

**2009  
RATIFICATION COPY  
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**SCHOOL DISTRICT OF  
CLAY COUNTY**

**2007-2010**

**MASTER CONTRACT**

**WITH**

**CLAY EDUCATIONAL STAFF  
PROFESSIONAL ASSOCIATION  
LOCAL 7409**

**Including  
2008-09 Amendment**

**RATIFICATION INFORMATION  
2007-2010 CSPA MASTER CONTRACT**

**Master Contract  
Amendment Location**

**Language Changes**

Article VI – Employment Practices

Language added regarding  
electronic monitoring

Article XIV – Tool Allowance/Uniforms

Amendments to language regarding  
uniforms

## **2008-09 Amendment to 2007-2010 Master Contract**

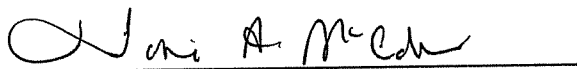
Your CESPAs bargaining team and the Board's team met in the fall and winter to review two articles in the current Master Contract. Article VI and Article XIV, Employment Practices and Tool Allowance/Uniforms, have been revised and agreed to tentatively by both teams.

Article VI, Employment Practices, has a new section on Electronic Monitoring. With an increase in available technology, the teams spent time deliberating over language relative to GPS tracking devices used on Board-owned vehicles. Notice and Employee Handbook references were central to discussions. While video security cameras have been on select District campuses for some time, Article VI gives employees information relative to video monitoring.

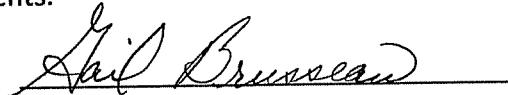
Article XIV has been reviewed as a result of collaborative discussions with the Uniform Committee. Sections B-H were omitted and Sections I-J were revised to focus on personal protection equipment. The district will no longer provide and employees will not be required to wear uniforms as a cost-savings measure currently being suggested for fiscal year 2009-2010.

Please review language posted at your work site.

We recommend ratification of these amendments.



Toni A. McCabe  
Assistant Superintendent for  
Human Resources



Gail Brusseau  
CESPA Chief Negotiator

T/A Gail Brussean  
TW

11:59 AM

ARTICLE VI  
EMPLOYMENT PRACTICES

Board Proposal

~~1/12/2009~~

2/25/2009

E. Transfers.....(Continued).....

4. Transfers During Trial Period: New employees may not transfer to a different position while serving within the three-month trial period.

F. Fingerprinting

Effective July 1, 2004, all Clay County School District employees must be fingerprinted and background checked through the Florida Department of Law Enforcement (FDLE) and the Federal Bureau of Investigation every five years. Based on the above existing requirements, the initial and renewal cost of the fingerprint processing of current employees will be paid by the Clay County School District.

G. Electronic Monitoring

1. The Association and the Board agree that the Board has the right to know the location of its Board-owned vehicles (i.e. school buses, maintenance vehicles, and all other similar fleet vehicles). Board-owned vehicles may be monitored by GPS or similar device(s) to track the location of the vehicle and monitor use of district resources to include the vehicle and associated fuel to operate the vehicle after giving employees notice. Such notice will state that Board vehicles may be monitored by GPS or similar device(s) and will be posted on the vehicle and included in the employee handbook. Upon purchase of such device(s), CESA will be notified of the make, model and manufacturer and type of training administrators receive in the use of said device(s).

2. Information obtained by or from any tracking device(s) installed on a Board-owned vehicle pursuant to this provision may be used by the Board for purposes of discipline/evaluation performance evaluation and/or progressive discipline cases. Tracking device(s) installed under this provision for the purpose of investigation may be placed on the vehicle no more than thirty (30) days in any six (6) month period.

3. The Board may install video cameras on Board property and vehicles (to exclude restrooms, classrooms, offices, and staff/faculty lounges) for purposes of security and student/employee safety. Any information obtained from such video cameras may be used by the Board for purposes of discipline/evaluation performance evaluation and/or progressive discipline cases in accordance with current guidelines for same. Notice of the presence of video cameras is to be posted at the school or work site.

ARTICLE XIV  
TOOL ALLOWANCE/UNIFORMS

- A. The Board shall furnish all tools and tool boxes (where applicable) and replace all lost tools, with the condition that loss is valid as determined by the supervisors.
- ~~B. Mechanics, fuel attendants, maintenance department employees, delivery employees, print shop employees, warehouse employees, bus drivers, bus monitors, bus aides, cafeteria employees, custodians, computer service technicians, technical specialists and designated programmer/analysts shall be required to wear uniforms as specified by the Superintendent.~~
- ~~C. Five uniforms, as specified by the Uniform Committee, shall be furnished by the school board for all employees in the job categories listed in subsection B above.~~
- ~~D. Uniforms furnished by the school board shall be replaced every two years or, as warranted. Employees must return the old uniforms in order to be eligible for such replacements.~~
- ~~E. Laundry service shall be provided by the school board for the uniforms provided to mechanics, fuel attendants, maintenance department employees, delivery employees, print shop employees, computer service technicians, technical specialists and designated programmer/analysts.~~
- ~~F. The style, color and manufacturer of uniforms referred to in this article shall be at the sole discretion of the School Board. The School Board assumes no responsibility for the tailoring requirement or differences in individual tastes of employees with regard to uniforms chosen.~~
- ~~G. Uniforms shall be provided to Bus Drivers, Bus Monitors, Custodians, Cafeteria Assistants, Cafeteria Van Drivers and Central Warehouse Warehousemen and Couriers at the expense of the Board. Cleaning of such uniforms shall be the responsibility of the employee.~~
- ~~H. A committee consisting of three (3) representatives selected by the Association president and three (3) representatives and a chairperson selected by the Superintendent shall assist in the development of bid specifications for employee uniforms. This Committee shall meet in conjunction with the established uniform bid process and may be convened more often if requested by the Association president or the Superintendent's designated chairperson. Such requests for non-bid process meetings shall be submitted, in writing, to the Assistant Superintendent for Human Resources. This Committee shall also recommend the uniforms for employees covered under this Article. Adopted recommendations of the Committee shall be filed with the Purchasing Department and the Human Resources Division.~~
- B. I. If required, the Board shall furnish any personal protective equipment safety clothing, such as safety shoes and/or hard hats.
- C. J. All materials furnished under this article shall remain the property of the School Board and shall be turned in when personnel are no longer employed by the School Board. ~~In any instance in which the uniform contractor declares a uniform has been damaged through abuse, all cost will be passed on to the employee, unless the employee's supervisor presents evidence that the uniform damage was not due to negligence on the part of the employee. If, at the time of separation from employment, an employee fails to turn in any materials furnished under this Article, the Superintendent may authorize the deduction of reimbursement to the Board for replacement of such materials from paycheck(s) due to the employee.~~