writing to the contrary. When grievance meetings and arbitration proceedings are held during school hours, all employees whose presence is required shall be excused, with pay, from their normal duties.
10. Arbitration - Withdrawal of Request and Limitations of Authority
  - a. Any party who has filed for arbitration proceedings but who subsequently withdraws such request shall pay all fees assessed by the arbitration agency and/or arbitrator. However, if the respondent and charging party mutually agree in writing to a modification in a Level II determination prior to the arbitration hearing and such modification results in an immediate request by the charging party for withdrawal of arbitration, then the fees assessed by the arbitration agency and/or the arbitrator shall be equally shared between the parties.
  - b. The arbitrator shall not have the power or authority to make any decision contrary to law or beyond his/her jurisdiction. The arbitrator shall limit his/her decision to the terms of this Agreement; and shall not add to, subtract from, modify, or alter the terms of this Agreement or School Board Policy.
11. Any grievance initiated through the procedure outlined herein may not be filed a second time.

2022 - 2025 Master Contract



# Article XXII: No Strike

January 9, 2023

A. The FOP and the School District agree that Sections 447.505 and 447.507, Florida Statutes, shall govern their relations regarding the prohibition of strikes.

2022 - 2025 Master Contract

1-9-23  
KW 200285

1/9/23  
FOP

1/9/23  
FOP

1/9/23  
del DR FOP

# Article XXIII: Internal Investigation

January 9, 2023

- A. All internal investigations, interviews and questioning of employees shall be conducted in conformance with the Florida Law Enforcement Officers' Bill of Rights, Florida Statutes 112.531 – 112.535, and in accordance with General Order #9.06.

112.532 Law enforcement officers' and correctional officers' rights.—All law enforcement officers and correctional officers employed by or appointed to a law enforcement agency or a correctional agency shall have the following rights and privileges:

(1) RIGHTS OF LAW ENFORCEMENT OFFICERS AND CORRECTIONAL OFFICERS WHILE UNDER INVESTIGATION.—Whenever a law enforcement officer or correctional officer is under investigation and subject to interrogation by members of his or her agency for any reason that could lead to disciplinary action, suspension, demotion, or dismissal, the interrogation must be conducted under the following conditions:

(a) The interrogation shall be conducted at a reasonable hour, preferably at a time when the law enforcement officer or correctional officer is on duty, unless the seriousness of the investigation is of such a degree that immediate action is required.

(b) The interrogation shall take place either at the office of the command of the investigating officer or at the office of the local precinct, police unit, or correctional unit in which the incident allegedly occurred, as designated by the investigating officer or agency.

(c) The law enforcement officer or correctional officer under investigation shall be informed of the rank, name, and command of the officer in charge of the investigation, the interrogating officer, and all persons present during the interrogation. All questions directed to the officer under interrogation shall be asked by or through one interrogator during any one investigative interrogation, unless specifically waived by the officer under investigation.

(d) The law enforcement officer or correctional officer under investigation must be informed of the nature of the investigation before any interrogation begins, and he or she must be informed of the names of all complainants. All identifiable witnesses shall be interviewed, whenever possible, prior to the beginning of the investigative interview of the accused officer. The complaint, all witness statements, including all other existing subject officer statements, and all other existing evidence, including, but not limited to, incident reports, GPS locator information, and audio or video recordings relating to the incident under investigation, must be provided to each officer who is the subject of the complaint before the beginning of any investigative interview of that officer. An officer, after being informed of the right to review witness statements, may voluntarily waive the provisions of this paragraph and provide a voluntary statement at any time.

(e) Interrogating sessions shall be for reasonable periods and shall be timed to allow for such personal necessities and rest periods as are reasonably necessary.

(f) The law enforcement officer or correctional officer under interrogation may not be subjected to offensive language or be threatened with transfer, dismissal, or disciplinary action. A promise or reward may not be made as an inducement to answer any questions.

(g) The formal interrogation of a law enforcement officer or correctional officer, including all recess periods, must be recorded on audio tape, or otherwise preserved in such a manner as to allow a transcript to be prepared, and there shall be no unrecorded questions or statements. Upon the request of the interrogated officer, a copy of any recording of the interrogation session must be made available to the interrogated officer no later than 72 hours, excluding holidays and weekends, following said interrogation.

(h) If the law enforcement officer or correctional officer under interrogation is under arrest, or is likely to be placed under arrest as a result of the interrogation, he or she shall be completely informed of all his or her rights before commencing the interrogation.

(i) At the request of any law enforcement officer or correctional officer under investigation, he or she has the right to be represented by counsel or any other representative of his or her choice, who shall be present at all times during the interrogation whenever the interrogation relates to the officer's continued fitness for law enforcement or correctional service.

(j) Notwithstanding the rights and privileges provided by this part, this part does not limit the right of an agency to discipline or to pursue criminal charges against an officer.

(2) COMPLAINT REVIEW BOARDS.—A complaint review board shall be composed of three members: One member selected by the chief administrator of the agency or unit; one member selected by the aggrieved officer; and a third member to be selected by the other two members. Agencies or units having more than 100 law enforcement officers or correctional officers shall utilize a five-member board, with two members being selected

by the administrator, two members being selected by the aggrieved officer, and the fifth member being selected by the other four members. The board members shall be law enforcement officers or correctional officers selected from any state, county, or municipal agency within the county. There shall be a board for law enforcement officers and a board for correctional officers whose members shall be from the same discipline as the aggrieved officer. The provisions of this subsection shall not apply to sheriffs or deputy sheriffs.

(3) CIVIL SUITS BROUGHT BY LAW ENFORCEMENT OFFICERS OR CORRECTIONAL OFFICERS.—Every law enforcement officer or correctional officer shall have the right to bring civil suit against any person, group of persons, or organization or corporation, or the head of such organization or corporation, for damages, either pecuniary or otherwise, suffered during the performance of the officer's official duties, for abridgment of the officer's civil rights arising out of the officer's performance of official duties, or for filing a complaint against the officer which the person knew was false when it was filed. This section does not establish a separate civil action against the officer's employing law enforcement agency for the investigation and processing of a complaint filed under this part.

(4) NOTICE OF DISCIPLINARY ACTION; COPY OF AND OPPORTUNITY TO ADDRESS CONTENTS OF INVESTIGATIVE FILE; CONFIDENTIALITY.—

(a) A dismissal, demotion, transfer, reassignment, or other personnel action that might result in loss of pay or benefits or that might otherwise be considered a punitive measure may not be taken against any law enforcement officer or correctional officer unless the law enforcement officer or correctional officer is notified of the action and the reason or reasons for the action before the effective date of the action.

(b) Notwithstanding s. 112.533(2), whenever a law enforcement officer or correctional officer is subject to disciplinary action consisting of suspension with loss of pay, demotion, or dismissal, the officer or the officer's representative shall, upon request, be provided with a complete copy of the investigative file, including the final investigative report and all evidence, and with the opportunity to address the findings in the report with the employing law enforcement agency before imposing disciplinary action consisting of suspension with loss of pay, demotion, or dismissal. The contents of the complaint and investigation shall remain confidential until such time as the employing law enforcement agency makes a final determination whether or not to issue a notice of disciplinary action consisting of suspension with loss of pay, demotion, or dismissal. This paragraph does not provide law enforcement officers with a property interest or expectancy of continued employment, employment, or appointment as a law enforcement officer.

(5) RETALIATION FOR EXERCISING RIGHTS.—No law enforcement officer or correctional officer shall be discharged; disciplined; demoted; denied promotion, transfer, or reassignment; or otherwise discriminated against in regard to his or her employment or appointment, or be threatened with any such treatment, by reason of his or her exercise of the rights granted by this part.

(6) LIMITATIONS PERIOD FOR DISCIPLINARY ACTIONS.—

(a) Except as provided in this subsection, disciplinary action, suspension, demotion, or dismissal may not be undertaken by an agency against a law enforcement officer or correctional officer for any act, omission, or other allegation or complaint of misconduct, regardless of the origin of the allegation or complaint, if the investigation of the allegation or complaint is not completed within 180 days after the date the agency receives notice of the allegation or complaint by a person authorized by the agency to initiate an investigation of the misconduct. If the agency determines that disciplinary action is appropriate, it shall complete its investigation and give notice in writing to the law enforcement officer or correctional officer of its intent to proceed with disciplinary action, along with a proposal of the specific action sought, including length of suspension, if applicable. Notice to the officer must be provided within 180 days after the date the agency received notice of the alleged misconduct, regardless of the origin of the allegation or complaint, except as follows:

1. The running of the limitations period may be tolled for a period specified in a written waiver of the limitation by the law enforcement officer or correctional officer.
  2. The running of the limitations period is tolled during the time that any criminal investigation or prosecution is pending in connection with the act, omission, or other allegation of misconduct.
  3. If the investigation involves an officer who is incapacitated or otherwise unavailable, the running of the limitations period is tolled during the period of incapacitation or unavailability.
  4. In a multijurisdictional investigation, the limitations period may be extended for a period of time reasonably necessary to facilitate the coordination of the agencies involved.
  5. The running of the limitations period may be tolled for emergencies or natural disasters during the time period wherein the Governor has declared a state of emergency within the jurisdictional boundaries of the concerned agency.
  6. The running of the limitations period is tolled during the time that the officer's compliance hearing proceeding is continuing beginning with the filing of the notice of violation and a request for a hearing and ending with the written determination of the compliance review panel or upon the violation being remedied by the agency.
- (b) An investigation against a law enforcement officer or correctional officer may be reopened, notwithstanding the limitations period for commencing disciplinary action, demotion, or dismissal, if:

1. Significant new evidence has been discovered that is likely to affect the outcome of the investigation.
2. The evidence could not have reasonably been discovered in the normal course of investigation or the evidence resulted from the predisciplinary response of the officer.

Any disciplinary action resulting from an investigation that is reopened pursuant to this paragraph must be completed within 90 days after the date the investigation is reopened.

History.—s. 2, ch. 74-274; s. 2, ch. 82-156; s. 2, ch. 93-19; s. 721, ch. 95-147; s. 1, ch. 98-249; s. 1, ch. 2000-184; s. 1, ch. 2003-149; s. 3, ch. 2005-100; s. 1, ch. 2007-110; s. 1, ch. 2009-200; s. 3, ch. 2020-104.

2022 - 2025 Master Contract

1/9/23 H. DR. FOP

1/9/23 FOP

1/9/23

KW 1-9-23  
200285

# Article XXIV: Discipline

January 9, 2023

## A. Scope of Article

1. This article covers actions involving written reprimands, suspensions, demotions, dismissals, or reductions in grade or pay with prejudice.
2. Disciplinary action may not be taken against an officer except for just cause.
3. All facts pertaining to a disciplinary action shall be developed as promptly as possible. Actions under this Article shall be promptly initiated after all the facts have been made known to the official responsible for taking the actions.

B. Disciplinary action shall be governed by the officer bill of rights (Florida Statutes 112.531 - 112.535) and CCDSPD General Orders.

C. An officer against whom disciplinary action is to be taken may appeal said action through the grievance procedure.

D. An officer against whom action is to be taken under this Article shall have the right to review all of the information relied upon to support the proposed action and shall be given a copy upon request.

E. The Chief of Police may involuntarily reassign to other schools, and may require retraining. Remedial training shall not be considered disciplinary action and shall not be used as a substitute thereof.

F. Previous charges or actions that have been brought forth by the administration may be cited against the officer. All previous charges or actions must have been shared with the officer.

## G. Progressive Discipline

1. The discipline, including but not limited to dismissal, demotion, and suspension of any officer shall be for just cause.
2. Where just cause warrants such action(s), an officer may be recommended, by the Chief of Police, for demotion, suspension or dismissal to the Superintendent or his/her designee, then to the School Board. Except in cases that constitute an immediate danger to the district or other flagrant violation, progressive discipline shall be administered as follows:
  - a. Formal counseling.
  - b. Written reprimand filed in personnel and site files.
  - c. Suspension with or without pay.
  - d. Dismissal.

H. The parties agree that Clay County District Schools Police Department General Orders apply in terms of the duration of time for which a discipline can be considered.

I. During the pendency of an investigation into an allegation of wrong-doing on the part of an employee, the employee may be placed on suspension with pay if reasonably required by the circumstances.

J. An employee who fails to return to duty for each of the first three work days of a new school year and who fails to notify his/her cost center head of his/her intentions will be considered to have abandoned his/her job and may be terminated.

1/9/23 John D R FOP

BOB 1/9/23

1/9/23 999 FOP

2022 - 2025 Master Contract

2022-2024 CCDS FOP Master Contract 34

Kw 1-9-23  
200285

# Article XXV: Local Relationships

January 9, 2023

- A. Upon request of either party at the local level, representatives of the Union and the Employer shall meet at a mutually agreeable time and discuss, exchange views, and attempt to arrive at a joint resolution of problems regarding personnel policies and practices and other matters affecting working conditions of a purely local nature which are not covered by this Agreement. However, no changes to personnel policies and procedures, which are mandatory subjects of bargaining, shall be unilaterally implemented unless negotiated accordingly

2022 - 2025 Master Contract

*Handwritten notes:*  
KW 1-9-23  
200285  
1/9/23 990 FOP  
1/9/23 rd. R Fol

3/9/23  
F&P JJD  
DOR 3/9/23



T/A [Signature] 3/9/23  
T/A [Signature] 3-9-23  
KW3-09-23

The Clay County School Board bargaining team for Clay County District School Police Department (CCDSPD) has been authorized by the School Board to present the following compensation proposal. This proposal will benefit the officers of CCDSPD and will enable the Chief and administrative team to select and retain better qualified candidates for open positions, which will help ensure the safety of our students and employees. This proposal is the highest salary increase for any District employee for the 2022-2023 school year and is an increase over the Board's original proposal. This is a one year contract for the 2022-2023 school year and is retroactive to the start of the officer's contract for the 2022-2023 school year.

- All officers will receive a 3.5% salary increase. This will increase the current starting salary of \$41,560.00 to \$43,015.00, a \$1,455.00 starting salary increase. This starting salary increase of \$1,455.00 equates to \$0.70 per hour with the largest salary increase being \$2,400.00 (\$1.15 per hour), calculated on current base salaries. **The approximate cost of a 3.5% salary increase is \$103,511.00.** This includes 36.91% benefit cost, approximately 28% of this being retirement contributions.
- CCDSPD officers, employed at the time of ratification by both the School Board and the Florida State Lodge Fraternal Order of Police, will receive a one-time workforce stabilization bonus of \$1,500.00. **The approximate cost of this one-time bonus is \$71,049.00.** The bonus will be paid through American Rescue Plan funds.

# Article XXVII: Probation

January 9, 2023

- A. Employees who are new in the system shall be considered probationary for the first (1st) twelve (12) months from date of employment. During such probationary period, the employee may be terminated without just cause. A probationary employee may not grieve a disciplinary action.

2022 - 2025 Master Contract

BA 1/9/23  
KWI-9-23  
200285  
1/9/23 HJR For  
1/9/23 JRD For



# Article XXVIII: Dues Deduction

January 9, 2023

- A. Upon receipt of a lawfully executed written authorization form from an officer, the School District agrees to deduct the current regular association dues once each month and remit such deductions to the duly designated treasurer of the FOP within fifteen (15) working days from the date of deduction. The FOP will notify the School District, in writing, thirty (30) days prior to any change in the regular FOP dues structure. The employer is expressly prohibited from any involvement in the collection of fines, penalties or special assessments and shall not honor any request of this nature other than for association dues.
- B. Any officer may, at any time, revoke his dues deduction and shall submit such revocation form to the School District's payroll division with a copy to the association.
- C. The FOP agrees to provide necessary Dues Deduction Authorization forms and Notice to Stop Dues Deduction forms for its members.
- D. The FOP agrees to indemnify and hold the School District harmless against any and all claims, suits, orders and judgments brought and issued against the School District as a result of any action taken or not taken by the School District on account of payroll deduction of FOP dues.
- E. The School District will provide such payroll deduction services at an annual cost of one dollar per member, which amount shall be added to the first deduction.

2022 - 2025 Master Contract

BA 1/9/23  
KW 1-9-23  
200285  
1/9/23 JRN FOP  
1/9/23 JRN FOP

Dr OR 3/9/23 3-9-23  
KIA 3-9-23

FBP JJD

BA TA  
3/9/23

T/A dm 3-9-23

## Article 29: Workday

March 9, 2023

- A. Work Week: The regular work week shall be Monday through Friday, unless otherwise indicated in this Agreement.
- B. Work Day: The normal work day and work week for the purpose of pay for bargaining unit employees will be 8 hours per day and 40 hours per work week, during the student calendar year. Summer work hours will follow the District work hours and will be 10 hours per day for a 4 day work week, flexible as needed to cover the needs of the agency and will equate to a 40 hour work week.
- C. Lunch: A bargaining unit employee may be required to work during his/her lunch period due to the safety-sensitive nature of his/her position as an officer; accordingly, officers shall have no loss of pay for their lunch periods, which shall be paid.
- D. Flextime is an arrangement that allows the Chief of Police or his/her designee to alter the starting and/or ending time of an officer's workday. Flextime may only be used to ensure an officer does not exceed the defined number of hours in the 14 calendar day work schedule. Flextime may only be applied to a continuation of a work day due to duties in the course of a normal day during a given pay period. Flextime does not apply to Overtime activities, as defined in Article 29 (E). If coverage is not available to be in compliance with Florida Statute 1006.12, then the officer will be provided overtime pay for time beyond the workday hours in a pay period.
- E. Overtime: An officer's normal work week/work day as set forth in Article 29 (B) is 40 hours/8 hours, thereby making a 14 calendar day work schedule being 80 hours. For purposes of this Article, overtime shall occur beginning with the 81st hour of actual hours worked in a 14 day calendar day work schedule.
1. Overtime approved by the Chief of Police or his/her designee to ensure compliance with Florida Statute 1006.12, shall be handled by either comp time or salary payment at a rate of one and one-half the officer's regular hourly rate (time and a half) for the approved overtime hours, the choice of which shall be determined as follows:
    - a. The affected officer may choose either comp time or salary payment for approved overtime.
    - b. Return to duty after hours (i.e. callback) either due to extra curricular activities, emergency recall or recall to duty for any other reason shall be paid overtime hours. Comp time may be substituted for pay pursuant to choice of the officer.
  2. All officers shall be required to work overtime, as needed, to cover District events and facility use agreements and in emergency situations.
  3. Opportunities for overtime shall be offered to officers on a voluntary basis. In the event that there are insufficient volunteers to fill the need, the duty shall be assigned to officers based on seniority.
  4. The School District agrees before it contracts with any outside law enforcement agency or officer for extracurricular school functions, the officer(s) who is/are assigned to work at the affected high schools, middle schools, and elementary schools in the school district shall have the first right of refusal to work an extracurricular school function taking place at his/her assigned school. If the officer(s) from the assigned school declines the work assignment, the work assignment will be offered to other officers as described above in D(3). Only thereafter, may the school district contract with an outside law enforcement agency or officer for extracurricular school functions.

F. Emergency Situations:

The Superintendent may also designate certain employee groups as “operationally essential” and require those so designated to work during the incident. In cases where operationally essential employees work on a normally scheduled duty day, they will receive their normal hourly rate of pay. If work occurs on a non-duty day or beyond their regular scheduled duty, they will receive the appropriate rate of pay including any applicable overtime pay.

2022 - 2025 Master Contract


# Article XXX: Court Appearances

January 9, 2023

## A. Court Appearances

If a Unit employee is called in to appear as a witness in a job-related court case, not during the employee's regularly assigned work hours, the employee shall be credited for actual time worked, or a minimum of two (2) hours, whichever is greater.

2022 - 2025 Master Contract


 1/9/23  
KW 1-9-23  
200285  
1/9/23 880 FOP  
1/9/23 HR DR FOP

# Article XXXI: Drug Testing

January 9, 2023

- A. The School Board and Union agree to drug testing of bargaining unit officers that complies with the standards outlined in School Board Policy, in effect at ratification of this agreement.
- B. All special risk officers certified under Chapter 943, Florida Statutes, are subject to random drug testing. Random testing shall be once per month. No more than 5% of the eligible officers shall be selected.

2022 - 2025 Master Contract

 1/9/23  
KW 1-9-23  
200285  
1/9/23 LHR FOR  
1/9/23 FOR

# Article XXXII: Employee Assistance Program

January 9, 2023

- A. The School Board shall offer the Employee Assistance Program (EAP) offered to all other represented employees of the district, which shall guarantee the anonymity of the employee. Information may be found in the Employee Handbook and the yearly Employee Benefits Guide.
- B. This program shall include, but not be limited to, counseling for the following:
1. Drug Abuse
  2. Alcohol Abuse
  3. Family Counseling
  4. Financial Counseling
  5. Psychological Difficulties
  6. Smoking/Nicotine Products
- C. An Employee who seeks assistance through EAP shall not be retaliated against in regard to his/her employment.

2022 - 2025 Master Contract

Bo 1/9/23

KW 1-9-23  
200285

1/9/23 JAD FDP

1/9/23 JOR Fot

KW 2-22-23

2-22-23  
FOP JJD

RA  
2/22/23 FA

## Article XXXIII: Effect of Agreement

February 22, 2023

- A. Any provision of this Agreement shall be determined a valid exception to and shall supersede any existing Clay County School Board rules, regulations, or practices which are contrary to or inconsistent with the terms of this Agreement.
- B. The terms and conditions of this Agreement will remain in full force and effect until such time as a successor Agreement is ratified by the parties.
- C. The parties reserve the right to enter into Memoranda of Understanding for the purposes of clarifying and/or interpreting any contract language contained herein, to resolve grievances, or to establish any other term or condition of employment not expressly covered by this Agreement. Any Memorandum of Understanding entered into by the parties during the term of this Agreement clarifying and/or interpreting contract language or resolving a grievance will continue in full force and effect unless altered in a subsequent collective bargaining agreement, or unless a sunset date is agreed to as part of the original Memorandum of Understanding. Conversely, any Memorandum of Understanding establishing any term or condition of employment not covered by this Agreement will be considered null and void at the end of the contract unless expressly extended by the parties. Such Memoranda of Understanding for these purposes will not require ratification by the parties unless those terms are incorporated into a subsequent Agreement.

JJD

hm TA 2-22-23

2022 - 2025 Master Contract

2-22-23

2-22-23 hmta

2/22/23 RSP JJO  
2/22/23 BTT

## Article XXXIV: Entire Agreement

February 22, 2023

- A. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understanding and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.
- B. Therefore, the School District and the Union, for the life of this Agreement, and unless otherwise specified, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered by this Agreement and with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge and contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This Agreement contains the entire Agreement of the parties on all matters relative to wages, hours, terms and conditions of employment as well as all other matters, which were or could have been negotiated prior to the execution of this Agreement. This Section does not prohibit the parties from entering into negotiations concerning the terms of a successor Agreement.
- C. This Article does not waive the Union's rights to bargain over changes in mandatory subjects of bargaining and the impact of changes in non-mandatory subjects of bargaining.
- D. The Parties agree that this Agreement and negotiated modifications thereto shall remain in full force and effect until such time a successor Agreement or further modification to this Agreement is either mutually agreed upon via the bargaining process or is resolved and implemented pursuant to the procedures in Section 447.403, Florida Statutes.

2022 - 2025 Master Contract





# Article XXXVI: Duration of Agreement

January 9, 2023

- A. This Agreement shall be effective as of \_\_\_\_\_ and shall continue in effect until \_\_\_\_\_. This Agreement may be extended only in writing.
- B. This Agreement may not be assigned by either party.
- C. Contract language can only be reopened for negotiation if mutually agreed to by the parties.

2022 - 2025 Master Contract

 1/9/23  
KW 1-9-23  
200285  
1/9/23  FOP  
1/9/23 990 FOP

3/9/23  
FOP JTD

3/9/23

TA 3/9/23

TA 3-9-23

## Article 37: Promotions

March 9, 2023

- A. The Board shall announce promotional examinations to the rank of Sergeant at least thirty (30) days in advance of the examination date, which shall be set on the first (1st) planning day of each calendar school year (example: 2022-2023 school year).
- B. The Board shall provide a list of reference material and resource material from which the examination will be produced. Eligibility to apply for a promotion shall be based on the employee's status on the date of the application deadline. In addition, an employee must not have any record of discipline in the employee's personnel file relating to serious job-related incidents within the previous six (6) months.
- C. The Interview Panel shall be diverse. It shall include at least one (1) representative from Human Resources, at least one (1) representative from School or District Administration and at least one (1) representative from the CCDSPD. The panel shall consist of no more than five (5) representatives.
- D. A passing score for the written exam is identified as 75% or higher. A list of all applicants who passed the written exam will be published.
- E. The written portion of the process shall make up 50% of the weighted promotional process score and the panel interview shall make up 50% of the weighted promotional process score.
- F. Promotion lists for sergeants will be in effect for two (2) years. Assessments will be completed, and new promotional lists will be established to replace the expired lists.
- G. Applicants will be ranked by total points earned. A list of all applicants with a passing score shall be published. The rankings shall be listed in numerical order from highest score to lowest score. ~~The top three (3) applicants will be published in alphabetical order.~~ The Chief of Police may choose any of the applicants who have placed in the top 3. The first tie breaker will be the written exam. In the event that the written exam is also a tie, the applicant will be determined by the highest, most recent, Clay County evaluation. In the event that a third tie breaker is needed, it will be the most senior applicant according to application date.

2022 - 2025 Master Contract

# Appendix 1: Dues Deduction Authorization Form



## Fraternal Order of Police

---

### CLAY SCHOOLS LODGE 190

#### Member Dues

I, \_\_\_\_\_, hereby authorize my employer, the County of Clay School Board (hereinafter referred to as the County), to withhold from my regular paycheck the dues as set forth in the by-laws of the Clay Schools Fraternal Order of Police Lodge 190 (hereinafter referred to as the FOP). As of 06/28/2022 the dues are \$\_\_\_\_\_ per pay period, but I understand these may change in the future. Any changes to the dues amount will be communicated to the School Board by the FOP. These deductions are to be taken out on a bi-weekly basis and payment will be made to the FOP. The deduction will include both union dues, fraternal dues, and a portion of these dues may be used for political contributions and/or the FOP political committee (PAC). This amount will be transmitted by the School Board to the person designated by the FOP, authorized to receive it. I understand that I may terminate this authorization by notifying BOTH the School Board and the FOP, in writing, thirty (30) days in advance. Furthermore, this authorization shall be in effect so long as the School Board recognizes the FOP as the sole and exclusive Collective Bargaining Agent, for the purposes set forth in Chapter 447, Part II, Florida Statutes, of those employees within the Bargaining Units certified in Florida Public Employees Relations Commission. This request is made pursuant to section 447.303 F.S.S.

Officer's signature: \_\_\_\_\_ Date signed: \_\_\_\_\_

*2022 - 2025 Master Contract*

# Appendix 2: Official Grievance Form

March 9, 2023

<b>SCHOOL DISTRICT OF CLAY COUNTY POLICE DEPARTMENT OFFICIAL GRIEVANCE FORM</b>		
Grievant(s): _____	School Year _____	
School/Department: _____	Position _____	
Date of Informal Meeting: _____		
<b>Level I (Immediate Supervisor/Chief of Police) / Level II Class Action (Assistant Superintendent Human Resources)</b>		
A. Date of Alleged Grievance: _____ Relates to Article(s) _____		
B. Statement of Alleged Grievance: _____ _____ _____		
C. Relief Sought: _____ _____		
D. I certify the statements made above are accurate and that the grievance rules outlined in Article XX, Grievance and Arbitration, of the Master Contract have been followed and understood.		
Signature of Employee(s) _____		Date _____
E. Date of Formal Meeting: _____		Case No. _____  <i>Human Resources Use Only</i>
Disposition: _____ _____ _____		
Signature _____	Title _____	Date _____
<i>Copies: (1) Next Level (Original) (2) Association (3) Grievant (4) Human Resources</i>		
<b>Level II Superintendent or Designee (Assistant Superintendent for Human Resources)</b>		
F. Dates: Hearing Date Notification: _____		Formal Hearing: _____
G. Disposition: _____ _____ _____		
Signature _____	Title _____	Date _____
<i>Copies (1) Association (2) Grievant (3) Supervisor Level I (4) Human Resources</i>		
<b>Level III: (Arbitration)</b>		
H. Person Making Request: _____		Association Rep. Yes / No
I. Date of Request: _____		<i>Date Stamp Here</i>
<i>(Received by Superintendent or Designee or Assistant Superintendent for Human Resources)</i>		

HRD 2-4028 E. 11/15/2025

2022 - 2025 Master Contract

# Appendix 3: Insurance Contribution Chart

March 9, 2023

## 2022 - 2023 Plan Year

	<b>Employer</b>	<b>Employee</b>
<b>CHOICE HSP</b>		
Employee	\$401.98	\$0.00
Employee & Spouse	\$495.28	\$234.98
Employee & Children	\$543.40	\$153.34
Family	\$607.92	\$349.22
<b>CHOICE</b>		
Employee	\$406.77	\$81.30
Employee & Spouse	\$507.13	\$435.93
Employee & Children	\$554.70	\$344.96
Family	\$623.44	\$612.42
<b>CHOICE PLUS</b>		
Employee	\$410.98	\$152.55
Employee & Spouse	\$515.25	\$573.60
Employee & Children	\$562.46	\$476.25
Family	\$634.08	\$792.77


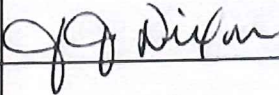
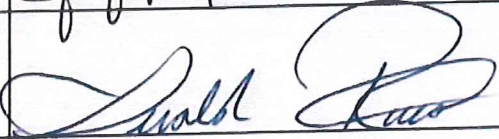
- Insurance deductions are for 20 pay periods. To compare to other plans available to employees, we must consider the total employee annual cost. For example, under this proposal the Family HSP plan is \$6,984.40 per year. This breaks down to:
  - \$349.22 per 20 pay periods (Clay Schedule)
  - \$291.02 per 24 pay periods (bi-monthly schedule)
  - \$268.64 per 26 pay periods (every 2 weeks)
- Dual Employee (both employed) Board contribution for secondary employee may be less than the amount listed in the chart. Refunds will not be given if the Board contribution exceeds the premium amount

2022 - 2025 Master Contract

# Signature Page

We, the undersigned, agree that the attached document is the final and tentative agreement between the **FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE** negotiating team and the **SCHOOL DISTRICT OF CLAY COUNTY** negotiating team. We further agree we will recommend the attached document for ratification.

Date Signed: 3-9-23

SCHOOL DISTRICT OF CLAY COUNTY NEGOTIATING TEAM	FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE NEGOTIATING TEAM
	
Kunnie Johnson #200285	
Mark D. <del>Rosen</del>	