COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE GLADES COUNTY SCHOOL BOARD

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, FLORIDA PUBLIC SERVICES UNION

JULY 1, 2022 ..... JUNE 30, 2025

Adopted: November ~~15~~ 22, 2022

BOARD APPROVED

DATE: 11/22/2022

TABLE OF CONTENTS

ARTICLE		PAGE NUMBER
	Preamble	3
I	Recognition/Definitions	3-4
II	Negotiation Procedures	4
III	Employee and Union Rights	4-7
IV	Working Conditions	7-9
V	Reduction in Force	9
VI	Suspension and Termination	10
VII	Employee Evaluation	10
VIII	Leaves	11-14
IX	Grievance Procedures	15-17
X	Compensation and Benefits	17-19
	Signature Page	20
	Grievance Forms	Addendum A
	Absence Without Leave Board Policy	Addendum B
	Deduction Authorization Form	Addendum D
	2022-2023 Salary Schedule	Addendum A

PREAMBLE

This Agreement is entered into by the Glades County School Board, Moore Haven, Florida, hereinafter referred to as the "BOARD" and the SEIU Florida Public Services Union hereinafter referred to as the "UNION".

The general purpose of this agreement is to set forth terms and conditions of employment and to promote orderly and meaningful labor relations for the mutual benefit of the BOARD and its capacity as an Employer, the Employees, and the citizens of the Glades County School System.

The parties recognized that the best interest of the employees of Glades County depend upon the BOARD'S success in establishing and maintaining effective, proper and superior service.

ARTICLE I – RECOGNITION/DEFINITIONS

1. The BOARD hereby recognizes SEIU Florida Public Services Union as the exclusive bargaining agent for the Non-Instructional Employees as stated in the Florida Public Employees Relations Commission Certification of Representatives Notice Case (RE-80-077) for the purpose of Collective Bargaining in good faith on wages, fringe benefits, and all other conditions of employment affecting Bargaining Unit Members, and to execute a written agreement with respect to agreements concerning the terms and conditions of employment.

   The following terms used within this agreement shall have the following meaning:

   A. "BOARD" shall refer to the School Board of Glades County, Florida which has the responsibility for the organization, control and improvement of the public schools of Glades County.

   B. "UNION" shall refer to the SEIU Florida Public Services Union

   C. "EMPLOYEES" shall refer to any personnel of the School Board of Glades County who are covered by this agreement.

   D. "FULL-TIME EMPLOYEES" – Full-time employees shall be defined as any employee of the Board, except bus drivers, who is regularly scheduled to work twenty (20) hours or more per week. Bus drivers who are assigned to drive regularly scheduled home/school routes shall be considered FULL-TIME employees for the purpose of this section, regardless of the number of hours worked per week.

   E. "SUPERINTENDENT" shall refer to the chief executive officer and secretary of the School Board of Glades County, Florida, who has the responsibility for the execution

of all rules and regulations of the BOARD and administering the public schools of Glades County.

F. "SUPERVISOR" shall refer to the immediate supervisor of the EMPLOYEE.

G. "DAY(S)" shall refer to work day(s) excluding paid holidays.

H. "SENIORITY" shall mean the total length of continuous service with the BOARD. SENORITY shall be considered district-wide. Approved leaves, paid or unpaid, shall count for SENIORITY purposes and shall not be considered as an interruption in continuous service.

ARTICLE II – NEGOTIATION PROCEDURES

1. This agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through voluntary mutual consent of the parties in written and signed amendment to this Agreement.

2. Should any provision of the Agreement be declared illegal by a court of competent jurisdiction or as a result of state or federal legislation, said provision shall be automatically nullified to the extent that it violates the law but the remaining provision shall remain in full force and effect for the duration of this Agreement, if not affected by the deleted provision.

3. Any provision of BOARD policy which is in force and effect on the day this Agreement is signed, and which is NOT by specific reference made a part of this Agreement, may be unilaterally amended by the BOARD in the manner provided for by law, except in those matters related to wages, hours, terms or condition of employment affecting members of this unit as required by F.S. 447.

4. Copies of this Agreement, entitled "Agreement Between the Glades County School Board and the SEIU Florida Public Services Union shall be posted in electronic form on the District website within fifteen (15) working days after the Agreement is signed.

ARTICLE III – EMPLOYEE AND UNION RIGHTS AND RESPONSIBILITIES

1. The BOARD and the UNION hereby agree that every employee shall have the right to form, join and participate in, or to refrain from forming, joining or participating in any employee organization of their own choosing for the purpose of bargaining collectively with regard to terms and conditions of their employment. Neither the BOARD nor the UNION will discriminate or take punitive action against any employee because of membership or participation, in any employee organization.

2. With prior approval of the principal, the UNION and its representatives shall have the right to use school facilities and equipment for official union business at reasonable times when such facilities and equipment are not otherwise in use. The UNION shall

furnish all materials and supplies and pay the cost for repair of damage resulting from such use.

3. Religious or political activities of any employee or the lack thereof shall not be grounds for any discipline or discrimination with respect to the employment of such employee. The private and personal life of any employee is not within the appropriate concern or attention of the BOARD as long as, in the opinion of the immediate supervisor, the working performance is not affected.

4. The BOARD shall provide all required protective clothing and safety equipment for employees assigned to work in areas where such clothing and equipment is required. Employees working in such areas shall be trained to use all required safety equipment.

5. The BOARD agrees to provide for reimbursement of reasonable expenses for legal services (or provide legal defense) for EMPLOYEES who are charged with civil or criminal actions arising out of and in the course of the performance of assigned duties and responsibilities to the extent provided for under the Florida Statutes. The BOARD agrees to provide for reimbursement of judgements which may be entered against an EMPLOYEE in a civil action arising out of and in the course of the performance of assigned duties and responsibilities to the extent provided for under the Florida Statutes, unless the employee is found to have been guilty of a criminal act in the course of performance of his duties by a court of competent jurisdiction, in which case the provisions of this section shall not apply.

6. The provisions of this Agreement shall be applied by the BOARD and the UNION without regard to race, creed, color, religion, national origin, age, sex, marital status or handicapping condition. The BOARD and the UNION affirm their joint opposition to any discriminatory practices in connection with employment, promotion or training of employees.

7. The UNION shall furnish written notice to the BOARD of those UNION members who shall serve as stewards of the UNION. Such notice shall be provided to the Board within two (2) weeks following the election of union stewards and shall specify by name not more than four (4) UNION members as stewards of the UNION. Stewards of the UNION, as specified above, shall be admitted to the property of the BOARD to talk with employees before or after regular working hours or during the lunch time of said EMPLOYEE(S). Immediately upon arrival at the site, notice of such visits shall be given by the UNION to the area administrator or the administrative designee.

8. Upon receipt of the proper written authorization from the EMPLOYEE (see Addendum D), the BOARD agrees to and shall deduct from the salary due the EMPLOYEE UNION dues. In addition to the Dues Deduction form, the District shall

accept valid telephonic and/or electronic authorizations from SEIU-FPSU. The Union agrees to provide evidence of such authorizations to the District upon request. The UNION will notify the BOARD as to the amount of dues. This notice must state the monthly amount in dollars and cents for each individual member. Such notification will be certified to the BOARD in writing over the signature of an authorized officer of the UNION at least thirty (30) calendar days in advance of the effective date. Changes in membership dues will be similarly certified to the BOARD and shall be done at least thirty (30) calendar days in advance of the effective date of such change. Dues will be deducted monthly (each applicable pay period) and the funds deducted shall be remitted monthly to the FPSU within fifteen (15) days. The UNION will indemnify, defend, and hold the BOARD harmless against any and all claims, demands, suits, or other forms of liability that shall out of, or by reason of, action taken or not taken by the Board on account of payroll deductions of UNION dues. The UNION agrees that in case of overpayment, proper adjustment, if any, will be made by the UNION with the affected employee.

9. The UNION will be provided bulletin boards or partial use of suitable bulletin boards, including at least one (1) at each location so designated by the BOARD in the areas where unit employees normally are assigned to work for the use of the UNION. These bulletin boards shall be used for posting authorized UNION notices, but restricted to the following:

1) Notices of UNION recreational and social affairs.
2) Notices of UNION elections and results of such elections.
3) Notices of UNION appointments and other official UNION business and related UNION matters.
4) Notices of UNION meetings.

All costs incident to preparing and posting of UNION materials will be borne by the UNION. The UNION is responsible for posting and removing approved material on its bulletin boards and maintaining such bulletin boards in an orderly condition.

10. The UNION shall be permitted to use mailboxes for communication with employees. However, the UNION agrees that such a privilege shall be used only for the purpose of the dissemination of information, as allowed in 3.09 above.

11. Designated employee UNION representatives shall be granted up to 16 hours of leave time per year to perform union duties, including, but not limited to, investigation of grievances, which cannot be performed outside of regular work hours.

Requests for this leave time will be made in advance to the representative's immediate supervisor.

12. The BOARD agrees to furnish to the UNION, within ten (10) work days of receipt of written request, information of a public nature. Such information shall be furnished in its existing format. The UNION agrees to pay for such information at the following

rates: $.05 for each page, except for that required for contract administration or collective bargaining purposes.

13. One (1) member of the UNION shall be granted Temporary Duty Elsewhere leave to attend all regular and special meetings of the BOARD.

14. Each EMPLOYEE shall have the right, upon request, to review his personnel file as provided for by law.

15. UNION CONVENTIONS—Any member of the UNION serving as a delegate to state or national conventions, as an official representative of the local unit to district meetings, or UNION state or district workshops shall be granted personal leave without pay or personal leave charged to sick leave.

16. Each employee must notify his principal or supervisor of any forthcoming absences as soon as the necessity to be absent is determined. The BOARD agrees that every reasonable attempt will be made to employ substitutes when employees are absent.

17. All known vacancies and newly created positions shall be posted on bulletin boards at least five (5) days prior to the application deadline. These notices shall include at least the following: (1) date of vacancy; (2) job requirements; (3) method of application and deadline for application. Applications from currently employed members of the bargaining unit will be considered prior to filling a vacancy. However, nothing in this section shall prevent the BOARD from choosing any of the applicants. Employees who have applied for a vacancy shall be notified in writing of the BOARD'S actions as soon as action is taken.

18. If the BOARD requires the use of specific materials by employees in the performance of their daily responsibilities, then those materials will be provided by the BOARD.

19. The Board will make every reasonable effort to maintain clean, safe work areas for members of the UNION.

ARTICLE IV – WORKING CONDITIONS

1. The BOARD shall make available in each school area, restrooms and lavatory facilities for EMPLOYEE use and at least one room, furnished and properly ventilated, which shall be reserved for use as an EMPLOYEE lounge.

2. The BOARD agrees to compute Food Service Workers on an annual basis (hours worked daily x hourly rate x days worked = annual salary).

   Any lost time i.e. (leave without pay) shall be calculated as follows: hours lost x hourly rate. The amount of lost wages shall be subtracted from the check covering the time period in which the lost time occurred.

3. The basic work week shall consist of five (5) or less consecutive work days with a maximum of eight (8) hours per day in any five (5) day week or ten (10) hours per day in

any four (4) day week. During the normal work day, hours should be scheduled consecutively except for bus drivers.

4. Except as required in emergency situations, the Superintendent must pre-approve all extra hours/time on a completed form. At times, EMPLOYEES may be directed to work overtime by the SUPERINTENDENT or their designee. All authorized and approved work performed beyond eight (8) hours per day in a five (5) day week or ten (10) hours per day in a four (4) day week shall be considered overtime. Such overtime shall be compensated at a rate of one and one-half (1 ½) the EMPLOYEE'S regular rate.

5. The length of the contract year for the various classifications of EMPLOYEES covered by this Agreement shall be determined annually by the BOARD.

6. Departmental management will maintain extra hours'/time forms and will make such information available for review to a UNION representative upon request by the UNION upon twenty-four (24) hours' notice. Employees shall receive compensatory time at a rate of one and one half (1 ½) times the number of hours of overtime. Extra work will be distributed equitably among employees in their particular job classification. The Superintendent must pre-approve all extra hours/time on a completed form. At times EMPLOYEES may be directed to work overtime by the SUPERINTENDENT.

7. All members of the unit who are employed for four (4) to six (6) hours per day shall be entitled to one (1) 15-minute break. Members who are employed more than six (6) hours per day shall be entitled to two (2) 15-minute breaks. Members who are employed seven (7) hours or more shall be entitled to a 30-minute unpaid lunch.

8. School Bus Drivers/Mechanics

   Drivers: The Board shall pay for a DOT required medical exam for any full- time driver.

   Mechanics with a Master Certification Repair and/or a Master Certification Service will receive a $3 (three) per hour increase in pay after the recommendation of the employee's supervisor and appointment by the Board.

9. Supplements – Paraprofessionals-ESE

   Paraprofessionals-ESE and Self Care Aides who serve medically complex students shall be paid an annual supplement of $1,000 after a recommendation of the employee's Direct Supervisor, approval of the District's Department of Special Education and appointment by the Board. The supplement shall apply only to employees who are assigned on a regular basis to students who require unique procedures as defined herein. These procedures may include, but are not limited to, maintaining gastrostomy tubes, observing the use of nebulizers, lifting immobile students, finger stick for the use of glucometers, oral suctioning of tracheotomy tubes, changing diapers and colostomy bags and other similar functions. An employee shall provide documentation of the appropriate training necessary to safely and appropriately serve the student's medical needs. The District's Department of Special

Education shall assist employees in acquiring the appropriate training/certification. The assistance may include additional compensation to defray the costs of training.

The appropriate annual supplement may be prorated for any part of the school year the employee was not employed. Pay for these supplements will be allocated semi-annually.

ARTICLE V – REDUCTION IN FORCE

1. In the event that the BOARD determines that a reduction in force is necessary, the BOARD will determine the classifications by department and school to be laid off.

The BOARD will notify the UNION in advance of any reduction-in-force action. Employees will be laid off in the inverse order of their length of time in their present classification at the time of the layoff.

In the event that two (2) or more employees affected have the exact same amount of service in their classification, the lay-off order will be based on district-wide seniority.

CUSTODIAN: When it is necessary to transfer a custodian from or to a day or evening schedule, the BOARD shall recognize the seniority of the employee.

2. RECALL: Employees in layoff status will retain recall rights for one year and shall have preference to work over applicants on eligible lists. Recall will be made by certified mail to the last address in the employee's records. Within five (5) work days of the certified receipt date, laid off employees must signify their intention of returning to work. Failure to respond to the notice shall constitute a resignation by the employee.

5.021 Recall will be offered to laid off employees provided they are physically qualified to perform the duties of the job. A laid off employee, when offered recall, who is temporarily unable to return due to medical reasons may request an extension of recall rights not to exceed two (2) months.

5.022 When employees are recalled from layoff, the employees with the greatest seniority in that classification shall be recalled first.

3. SENIORITY LIST: In the event that a reduction of staff affects employees in a given classification, the administration agrees to provide to the UNION the necessary data to determine compliance with this provision.

5.031 "Seniority" shall mean the total length of continuous service with the BOARD. Seniority shall be considered district-wide. Approved leaves, paid or unpaid, shall count for seniority purposes and shall not be considered as an interruption in continuous service.

ARTICLE VI – SUSPENSION AND TERMINATION

1. Probationary Employees – New employees hired by the BOARD shall be considered probationary employees. The length of the probationary period shall be one year. At the completion of the probationary period, the employee shall have earned seniority rights. There shall be no seniority rights among probationary employees. Unpaid leave days (except paid sick leave) shall not be counted toward the time required to complete the probationary period. Employees that have successfully completed their probationary period shall be permanent employees of the system.

2. Any EMPLOYEE, who has completed the probationary period defined above, and who has been reduced in rank or compensation or who is reprimanded, suspended or terminated during the course of his/her contract year, shall be given the reasons therefore in writing and shall be subject to the grievance procedure. The grounds for suspension or dismissal shall be for just cause. Examples of just cause include but are not limited to:

(a) Absent without leave
(b) Drunkenness
(c) Immorality
(d) Misconduct on the job
(e) Incompetency
(f) Insubordination
(g) Willful neglect of duty
(h) Excessive tardiness
(i) Convicted of any crime involving moral turpitude
(j) Use, possession, sale or intention to sell illegal narcotics and/or paraphernalia.
(k) Mislabeling or counterfeiting--attempting to sell any substance in lieu of a controlled substance.
(l) Failure to get along with fellow employees to the extent it decreases the efficiency or well-being of the people the employee is hired to work with
(m) Failure to display minimum job qualifications.
(n) Failure to perform assigned duties in a satisfactory manner.
(o) Any other just cause.

ARTICLE VII – EMPLOYEE EVALUATION

1. All employees shall be given a copy of the evaluation criteria and evaluation form during the first month of school. This shall include an explanation and discussion of the evaluation process.

2. Evaluation is an on-going process with observations of EMPLOYEES being made continuously by SUPERVISORS. Any negative observation shall be reported in writing to the EMPLOYEE within forty-eight (48) hours of the observation.

3. Each non-probationary EMPLOYEE shall be given a written evaluation each school year. The evaluator shall meet with the EMPLOYEE to discuss the evaluation report. The written evaluation report shall include at least the following:

A. The strengths and areas needing improvement.
B. Recommendations for improving performance.
C. The improvement required and the time such improvement is expected.

The employee shall receive at least one written evaluation report at the midpoint of their probationary period which will be discussed with the employee.

ARTICLE VIII – LEAVES

1. SERVING AS A WITNESS OR JURY DUTY

Any EMPLOYEE who has been subpoenaed as a witness, not involving personal litigation, or who must report for jury duty shall be granted Temporary Duty Elsewhere *(TDE)* leave with pay, not to include travel or per diem. Employees will report to their duty stations if they are released from jury duty. Employees will provide a time-stamped letter from the Clerk of the Court to the school. If released after noon, you shall contact your administration to determine whether to return to work or not.

2. PERSONAL LEAVE

The BOARD has established a policy to permit an EMPLOYEE to be absent six (6) days each school year for personal reasons. However, such absences for personal reasons shall be charged only to accrued sick leave, and leave for personal reasons shall be noncumulative. Personal leave must be approved 48 hours (2 days) in advance, except in cases of emergency. An employee may not use sick leave for personal reasons after the six (6) personal days have been exhausted or no available sick time to use. No leave will be granted during the first five (5) days of the school year (unless prior approval is received from the superintendent).

3. PERSONAL LEAVE WITHOUT PAY

Personal leave without pay for extended periods (may) be granted by the BOARD. An EMPLOYEE on personal leave for a period of a year is required to report by the first of April to the school district any plans of returning, or not returning, to establish continuing employment with the Board.

4. SICK LEAVE

Any EMPLOYEE employed twenty (20) or more hours per week in the public schools of the State who is unable to perform his duty in the school because of illness, or because of illness or death of father, mother, brother, sister, wife, child, other close relative or member of his own household and consequently, has to be absent from his work shall be granted leave of absence for sickness by the Superintendent or by

someone designated in writing by him to do so. The following provisions shall govern sick leave:

Each EMPLOYEE employed twenty (20) or more hours per week shall be credited with four (4) days of sick leave at the end of the first month of employment of each contract year and shall thereafter earn one (1) sick leave for each month of employment, which shall be credited to the EMPLOYEE. However, the EMPLOYEE shall be entitled to earn no more than one (1) day sick leave times the number of months of employment. Such leave shall be cumulative from year to year. There shall be no limit on the number of days of sick leave an EMPLOYEE may accrue, except that at least one-half of this cumulative must be established within the district granting such leave. Pregnancy is treated the same as any other temporary medical disability for the purpose of leave, contract status and fringe benefits. Employees will follow Board Policy #3432 when they have exhausted their sick leave days and are absent without pay.

5. TEMPORARY DUTY ELSEWHERE

EMPLOYEES may be assigned to be temporarily absent from their regular duties and places of employment for purpose of performing other services. EMPLOYEES will receive their regular pay for such assignments and may be allowed expenses.

6. MILITARY LEAVE

Regular Military Services—Any member of the bargaining unit who is required to serve in the United States Armed Forces or the Florida National Guard shall be granted military leave without pay. Upon returning to the school system following his completion of duty in the armed forces, he/she shall receive full benefits of salary steps which would have accrued to him had he not been absent.

7. ANNUAL LEAVE

A. A member of the bargaining unit who is employed on a twelve (12) month basis shall be allowed vacation leave, exclusion of holidays, with compensation as follows:

a) An employee with less than five (5) year of continuous service at a rate of one (1) day per month, cumulative to twelve (12) work days per year.
b) An employee with five (5) years or more continuous service at a rate of one and one-quarter (1 ¼) days per month, cumulative to fifteen (15) work days per year.
c) An employee with ten (10) years or more continuous service at a rate of one and one-half (1 ½) days per month, cumulative to eighteen (18) work days per year.

B. Accrued vacation leave shall not exceed forty (40) work days. Vacation leave for an employee shall be scheduled at the discretion of the immediate supervisor so that there will be minimum disruption of the operation of the District School System. Such approval shall not be unreasonably denied.

C. Upon employment termination, the employee shall be paid for all unused vacation leave.

8. ILLNESS IN-LINE-OF-DUTY

A. A member of the bargaining unit shall be entitled to ten (10) days of illness-in-line-of-duty leave because of personal injury in the discharge of his duties or because of illness from a contagious or infectious disease contracted in his work.

B. In case of injury, a certificate from a licensed physician may be required and in the case of a claim relating to a contagious or infectious disease, the employee shall file a statement from a licensed physician certifying that beyond a reasonable doubt the contagious or infectious disease was contracted at school during the time the employee was engaged in school work.

C. After determining that the claim correctly states the facts and is valid, the School Board will approve the leave.

D. Any worker's compensation payment received by the EMPLOYEE while he is on compensable leave shall be deducted from his gross salary or the check received from worker's compensation shall be endorsed to the school board. The BOARD shall continue all health and life insurance premiums for the EMPLOYEE during such illness.

E. Any EMPLOYEE granted leave, as herein prescribed, who has used the ten (10) days as provided by law may be granted additional leave by action of the BOARD.

9. TRANSFER OF SICK LEAVE, EMPLOYEE TO EMPLOYEE

- An employee with an accumulated sick leave balance may transfer all or part of their balance to an immediate family member as prescribed in SB 638. The family member receiving the transferred sick leave must have used all personal sick leave available to them. The sick leave transferred and received by the employee shall have no terminal pay value.
- A district employee may donate sick leave to any other district employee, other than a family member under the following conditions:

i. Sick leave donated may be used by the recipient for any circumstance for which sick leave is appropriate.

ii. Recipient must have exhausted all of his/her accrued sick and annual leave before using donated leave.

iii. Recipient must provide to the Human Resources department medical documentation from the treating physician of the illness, accident, or injury for which sick leave is otherwise authorized; including the amount of time estimated that the employee will be unable to work.

iv. All unused transferred sick leave shall be returned to the authorizing employee whose donated sick leave has not yet been used and shall be refunded to the donating employee June 30. This will be done on the following basis: All employees choosing to donate leave will be placed in a list in rank order from first to last by date/time of sign up. The employee will choose how many days they will donate and list this amount on the form at the time of donation up to the maximum amount allowed for donation. The days will be taken one per employee through the list from first to last. If more days are needed, then the list will be repeated in order first to last until the employee receiving the donation is ready to return to work or the available donated days have been exhausted. Employees may choose to donate more days than originally offered if the receiving employee needs more leave time.

v. Any employee may transfer accumulated sick leave to any other eligible employee by sending a written request form to the Human Resources department designating the recipient of the leave and the number of hours to be transferred. Once the leave has been transferred, it may not be reversed unless not utilized by the receiving employee.

vi. Donating employees may donate up to five (5) days at a time, with the option to donate multiple times.

vii. The maximum number of days that can be donated to any employee during a school year is 50% of the employee's contracted days.

viii. Excluded from this policy are absences from the workplace due to elective and/or cosmetic surgery.

ix. Donated sick leave shall have no terminal pay value.

x. Sick leave will be transferred day for day without regard to the rate of pay of the individuals involved.

10. PAID BEREAVEMENT LEAVE

Bereavement Leave for all Glades County School District Employees: In an instance of the death of an employee's spouse, child, parent, sibling, grandparent or the death of a parent, sibling or grandparent of the employee's spouse, the employee will be allotted three (3) full days of paid bereavement leave within each school year. The use of bereavement leave shall not count against the employee's sick or vacation leave. If an employee requires additional leave for the purpose of bereavement beyond the three (3) days of Bereavement Leave provided per year, the employee may request his/her administrator/supervisor to use vacation or sick leave for a reasonable number of additional days. Employees may be required to provide documentation of the death and/or relationship. Employees may petition the Superintendent for Bereavement Leave not specifically covered by this provision.

ARTICLE IX – GRIEVANCE PROCEDURE

1. DEFINITIONS AND TERMS:

9.011 A GRIEVANCE is any formal claim of any EMPLOYEE by name or group of EMPLOYEES by name affected by the same claim, that there exists the following: A violation, misinterpretation or inequitable application of any provision of this agreement.

9.012 A GRIEVANT is:

A) any individual EMPLOYEE by name or

B) any group of EMPLOYEES by name affected by the same claim. Such a grievance shall be signed by at least two (2) of these EMPLOYEES.

9.013 The term DAY when used in this article shall mean EMPLOYEE'S work day. During any recess, the term day shall mean week day exclusive of legal holidays.

2. INFORMAL GRIEVANCE PROCEDURE:

9.021 In the event, an EMPLOYEE believes there is a basis for a grievance, he shall within five (5) days discuss the alleged grievance with his immediate supervisor.

9.022 If, as a result of the informal discussion with the immediate supervisor, a grievance still exists, the grievant shall submit to his immediate supervisor, within five (5) days of the alleged grievance, a properly executed grievance form signed by the grievant. The EMPLOYEE may be represented by the UNION at any level of the grievance procedure.

9.023 Grievance discussions in the various steps will be conducted during the work day. The employee and the steward may request time to appeal a grievance to a higher step. The grievant and stewards shall suffer no loss of pay or benefits in processing grievances through the various steps. Their immediate supervisor will grant the opportunity so long as it does not interfere with work operations.

3. FORMAL GRIEVANCE PROCEDURE:

A. LEVEL I: The Immediate Supervisor

Within five (5) days of the receipt of the properly submitted grievance, the immediate supervisor shall meet with the grievant in an effort to resolve the grievance. The immediate supervisor shall indicate on the district grievance form his disposition of the grievance within five (5) days of such meeting and shall furnish a copy thereof to the grievant.

B. LEVEL II: The Superintendent

If the grievant is not satisfied with the disposition of the grievance at Level I, or if no disposition has been made within the period above provided, the grievant may appeal the grievance to Level II. Said Appeal, if made, shall be made by properly completing and submitting to the immediate supervisor the appeal section of the district grievance form within five (5) work days of the written response or lack thereof from Level I. Within five (5) days of receipt of a written request from the grievant, the Superintendent or designee shall meet with the grievant in an effort to resolve the grievance. The Superintendent shall indicate on the district grievance form disposition of the grievance within five (5) days of such meeting and shall furnish a copy thereof to the grievant.

C. LEVEL III: The Board

If the grievant is not satisfied with the disposition of the Grievance at Level II, or if no disposition has been made within the period above provided, the grievant may appeal the grievance to Level III. Said appeal, if made, shall be made by properly completing and submitting to the Superintendent the appeal section of the district grievance form within five (5) employee work days of the written response or lack thereof from Level II. Within five (5) employee workdays of receipt of a written request from the grievant, the BOARD shall meet with the grievant in an effort to resolve the grievance. The BOARD shall indicate on the district grievance form their disposition of the grievance within five (5) employee workdays of such meeting and shall furnish a copy thereof to the grievant.

D. LEVEL IV: Arbitration

If the grievant is not satisfied with the disposition of the grievance at Level III, or if no disposition has been made in the period above provided, the grievant may appeal the grievance to Level IV. Said appeal, if made, shall be made by properly completing and submitting to the Superintendent the arbitration appeal section of the district grievance form within five (5) work days of the written response or lack thereof from Level III. If the parties cannot agree as to the arbitrator within five (5) days from receipt of the appeal to arbitration, the arbitrator shall be selected by the Federal Mediation & Conciliation Service in accordance with its rules shall likewise govern the arbitration proceedings. Neither the grievant nor the BOARD shall be permitted to assert in such arbitration proceedings any ground or rely on evidence not previously disclosed to the other party. Both parties agree that the word of the arbitrator shall be final and binding. If at any step of the formal grievance procedure, the grievant fails to adhere to the timelines required for appeal or if no appeal is made, the grievance shall be considered settled at the step and shall be considered final and binding on both parties. The losing party shall pay the cost of the arbitration.

4. The time limits provided in this Article shall be strictly observed but may be extended by agreement of the parties. In the event a grievance is filed after May 15th of any year and strict adherence to the time limits may result in hardship to any party, the BOARD shall process such grievance prior to the end of the school term or as soon thereafter as possible. Whenever illness or other incapacity of the grievant, his immediate supervisor, or the Superintendent, or members of the BOARD prevents their presence at a grievance meeting, the time limits shall be extended to such time that the parties can be present. Grievance meetings and conferences must be held outside of the employee's regular workday. If the Administration schedules a grievance meeting of necessity during the employee's workday, paid release time shall be granted to the employee. Any grievance filed during the term of this Agreement shall be processed through the grievance procedure until resolution.

ARTICLE X – COMPENSATION AND BENEFITS

1. TERMINAL PAY

EMPLOYEES employed prior to July 1, 1987, shall be entitled to terminal pay for accrued sick leave at the time of termination or retirement. Terminal pay shall be computed at the daily rate of pay of the EMPLOYEE at the time of termination, retirement or death multiplied by the following percentage of the total number of accrued and valid sick leave days credited to the employee in the Glades County School District.

(A) During the first three (3) years of service in the district – 35%

(B) During the next three (3) years of service in the district – 40%

(C) During the next three (3) years of service in the district – 45%

(D) During the next three (3) years of service in the district – 50%

(E) During and after the thirteenth year of service in the district – 100%

If termination is by death of the EMPLOYEE, such terminal pay shall go to the EMPLOYEE'S beneficiary. Any EMPLOYEE entitled to terminal pay benefits shall have been under contract to render services for the period immediately preceding termination and shall not be under suspension from duty or have any charges pending which could result in dismissal from employment.

EMPLOYEES employed on or after July 1, 1987 shall be entitled to terminal pay for accrued sick leave as prescribed below if they have vested in the Florida Retirement System.

(A) Five (5) or fewer years of employment – 0%

(B) More than five (5) but fewer than ten (10) years of employment – 25%

(C) Ten (10) or more years of employment – 50%

For employees hired on or after July 1, 1987, there shall be a maximum cap of 120 sick days that may be accrued for terminal pay purposes.

2. PAID HOLIDAYS:

All EMPLOYEES shall receive all paid holidays that fall within their period of employment with the district as approved by the school calendar.

3. MEDICAL INSURANCE:

Benefits:

The BOARD shall contribute $735.62 of the cost toward the monthly cost of the individual group medical insurance for each member of the bargaining unit effective January 1, 2023 and continuing through December 31, 2023. Members of the unit will be responsible for the additional monthly cost to be deducted from their pay. This agreement will remain in effect until January 30, 2024. The Board's contribution is deemed waived, if the member does not enroll in the selected group medical insurance plan. Any Non-Instructional Employee providing proof of an annual "Wellness Exam" (Annual Physical) will receive an additional incentive payment of $20.

4. LIFE INSURANCE:

The BOARD agrees for the term of this Agreement to pay the cost of individual life insurance for all employees who work twenty (20) or more hours per week. Bus drivers will be covered.

5. WAGES:

Wages shall be negotiated each year for the term of this contract. Any change in wages so negotiated shall become effective July 1 of each year provided that agreement is reached each year by December 1. If not, the effective date shall be negotiable. However, no employee covered by this contract shall receive any change in wages for any succeeding year until and unless such change has been agreed to and ratified by both parties.

All non-instructional staff eligible to be members of the non-instructional union will receive a $1,000 stipend for 48 College Hours, a $2,000 stipend for an Associate Degree, a $2,500 stipend for 96 College Hours or a $4,000 stipend for a Bachelor's Degree earned from a regionally accredited college or university. Also, a $1,500 stipend will be awarded for any state licenses approved by the School Board.

A. Effective July 1, 2022, all eligible bargaining unit members whose base salary hourly pay rate is greater than $15.00 shall be placed on the Step of 2022-2023 Salary Schedule that corresponds to their total years of service with the district. Base Salary and hourly pay rate increases shall conform to the NON-INSTRUCTIONAL

SALARY PROPOSAL/COST 22-23 MATRIX, which is incorporated and made part of this agreement by reference.

B. Eligibility for the July 1, 2022 salary increase, will be defined as being in an active pay status on the date the agreement is ratified by the BOARD.

C. Effective October 1, 2022 all bargaining unit members whose base salary hourly pay rate is less than $15.00, shall have their base salary hourly pay rate increased to $15.00. The hourly pay rate increase shall conform to the NON-INSTRUCTIONAL SALARY PROPOSAL/COST 22-23 MATRIX which is incorporated and made part of this agreement by reference.

D. The parties acknowledge and agree that the 2022-2023 salary increases stipulated in "C" above may be granted prior to ratification of this agreement by the Board. Chapter 2022-156 of Florida Statutes requires that the Board's pay plans and negotiated agreement comply with the referenced statute.

6. DURATION:

This agreement shall be effective from July 1, 2022 and shall continue in effect through June 30, 2025. This is a three-year contract with re-openers negotiated after May 1, 2023, and May 1, 2024, limited to no more than economic plus two additional non-economic issues raised by each party, plus such other issues as both parties are willing to negotiate. All provisions of the expired negotiated Agreement not otherwise changed during this year's negotiations will be continued unchanged in the successor Agreement.

SEIU FLORIDA PUBLIC UNION

Chief Negotiator
Ronald LaPorte

President SEIU/FPSU
Alphonso D Mayfield Jr

GLADES COUNTY SCHOOL BOARD SERVICES

Chairman, Negotiations
Glades County School Board

Superintendent and Secretary to the Board

Chairman of the Board

Vice-Chairman of the Board

Board Member

Board Member

Board Member

ADDENDUM A

GRIEVANCE FORM

Level I: (Immediate Supervisor)

Name: _____ Date of Grievance: _____

Address: _____ Date Filed: _____

School: _____ Article & Section Grieved: _____

Statement of Grievance: (attach sheets if needed) _____

_____

_____

Remedy Sought: (attach sheets if needed) _____

_____

_____

Witnesses: (if any) _____

Received by: _____ Date: _____ _____

Grievant Signature

_____

Union Representative

APPEAL SECTION

Date Appeal Filed: _____

Level II Appeal: (Superintendent)

I do hereby notify you that I am appealing the Level I decision to Level II.

Reason: (attach sheets if needed) _____

_____

_____

Received by: _____ Date: _____ _____

Grievant Signature

_____

Union Representative

Date Appeal Filed: _____

Level III Appeal: (Board)

I do hereby notify you that I am appealing the Level II decision to Level III.

Reason: (attach sheets if needed) _____

_____

_____

Received by: _____ Date: _____ _____

Grievant Signature

_____

Union Representative

ADDENDUM A

GRIEVANCE RESPONSE FORM

Level I: Meeting Date: _____ Time: _____

Grievance: _____

Date Received: _____

Date Returned: _____

Decision: _____

_____

_____

Reason: _____

_____

_____

Received by: _____ Date: _____

Level I Signature

Level II: Meeting Date: _____ Time: _____

Date Received: _____

Date Returned: _____

Decision: _____

_____

_____

Reason: _____

_____

_____

Received by: _____ Date: _____

Signature Level III

Level II: Meeting Date: _____ Time: _____

Date Received: _____

Date Returned: _____

Decision: _____

_____

_____

Reason: _____

_____

_____

Received by: _____ Date: _____

Level III Signature Level IV:

Notice of Arbitration

Date Received: _____ _____

Superintendent's Signature

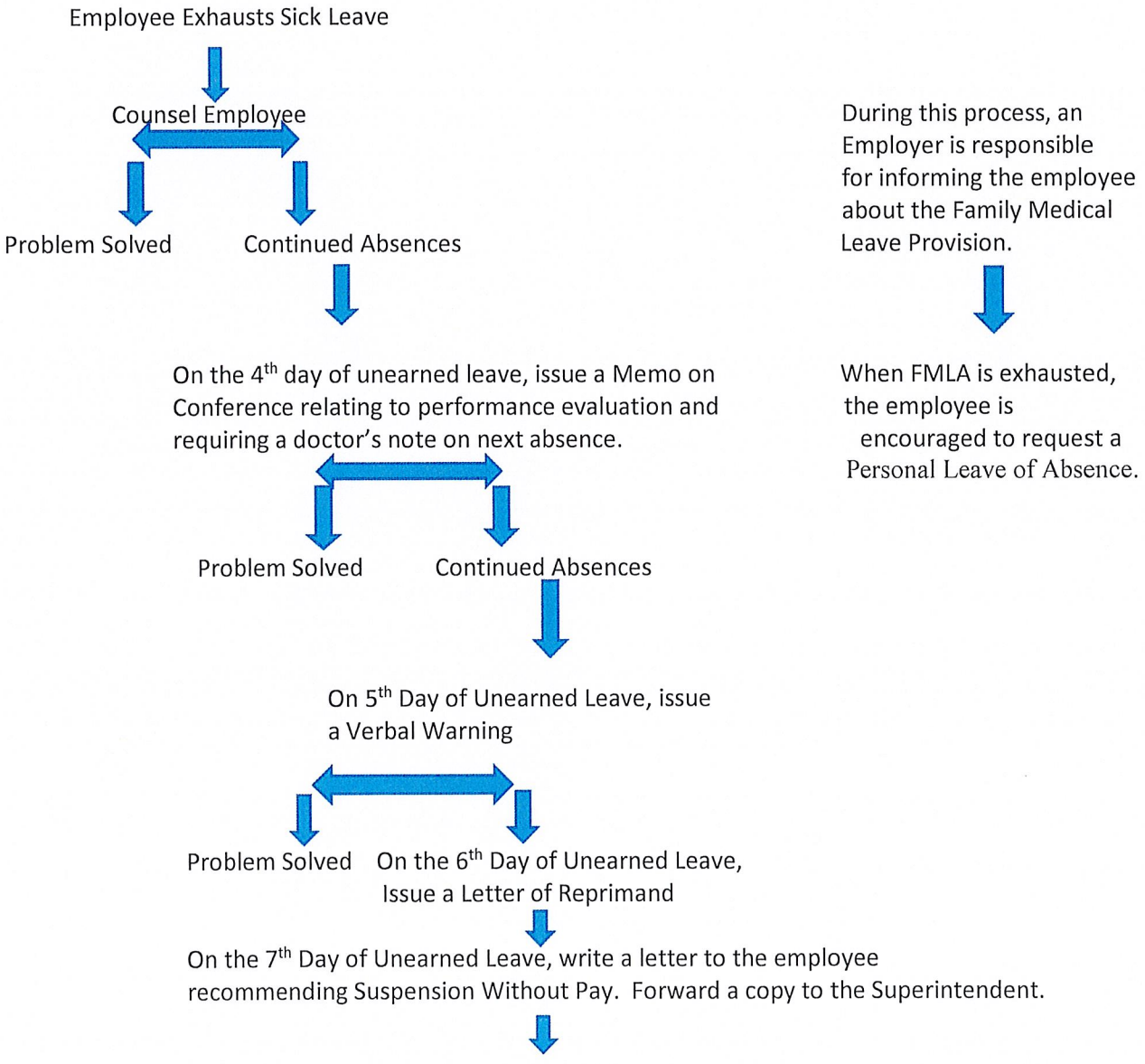
ADDENDUM B **Board Policy #3432**

Absence Without Leave

I. Administrative and Instructional - Any member of the administrative or instructional staff who is willfully absent from duty without leave shall forfeit compensation for the time of the absence, and the employee's contract shall be subject to cancellation by the School Board. In addition, such absence without leave shall interrupt continuity of service.

II. Non-Instructional - Any other employee who is willfully absent from duty without leave shall be subject to dismissal from employment and shall forfeit compensation for the time of the absence.

Employee Absences



On the 8th Day of Unearned Leave, write a letter to the employee recommending termination. Forward a copy to the Superintendent.

ADDENDUM C

The following form shall be used for the authorization for deduction:

SEIU FLORIDA PUBLIC SERVICES UNION

I request and authorize the School Board of Glades County to deduct from my earnings, and transmit to the SEIU FLORIDA PUBLIC SERVICES UNION, membership dues as annually certified by the Union. Dues deductions will begin in accordance with the arrangements agreed upon by the Union. I understand that written notification to the Union will go into effect within thirty (30) days following a receipt of said notification by the School Board. I do hereby waive all right and claim to said monies so deducted and relieve the School Board and all its officers from any and all liability resulting from the deduction of authorized dues.

_____ _____

SIGNATURE DATE

_____ _____

ADDENDUM D

2022-2023 SALARY SCHEDULES

CUSTODIANS
248 DAYS

2022-23 Step	8-Hour + 1/2 unpaid lunch Salary	District 6-Hour Salary	4-Hour Salary	Hourly
0	29,760	22,320	14,880	15
1	29,760	22,320	14,880	15
2	29,760	22,320	14,880	15
3	29,760	22,320	14,880	15
4	29,760	22,320	14,880	15
5	29,760	22,320	14,880	15
6	29,859	22,394	14,930	15.05
7	29,859	22,394	14,930	15.05
8	29,958	22,469	14,979	15.1
9	29,958	22,469	14,979	15.1
10	30,058	22,543	15,029	15.15
11	30,058	22,543	15,029	15.15
12	30,157	22,618	15,078	15.2
13	30,157	22,618	15,078	15.2
14	30,256	22,692	15,128	15.25
15	30,752	23,064	15,376	15.5
16	31,248	23,436	15,624	15.75
17	31,744	23,808	15,582	16
18	32,240	24,180	16,120	16.25
19	32,438	24,329	16,219	16.35
20	32,736	24,552	16,368	16.5
Note:	Substitute Custodian	$15.00		

DATA ENTRY SPECIALIST
216 DAYS
7.5 Hours + 1/2 Hour Unpaid Lunch

Salary 2022-23			
		DATA ENTRY SPECIALIST	Hourly
	0	24,705	15.25
	1	24,948	15.4
	2	25,353	15.65
	3	25,758	15.9
	4	26,163	16.15
	5	26,487	16.35
	6	26,730	16.5
	7	27,297	16.85
	8	27,864	17.2
	9	28,431	17.55
	10	28,998	17.9
	11	29,565	18.25
	12	30,132	18.6
	13	30,699	18.95
	14	31,266	19.3
	15	31,590	19.5

DATA ENTRY SPECIALIST
248 DAYS
7.5 Hours + 1/2 Hour Unpaid Lunch

Salary 2022-23			
		DATA ENTRY SPECIALIST	Hourly
	0	28,365	15.25
	1	28.644	15.4
	2	29,109	15.65
	3	29,574	15.9
	4	30,039	16.15
	5	30,411	16.35
	6	30,690	16.5
	7	31,341	16.85
	8	31,992	17.2
	9	32,643	17.55
	10	33,294	17.9
	11	33,945	18.25
	12	34,596	18.6
	13	35,247	18.95
	14	35,898	19.3
	15	36,270	19.5
		*216 Day Position starting July 1, 2023	

FOOD SERVICE
191 DAYS

Salary 2022-23					
		4-HOUR	6-HOUR + 1/2 Hour Unpaid Lunch	8-HOUR + 1/2 Hour Unpaid Lunch	Café. Worker Hourly
	0	11,460	17,190	22,920	15
	1	11,460	17,190	22,920	15
	2	11,460	17,190	22,920	15
	3	11,460	17,190	22,920	15
	4	11,460	17,190	22,920	15
	5	11,460	17,190	22,920	15
	6	11,498	17,247	22,996	15.05
	7	11,498	17,247	22,996	15.05
	8	11,536	17,305	23,073	15.1
	9	11,536	17,305	23,073	15.1
	10	11,575	17,362	23,149	15.15
	11	11,575	17,362	23,149	15.15
	12	11,613	23,226	23,226	15.2
	13	11,613	23,226	23,226	15.2
	14	11,651	17,477	23,302	15.25
	15	11,842	17,763	23,684	15.5
	16	12,033	18,050	24,066	15.75
	17	12,224	18,336	24,448	16
	18	12,415	18,623	24,830	16.25
	19	12,606	18,909	25,212	16.5
	20	12,797	19,196	25,594	16.75
		Note:	Substitute Food Service Worker-	Minimum Wage	

MAINTENANCE/OPERATIONS
248 DAYS
8 Hours + 1 Hour Unpaid Lunch

Salary 2022-23			
		MAINTENANCE	Hourly
	0	**30,058**	15.15
	1	**30,058**	15.15
	2	**30,157**	15.2
	3	**30,157**	15.2
	4	**30,256**	15.25
	5	**30,752**	15.5
	6	**31,248**	15.75
	7	**31744**	16
	8	**32,240**	16.25
	9	**32,736**	16.5
	10	**33,232**	16.75
	11	**33,728**	17
	12	**34,224**	17.25
		PEST CONTROL SPECIALIST	**3,000**
		EPA CERTIFICATION	**1,500**
		WATER TREATMENT SUP.	**5,000**

MIGRANT ADVOCATE/RECRUITER
206 Days
7.5-Hours + 1/2 Hour Unpaid Lunch

Salary 2022-2023			
		MIGRANT ADVOCATE/ RECRUITER	Hourly
	0	**23,484**	15.2
	1	**23,870**	15.45
	2	**24,102**	15.6
	3	**24,411**	15.8
	4	**24,797**	16.05
	5	**25,184**	16.3
	6	**25,570**	16.55
	7	**25,956**	16.8
	8	**26,342**	17.05
	9	**26,729**	17.3
	10	**27,115**	17.55
	11	**27,501**	17.8
	12	**27,887**	18.05
	13	**28,274**	18.3
	14	**28,670**	18.55
	15	**29,046**	18.8
	16	**29,432**	19.05
	17	**29,273**	19.4
	18	**30,437**	19.7

NON-INSTRUCTIONAL SUPPORT
196 Days
7-Hours + 1/2 Hour Unpaid Lunch

Salary 2022-23			
		PARAPROFESSIONALS	
		Salary	Hourly
	0	20,580	15
	1	20,580	15
	2	20,580	15
	3	20,580	15
	4	20,580	15
	5	20,647	15.05
	6	20,717	15.1
	7	20,854	15.2
	8	21,129	15.4
	9	21,472	15.65
	10	21,815	15.9
	11	22,158	16.15
	12	22,501	16.4
	13	22,844	16.65
	14	23,187	16.9
	15	23,530	17.15
	16	23,873	17.4
	17	24,216	17.65
	18	24,559	17.9
	19	25,039	18.25
	20	25,519	18.6
	21	25,176	18.95
	22	25,999	19.3
	23	26,960	19.65
	24	27,440	20
	25	27,920	20.35
	Stipends		
		48 College Hours	$1,000
		Associates Degree	$2,000
		96 College Hours	$2,500
		Bachelor's Degree	$4,000
		Approved State Licenses	$1,500
		* 191 Days beg, July 1, 2023	

SCHOOL BOOKEEPERS
248 Days
7.5 Hours + 1/2 Hour Unpaid Lunch

Salary 2022-23				
			BOOKKEEPER	Hourly
		0	**30,225**	16.25
		1	**30,690**	16.50
		2	**30,878**	16.6
		3	**31,155**	16.75
		4	**31,620**	17.00
		5	**32,085**	17.25
		6	**32,550**	17.5
		7	**33,015**	17.75
		8	**33,480**	18
		9	**33,945**	18.25
		10	**34,405**	18.5
		11	**34,870**	18.75
		12	**35,619**	19.15
		13	**36,363**	19.55
		14	**37,107**	19.95
		15	**37,479**	20.15
		16	**38,595**	20.75
		17	**40,269**	21.65

SCHOOL RECEPTIONIST
196 Days
7.5 Hours + 1//2 Hour Unpaid Lunch

Salary 2022-2023			
	Step	SCHOOL RECEPTIONIST	Hourly
	0	$22,050	15.25
	1	$22,785	15.50
	2	$23,153	15.75
	3	$23,520	16.00
	4	$23,888	16.25
	5	$24,255	16.50
	6	$24,623	16.75
	7	$24,990	17.00

SCHOOL SECRETARY
216 Days
7.5 Hours + 1/2 Hour Unpaid Lunch

Salary 2022-23				
			SCHOOL SECRETARY	Hourly
		0	**26,325**	16.25
		1	**26,730**	16.50
		2	**26,892**	16.6
		3	**27,135**	16.75
		4	**27,540**	17.00
		5	**27,945**	17.25
		6	**28,350**	17.5
		7	**28,755**	17.75
		8	**29,160**	18
		9	**29,565**	18.25
		10	**29,970**	18.5
		11	**30,375**	18.75
		12	**30,780**	19
		13	**31,185**	19.25
		14	**31,590**	19.5
		15	**31,995**	19.75
		16	**32,400**	20
		17	**33,048**	20.4

TRANSPORTATION - BUS DRIVERS
188 DAYS

Salary 2022-2023				
		4 Hours	**Hourly**	
	0	**13,498**	17.95	
	1	**13,837**	18.4	
	2	**14,175**	18.85	
	3	**14,514**	19.3	
	4	**14,852**	19.75	
	5	**15,190**	20.2	
	6	**15,529**	20.65	
	7	**15,867**	21.1	
	8	**16,206**	21.55	
	9	**16,544**	22	
	10	**16,882**	22.45	
	11	**17,221**	22.9	
	12	**17,559**	23.35	
	13	**18,945**	23.8	
	14	**18,236**	24.25	
	15	**18,574**	24.7	
	16	**18,913**	25.15	
	17	**19,251**	25.6	
	18	**19,477**	25.9	
	19	**19,740**	26.25	
		SUBSTITUTE BUS DRIVERS $15.00 PER HOUR		
		180 Days with students	4 Hours Daily	
		6 Paid Holidays	4 Hours Daily	
		2 Bus In-service Days	4 Hours Daily or 1 - 8 Hour Day	
	Total	188 Paid Days	4 Hours Daily	

TRANSPORTATION MECHANIC
248 DAYS
8 Hours + 1 Hour Unpaid Lunch

2022-2023			
		Salary	Hourly
	0	**30,752**	15.5
	1	**31,248**	15.75
	2	**31,744**	16
	3	**32,240**	16.25
	4	**32,736**	16.5
	5	**33,232**	16.75
	6	**33,728**	17
	7	**34,224**	17.25
	8	**34,720**	17.5
	9	**35,216**	17.75
	10	**35,712**	18
	11	**36,208**	18.25
	12	**36,704**	18.5
	13	**37,200**	18.75
	14	**37,696**	19
	15	**38,192**	19.25
	16	**38,688**	19.5
		CDL	add $1/hour
		Bus Inspector	add $1/hour
		Certified Mechanic	add $3/hour
	*Must have CDL within 3 months		

TRANSPORTATION SECRETARY/BUS DRIVER TRAINER
248 DAYS
8 Hours + 1 Hour Unpaid Lunch

Salary 2022-2023			
		Salary	Hourly
	0	36,208	18.25
	1	36,902	18.6
	2	37,398	18.85
	3	37,894	19.1
	4	38,390	19.35
	5	38,886	19.6
	6	39,382	19.85
	7	39,878	20.1
	8	40,374	20.35

TRUANCY OFFICER
216 DAYS
8 Hours + 1 Hour Unpaid Lunch

Salary 2022-2023			
	Step	**Annual Salary**	**Hourly**
	0	$39,000	22.57
	1	$39,500	22.85
	2	$40,000	23.15
	3	$40,500	23.44
	4	$41,000	23.73
	5	$41,500	24.02
	6	$42,000	24.30
	7	$42,500	24.59
	8	$43,000	24.88
	9	$43,500	25.17
	10	$44,000	25.46

MOU SEIU and GCSB

ARTICLE IV – WORKING CONDITIONS

The BOARD and the SEIU agree to delete the following language to the 2022-2025 Glades County Non-Instructional Union Contract under Article IV Section 8, Working Conditions:

~~Supplements –~~ School Bus Drivers/Mechanics

Drivers: The Board shall pay for a DOT required medical exam for any full- time driver.

Mechanics with a Master Certification Repair and/or a Master Certification Service will receive a $3 (three) per hour increase in pay after the recommendation of the employee's supervisor and appointment by the Board.

~~The appropriate annual supplement may be prorated for any part of the school year the employee was not employed. Pay for these supplements will be allocated semi-annually.~~

The former language concerning supplements is no longer necessary in this section, as there is no discussion of supplements here. The was originally language for the Mechanics, as they were given a supplement for certification. The Board and SEIU agreed to change the supplement to a $3/hour increase in pay.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duty authorized representative on this 22nd day of Nov., 2022.

Dr. Beth Barfield, Supt Glades County Schools

Alphonso D Mayfield Jr., President SEIU/FPSU

Ronald LaPorte, Chief Negotiator

MOU SEIU and GCSB

ARTICLE VIII - LEAVES

The BOARD and the SEIU agree to add the following language to the 2022-2025 Glades County Non-Instructional Union Contract under Article VIII Section 9, Transfer of Sick Leave, Employee to Employee:

An employee with an accumulated sick leave balance may transfer all or part of their balance to an immediate family member as prescribed in SB 638. The family member receiving the transferred sick leave must have used all personal sick leave available to them. The sick leave transferred and received by the employee shall have no terminal pay value.

The additional language is in line with the Glades County Teachers Union Contract and allows Non-Instructional Employees to share accumulated sick leave with an immediate family member.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duty authorized representative on this 22nd day of Nov., 2022.

Dr. Beth Barfield, Supt Glades County Schools

Alphonso D Mayfield Jr., President SEIU/FPSU

Ronald LaPorte, Chief Negotiator

MOU SEIU and GCSB

ARTICLE VIII - LEAVES

The BOARD and the SEIU agree to add the following language to the 2022-2025 Glades County Non-Instructional Union Contract under Article VIII Section 2, Personal Leave:

PERSONAL LEAVE

The BOARD has established a policy to permit an EMPLOYEE to be absent six (6) days each school year for personal reasons. However, such absences for personal reasons shall be charged only to accrued sick leave, and leave for personal reasons shall be noncumulative. Personal leave must be approved 48 hours (2 days) in advance, except in cases of emergency. An employee may not use sick leave for personal reasons after the six (6) personal days have been exhausted or no available sick time to use. No leave will be granted during the first five (5) days of the school year (unless prior approval is received from the superintendent).

The additional language would allow leave during the first five days of the school year for extenuating circumstances through approval from the Superintendent.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duty authorized representative on this 22nd day of Nov., 2022.

Dr. Beth Barfield, Supt Glades County Schools

Alphonso D Mayfield Jr., President SEIU/FPSU

Ronald LaPorte, Chief Negotiator

ARTICLE X - COMPENSATION AND BENEFITS

The BOARD shall contribute ~~$681.94~~ 735.62 of the cost toward the monthly cost of the individual group medical insurance for each member of the bargaining unit effective January 1, ~~2022~~ 2023 and continuing through December 31, ~~2022~~ 2023. Members of the unit will be responsible for the additional monthly cost to be deducted from their pay. This agreement will remain in effect until January 30, 2024. The Board's contribution is deemed waived, if the member does not enroll in the selected group medical insurance plan. Any Non-Instructional Employee providing proof of an annual "Wellness Exam" (Annual Physical) will receive an additional incentive payment of $20.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THE Agreement to be executed by their duty authorized representative on this 22nd day of Nov., 2022.

Dr. Beth Barfield, Supt Glades County Schools

Alphonso D Mayfield Jr., President SEIU/FPSU

Ronald LaPorte, Chief Negotiator

NON-INSTRUCTIONAL PROPOSALS/COSTS 22-23

Position	Current Contract	Per Hour	Yrs. Exp.	Hours	Calculated Contract	Per Hour	Yrs. Exp.	Hours	ADMIN. PROP.
CUSTODIAN MHES	25,395.00	12.80	2	8	29,760.00	15.00	3	8	4,365.00
CUSTODIAN MHES	29,760.00	15.00	15	8	31,248.00	15.75	16	8	1,488.00
CUSTODIAN MHES	25,197.00	12.70	1	8	29,760.00	15.00	2	8	4,563.00
CUSTODIAN MHMHS	26,189.00	13.20	6	8	29,859.00	15.05	7	8	3,670.00
CUSTODIAN MHMHS	31,248.00	15.75	18+	8	32,736.00	16.50	18+	8	1,488.00
CUSTODIAN MHMHS	26,586.00	13.40	8	8	29,958.00	15.10	9	8	3,372.00
CUSTODIAN MHMHS	25,197.00	12.70	1	8	29,760.00	15.00	2	8	4,563.00
CUSTODIAN MHMHS	24,998.00	12.60	0	8	29,760.00	15.00	1	8	4,762.00
CUSTODIAN WGS	24,998.00	12.60	0	8	29,760.00	15.00	1	8	4,762.00
CUSTODIAN WGS	24,998.00	12.60	0	8	29,760.00	15.00	1	8	4,762.00
CUSTODIAN WGS	26,586.00	13.40	8	8	29,958.00	15.10	9	8	3,372.00
FOOD SERV - 4 HR WGS	9,932.00	13.00	2	4	11,460.00	15.00	3	4	1,528.00
FOOD SERVICE - 6 HR MHES	14,898.00	13.00	1	6	17,190.00	15.00	2	6	2,292.00
FOOD SERVICE - 6 HR MHMHS	17,763.00	15.50	19+	6	19,196.00	16.75	19+	6	1,433.00
FOOD SERVICE - 6 HR WGS	14,783.00	12.90	1	6	17,190.00	15.00	2	6	2,407.00
FOOD SERVICE - 8 HR MHMHS	23,684.00	15.50	19+	8	25,594.00	16.75	19+	8	1,910.00
FOOD SERVICE - 8 HR MHMHS	20,323.00	13.30	5	8	22,996.00	15.05	6	8	2,673.00
FOOD SERVICE - 8 HR MHMHS	23,684.00	15.50	41	8	25,594.00	16.75	41	8	1,910.00
FOOD SERVICE - 8 HR MHMHS	20,781.00	13.60	8	8	23,073.00	15.10	9	8	2,292.00
FOOD SERVICE - 8 HR WGS	20,017.00	13.20	3	8	22,920.00	15.00	4	8	2,903.00
FOOD SERVICE - 8 HR WGS	20,323.00	13.30	5	8	22,996.00	15.05	6	8	2,673.00
FOOD SERVICE - 8 HR WGS	20,323.00	13.30	5	8	22,996.00	15.05	6	8	2,673.00
FOOD SERVICE - 8HR MHES	20,781.00	13.60	8	8	23,073.00	15.10	9	8	2,292.00
FOOD SERVICE - 8HR MHES	23,684.00	15.50	19+	8	25,594.00	16.75	19+	8	1,910.00
FOOD SERVICE - 8HR MHES	19,482.00	12.75	0	8	22,920.00	15.00	1	8	3,438.00
GENERAL MAINT	$ 28,173.00	14.20	10		33,232.00	16.75	10		5,059.00
GENERAL MAINT	$ 28,966.00	14.60	14		34,224.00	17.25	14		5,258.00
MENTAL HEALTH	$ 64,000.00		5		64,000.00		5		-
MIG-ADV	29,200.00	18.90	18+	7.5	30,437.00	19.70	18+	7.5	1,237.00
PARA BASIC ELEM MHES	17,493.00	12.75	0	7	20,580.00	15.00	1		3,087.00
PARA BASIC ELEM MHES	17,495.00	12.75	0	7	20,854.00	15.00	1	7	3,359.00
PARA BASIC ELEM MHES	20,580.00	15.00	9	7	21,815.00	15.90	10	7	1,235.00
PARA BASIC ELEM MHES	20,923.00	15.25	10	7	22,158.00	16.15	11	7	1,235.00
PARA BASIC ELEM MHES	18,179.00	13.25	2	7	20,580.00	15.00	3	7	2,401.00
PARA ESE MHES AGE 3-5	21,952.00	16.00	13	7	23,187.00	16.90	14+AA	7	1,235.00

NON-INSTRUCTIONAL PROPOSALS/COSTS 22-23

PARA ESE MHES AGE 3-5	19,208.00	14.00	5	7	20,717.00	15.10	6	7	1,509.00
PARA ESE MHES AGE 6-21	19,551.00	14.25	6	7	20,854.00	15.20	7	7	1,303.00
PARA ESE MHES AGE 6-21	17,836.00	13.00	1	7	20,580.00	15.00	2	7	2,744.00
PARA ESE MHES AGE 6-21	19,551.00	14.25	6	7	20,854.00	15.20	7	7	1,303.00
PARA ESE WGS AGE 6-21	19,551.00	14.25	6	7	20,854.00	15.20	7	7	1,303.00
PARA ESE WGS AGE 6-21	17,493.00	12.75	0	7	20,580.00	15.00	1	7	3,087.00
PARA ESE WGS AGE 6-21	17,493.00	12.75	0	7	20,580.00	15.00	1	7	3,087.00
PARA ESE WGS AGE 6-21	19,894.00	14.50	7	7	21,129.00	15.40	8	7	1,235.00
PARA ESE WGS AGE 6-21	21,609.00	15.75	12	7	22,844.00	16.65	13	7	1,235.00
PARA PROFESSIONAL	19,551.00	14.25	6	7	20,854.00	15.20	7	7	1,303.00
PARA PROFESSIONAL	17,493.00	12.75	0	7	20,580.00	15.00	1	7	3,087.00
PARA PROFESSIONAL	17,493.00	12.75	0	7	20,580.00	15.00	1	7	3,087.00
PARA PROFESSIONAL	20,237.00	14.75	8	7	21,472.00	15.65	9	7	1,235.00
PARA PROFESSIONAL	18,522.00	13.50	3+BA	7	20,580.00	15.00	4+BA	7	2,058.00
PARA PROFESSIONAL	23,667.00	17.25	23	7	27,440.00	20.00	24	7	3,773.00
PARA PROFESSIONAL	20,237.00	14.75	8	7	21,472.00	15.65	9	7	1,235.00
PARA PROFESSIONAL	17,836.00	13.00	1	7	20,580.00	15.00	2	7	2,744.00
PARA PROFESSIONAL	17,836.00	13.00	1	7	20,580.00	15.00	2	7	2,744.00
PARA PROFESSIONAL	17,493.00	12.75	0	7	20,580.00	15.00	1	7	3,087.00
PARA PROFESSIONAL	23,324.00	17.00	17	7	24,559.00	17.90	18	7	1,235.00
PARA PROFESSIONAL	17,493.00	12.75	0	7	20,580.00	15.00	1	7	3,087.00
PARA PROFESSIONAL	19,208.00	14.00	5	7	20,717.00	15.10	6	7	1,509.00
PARA PROFESSIONAL	17,836.00	13.00	1	7	20,580.00	15,00			2,744.00
PARA PROFESSIONAL	22,981.00	16.75	16AA	7.00	24,216.00	17.65	17+AA	7	1,235.00
PARAPRO AIDES	$ 20,237.00	14.75	8		21,129.00	15.40	8		892.00
PARAPRO AIDES	$ 21,266.00	15.50	11		22,158.00	16.15	11		892.00
PARAPRO AIDES	$ 18,179.00	13.25	2		20,580.00	15.00	2		2,401.00
REC-ADV	22,400.00	14.50	1	7.5	24,102.00	15.60	2	7.5	1,702.00
SECRETARY	33,418.00	19.25	21	7	36,270.00	19.50	22	7.5	2,852.00
SECRETARY	25,395.00	14.70	1	7	26,892.00	16.60	2	7.5	1,497.00
SECRETARY	25,519.00	14.70	1	7	28,644.00	15.40	2	7.5	3,125.00
TRANS BUS DRIVER	19,251.00	25.60	18	4	19,740.00	26.25	19	4	489.00
TRANS BUS DRIVER	19,251.00	25.60	18+	4	19,740.00	26.25	18+	4	489.00
TRANS BUS DRIVER	29,760.00	15.00	0	8	34,661.00	17.47	1	8	4,901.00
TRANS BUS DRIVER	19,251.00	25.60	18	4	19,902.00	26.05	19	4	651.00
TRANS BUS DRIVER	15,867.00	21.10	8	4	16,544.00	22.00	9	4	677.00
TRANS BUS DRIVER	15,867.00	21.10	8	4	16,544.00	22.00	9	4	677.00

NON-INSTRUCTIONAL PROPOSALS/COSTS 22-23

TRANS BUS DRIVER	15,867.00	21.10	8	4	16,544.00	22.00	9	4	677.00
TRANS BUS DRIVER	15,867.00	21.10	8	4	16,544.00	22.00	9	4	677.00
TRANS BUS DRIVER	31,563.00	20.13	18	8	33,399.00	21.30	19	8	1,836.00
TRANS BUS DRIVER	18,236.00	24.25	15	4	18,913.00	25.15	16	4	677.00
TRANS MECHANIC	29,760.00	15.00	0	8	31,248.00	15.75	1	8	1,488.00
TRANS SEC	39,680.00	20.00	8+	8	40,374.00	20.35			694.00
TRANS. BUS DRIVER	15,190.00	20.20	6	4	15,867.00	21.10	7	4	677.00
TRANS. BUS DRIVER	19,251.00	25.60	18	4	19,740.00	26.25	19	4	489.00
TRANS. BUS DRIVER	19,251.00	25.60	28	4	19,740.00	26.25	29	4	489.00
	1,782,290.00				1,959,815.00				177,525.00
									9.96% increase