



Summary of Tentative Agreement for Changes to the Union of Escambia ESP / ECSD Master Contract



Salary Agreement (Retro to July 1, 2017)

- A Step Roll for all eligible current employees w/ \$750 bonus for employees at the top of the schedule. Eligible employees is defined as current employees that are not on probation at the time of ratification by both parties.
- Supplemental Pay - If verified and approved by the Director of the Department in which the employee works, an employee who has an active license listed below will receive the supplement.
 - State of Local Journeyman's Certification add .50 per hour
 - Pest Control Certification to operate in government facilities add .50 per hour
 - State or Local Master's Certification add 1.00 per hour
 - State License issued by the Department of Financial Services (State Fire Marshall) to maintain, repair and inspect Fire Suppression Equipment add .50 per hour
 - Bus Driver State Certified Trainers/Test Examiners add 1.00 per hour
 - Beginning in the Fall of 2018, Bus Operators who do not use sick or personal leave during the previous year will receive a bonus of \$100. Approved Temporary Duty Leave, approved Line of Duty Leave, approved comp time, and Union Leave shall not affect a school related employee's perfect attendance.
 - Beginning in the Fall of 2018, Bus Operators will receive a bonus of \$100 per year (SBO Bonus Program) for meeting the safe driver criteria for the previous year.

Article I (General Provisions):

- Updated the duration of the agreement to July 1, 2017-July 1, 2020

Article II (Resolution of Grievances and Problems):

- Grievances of terminations will start at Level II

Article III (Union Rights):

- No longer requires the District to provide 50 copies of the Master Contract to the Union for distribution to members

Article IV (Calendar):

- Current Contract (No Changes)

Article V (Leave Provisions):

- Leave requests shall receive a response within five (5) working days
- Supervisors will not discourage employees from taking paid leave
- Allows employees moving from 12 month positions to 10 or 11 month positions to retain and use already earned annual leave
- Early Payout of Sick Leave and Terminal Pay Benefits extended from 3 years to 5 years

Article VI (Compensation and Employee Benefits):

- Increase non-mandatory in-service pay from eight dollars (\$8.00) to ten dollars (\$10.00) per hour

Article VII (Postings, Promotions, Transfers, Reduction and Recall):

- Clarification of on-line postings
- Clarification of union reps on interview committees
- Separation of voluntary demotion pay decreases and involuntary demotion decreases
 - Voluntary 10%
 - Involuntary 5%
- Updated language to include MOU language on probationary employees

Article VIII (Seniority):

- Current Contract (No Changes)

Article IX (Employee Discipline):

- Updated language to include MOU language on demotions in lieu of termination

Article X (Employee Performance Evaluation):

- Updated timelines for employee evaluations
- Requires evaluators to notify employees of unsatisfactory ratings and provide strategies for improvement
- Outlines a 90 day improvement process for overall unsatisfactory employees that includes union representation for members
- Requires a training for educational support employees and supervisors

Article XI (Employee Protection):

- Current Contract (No Changes)

Article XII (Hours and Working Conditions):

- Changes to Bus Operators and Bus Assistants language to include
 - Extra time cards submitted on time will not be altered without notification to the employee
 - Assures district compounding sites will be secure and well lit
 - Updated compounding language to current practice
 - Updated Set Up Time to include current practices including an additional 5 minutes for administrative tasks including discipline issues and paperwork
 - Updated Activity Trip language to current practice
- Defines a process for job reviews

Article XIII (Summer Employment):

- Current Contract (No Changes)

Article XIV (Uniforms, Tools & Supplies):

- Food Service uniforms will no longer include white jeans
- Tool allowances increased to \$200.00 for Transportation Mechanics
- Shoe allowances increased to \$125.00 for employees required to wear safety shoes

Article XV (Management Rights):

- Current Contract (No Changes)

Article XVI (Definitions):

- Current Contract (No Changes)

Should you like further details of the changes, a copy of the tentative agreement is in your front office and online at escambiafea.org.