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Article 1 - Recognition

1.01 Pursuant to, and in accordance with, the provisions of Florida Statutes, Chapter 447, or as such Chapter may be amended, the Board hereby recognizes the Union as the exclusive bargaining representative of all core, professional/technical classified employees listed in Section 1.02 for the purpose of collective bargaining with the Board regarding wages, hours and other terms and conditions of employment.

TAIA
9/11/23



For the Union

9/11/23

Date

For the District 1

1 **BPS COUNTER OCTOBER 13, 2023**

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Article 1 - Recognition

1.02

Classification	Classification Title	Pay Grade
CORE	Activity Leader I - Brevard After School	18
CORE	Activity Leader II - Brevard After School	19
CORE	Applied Technology - VPK Assistant	16
CORE	Behavior Technician I	18
CORE	Behavior Technician II	19
CORE	Bookkeeper - Elementary School	20
CORE	Bookkeeper - Middle School	21
CORE	Bookkeeper - Senior High	22
CORE	Bus Driver	24 50
CORE	Cafeteria Assistant I – Food and Nutrition Services	17 16
CORE	Cafeteria Assistant II – Food and Nutrition Services	19 18
CORE	Campus Monitor	17
CORE	Carpenter I	23
CORE	Carpenter II	24
CORE	Carpenter III	25
CORE	Clerk - Facilities Office	18
CORE	Clerk - Purchasing	21
CORE	Clerk - School Data	18
CORE	Clerk - School Data/Guidance	18
CORE	Clerk - School Office	18
CORE	Clerk - Shipping & Receiving	18
CORE	Clerk - Transportation Office	18
CORE	Clerk - Typist	17
CORE	Custodian	15
CORE	Driver/Courier I	21
CORE	Driver/Courier II	24
CORE	Electrician I	24
CORE	Electrician II	25
CORE	Electrician III	26
CORE	Electrician IV	27
CORE	Equipment Operator I	22
CORE	Equipment Operator II	25
CORE	Family Advocate Assistant - Head Start	20
CORE	Group Leader I - Brevard After School	16
CORE	Group Leader II - Brevard After School	17
CORE	Head Custodian I	20
CORE	Head Custodian II	21
CORE	Infant Day Care Assistant I	16
CORE	Infant Day Care Assistant II	17
CORE	Installer I - Floor Covering	22


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CORE	Installer II - Floor Covering	23
CORE	Installer III - Floor Covering	24
CORE	Instructional Assistant I	18
CORE	Instructional Assistant I - Communications	18
CORE	Instructional Assistant I - Dual Sensory	18
CORE	Instructional Assistant I - eLearning Center	18
CORE	Instructional Assistant I - ESOL	18
CORE	Instructional Assistant I - Exceptional Education	18
CORE	Instructional Assistant I - Literacy Outreach	18
CORE	Instructional Assistant I - Parent Education Liaison ESOL	18
CORE	Instructional Assistant I - PreK/ESE	18
CORE	Instructional Assistant I - PreK/VPK Head Start	18
CORE	Instructional Assistant I - Title I	18
CORE	Instructional Assistant I - Title I Neglected/Delinquent Data Specialist	18
CORE	Instructional Assistant I - VPK/CTE	18
CORE	Instructional Assistant I - VPK/ESE Blended Model	18
CORE	Instructional Assistant II	19
CORE	Instructional Assistant II - Communications	19
CORE	Instructional Assistant II - Dual Sensory	19
CORE	Instructional Assistant II - eLearning Center	19
CORE	Instructional Assistant II - ESOL	19
CORE	Instructional Assistant II - Exceptional Education	19
CORE	Instructional Assistant II - Literacy Outreach	19
CORE	Instructional Assistant II - Parent Education Liaison ESOL	19
CORE	Instructional Assistant II - PreK/ESE	19
CORE	Instructional Assistant II - PreK/VPK Head Start	19
CORE	Instructional Assistant II - Title I	19
CORE	Instructional Assistant II - Title I Neglected/Delinquent Data Specialist	19
CORE	Instructional Assistant II - VPK/CTE	19
CORE	Instructional Assistant II - VPK/ESE Blended Model	19
CORE	Locksmith I	22
CORE	Locksmith II	23
CORE	Locksmith III	25
CORE	Mason I	23
CORE	Mason II	24
CORE	Mason III	25
CORE	Mechanic - Power Tool/Equipment	23
CORE	Mechanic I - Gas Appliance Repair	24
CORE	Mechanic I - HVAC/Refrigeration	25
CORE	Mechanic I - Machinist	25
CORE	Mechanic I - Paint & Body	25
CORE	Mechanic II - Gas Appliance Repair	25
CORE	Mechanic II - HVAC/Refrigeration	26


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For the District 2

CORE	Mechanic II - Machinist	26
CORE	Mechanic II - Paint & Body	26
CORE	Mechanic III - Gas Appliance Repair	27
CORE	Mechanic III - HVAC/Refrigeration	27
CORE	Mechanic III - Machinist	27
CORE	Mechanic III - Paint & Body	27
CORE	Mechanic IV - HVAC/Refrigeration	28
CORE	Mechanical Technician Helper	18
CORE	Mechanical Technician I	25
CORE	Mechanical Technician II	26
CORE	Mechanical Technician III	27
CORE	Media Assistant	19
CORE	Painter I	22
CORE	Painter II	23
CORE	Painter III	24
CORE	Personal Care Assistant	16
CORE	Plumber I	24
CORE	Plumber II	25
CORE	Plumber III	26
CORE	Plumber IV	27
CORE	Pre-Press Technician	23
CORE	Printer	22
CORE	Roofer I	23
CORE	Roofer II	24
CORE	Roofer III	25
CORE	Specialist - Athletic Field & Grounds	28
CORE	Specialist - Bus Routing	23
CORE	Specialist - Maintenance Service Center	19
CORE	Specialist - Materials Control	19
CORE	Specialist I - Accounting	21
CORE	Specialist II - Accounting	23
CORE	Specialist II - Project Administrative	26
CORE	Teacher Assistant - POT/PI/APE	16
CORE	Technician - Bindery	18
CORE	Technician - Facility Maintenance	29
CORE	Technician - Fleet Vehicle Interiors	21
CORE	Technician - Grounds Maintenance	16
CORE	Technician - Planning & Design	11
CORE	Technician I - Technology Repair	24
CORE	Technician II - Technology Repair	25
CORE	Technician III - Technology Repair	26
CORE	Technician IV - Technology Repair	27
CORE	Technician V - Technology Repair	28
CORE	Warehouseman	21

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Classification	Classification Title	Pay Grade
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 For the Union

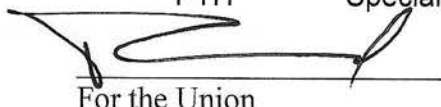
10/13/23

 Date



 For the District

PTH	Administrative Secretary	MM
PTH	Assistant Shop Foremen	H MM
PTH	Buyer I	KK
PTH	Buyer II	MM
PTH	Certified Training Custodian	HH
PTH	Computer Operator I	EE
PTH	Computer Operator II	GG
PTH	Computer Operator III	HH
PTH	Computer Operator IV	MM
PTH	Coordinator - Communications, Development & Cust. Svc.	JJ
PTH	Coordinator - Custodial	JJ
PTH	Coordinator - Food & Nutrition Services Free & Reduced Application	MM
PTH	Coordinator - Payroll	LL
PTH	Customer Service Representative	FF
PTH	District & School Security Coordinating Clerk	CC
<u>PTH</u>	<u>Early Childhood Registrar Data Specialist</u>	<u>FF</u>
PTH	Educational Interpreter/Transliterater - Proficient Level	MM
PTH	Educational Interpreter/Transliterater - Provisional +36 Level	LL
PTH	Educational Interpreter/Transliterater - Provisional Level	KK
PTH	Employment Specialist I - Filing	AA
PTH	Employment Specialist II - Intake	CC
PTH	Employment Specialist III - Inservice	EE
PTH	Employment Specialist III - Leaves	EE
PTH	Employment Specialist III - Recruitment	EE
PTH	Employment Specialist IV - Instructional	FF
PTH	Employment Specialist IV - Leaves	FF
PTH	Employment Specialist IV - Support	FF
PTH	Facilities Fund Accountant	LL
PTH	Family Advocate - Head Start	DD
PTH	Fund Accountant	LL
<u>PTH</u>	<u>Mechanical Technician I</u>	<u>KK</u>
<u>PTH</u>	<u>Mechanical Technician II</u>	<u>LL</u>
PTH	Graphic Designer	MM
PTH	Intern - Food & Nutrition Services	HH EE
PTH	Intern Coordinator - Brevard After School	AA
PTH	Key Operator	FF
PTH	Manager - Auditorium Technical	JJ
PTH	Project Field Coordinator	LL
PTH	Registrar - Data Specialist	FF
PTH	Secretary	FF
PTH	Specialist - Brevard After School	DD
PTH	Specialist - Environmental Safety	MM
PTH	Specialist - Food & Nutrition Services Commodities	DD



For the Union

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For the District

PTH	Specialist - Food & Nutrition Services Distribution	DD
PTH	Specialist - GED Client Support	FF
PTH	Specialist - Help Desk	FF
PTH	Specialist - Property Records	FF
PTH	Specialist I - Data Management	FF
PTH	Specialist I - Payroll	DD
PTH	Specialist I - Retirement	HH
PTH	Specialist I - Risk Management	HH
PTH	Specialist II - Data Management	LL
PTH	Specialist II - Medicaid	CC
PTH	Specialist II - Payroll	GG
PTH	Specialist II - Retirement	JJ
PTH	Specialist II - Risk Management	JJ
PTH	Specialist III - Accounting	JJ
PTH	Specialist III - Risk Management	LL
PTH	Specialist V - Employment	LL
PTH	Technician - Fleet Video & Communications	II
PTH	Technician - Records Retention	FF
PTH	Technician - Technology Service	MM
PTH	Work Control Analyst	II

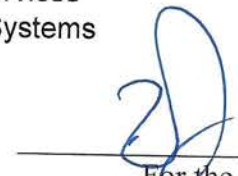
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Classification	Classification Title	Pay Grade
PTS	Auditor - School Accounting	M
PTS	Auditor Sr. - School Accounting	T
PTS	Coordinator - Communications & Engagement Programs	H
PTS	Coordinator - Food & Nutrition Services Equipment	L
PTS	Coordinator - Media & Publications	H
PTS	Coordinator - Program Development/Brevard After School	E
PTS	Digital Producer	O
PTS	Graphic & Digital Marketing Associate	G
PTS	Human Resources Partner	K
PTS	Human Resources Partner - Senior	N
PTS	Plans Examiner/Inspector	M
PTS	Specialist - Communications Technology	H
PTS	Specialist - Energy Conservation	M
PTS	Specialist - ESE Transportation	M
PTS	Specialist - Food & Nutrition Services Dietician	L
PTS	Specialist - Maintenance Communication	G
PTS	Specialist - Risk Management Property & Claims	L
PTS	Specialist - Telecommunications	K
PTS	Systems Analyst - Food & Nutrition Services	R
PTS	Technology Analyst - Transportation Systems	NP

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 For the Union

10/13/23
 Date


 For the District

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9 *Certain specific Administrative Secretaries are exempt from bargaining unit per PERC
10 Order 01E-104, dated April 18, 2001.

11
12 For the duration of the contract year, employees will work the "days of service" calendar
13 approved by the Board and assigned to their pay-type. The "days of service" calendars
14 are posted on the Human Resources webpage.

15
16 The normal workday for all Professional/Technical positions is eight (8) hours. In some
17 cases, eight (8) hour personnel are permitted to work four (4) ten (10) hour workdays.
18 Significant exceptions are noted below:

19
20 (1) The normal workday for this position will not exceed six (6) hours per day. The
21 number of workdays, paid holidays, and annual leave days are defined in the "days of
22 service" calendar referenced in Article 1.02.

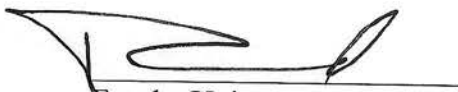
23
24 (2) The number of workdays, paid holidays, and annual leave days are defined in the
25 "days of service" calendar referenced in Article 1.02.

26
27 (3) The number of workdays, paid holidays, and annual leave days are defined in the
28 "days of service" calendar referenced in Article 1.02.

29
30 NOTE: Employees will not be increased to the Maximum; rather, no employee will have
31 his/her hours reduced below the Maximum for the position as indicated above. Employees
32 in positions below the Standard for hours for each position (i.e., six (6) hours for
33 Cooks/Bakers Cafeteria Assistant II and four (4) hours for cashiers Cafeteria Assistant I)
34 will be increased to the Standard hours effective with the 1997-98 school year. Cafeteria
35 Workers Cafeteria Assistant I currently at or below four (4) hours will not have their hours
36 increased above four (4) hours.

37
38 **Bumping rights into these positions shall require that conditions for employment as set
39 forth in the grant awards be fully met.

40
41 The description of normal workdays and/or work hours as found herein shall not be
42 construed to limit the Board's authority to schedule employees' workdays and/or work
43 hours so that during the period of time such schedule may reflect four (4) days at ten (10)
44 hours per day rather than five (5) days at eight (8) hours per day. During such
45 summertime, employees who normally work less than forty (40) hours per week may have
46 their workweek-adjusted pro-rata at the Board's discretion. Such schedule adjustment
47 shall not necessitate the requirement of the parties to conduct any further negotiations on
48 the subject. All holidays falling during such time shall be paid at ten (10) hours holiday
49 pay. Employees so scheduled shall be scheduled for breaks as provided in Article 25 of
50 this Agreement provided that for the two (2) paid rest breaks shall be increased to fifteen
51 (15) minutes.

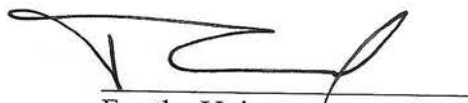
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For the Union

10/13/23
Date


For the District 6

53 **1.021** Allow Directors the flexibility to modify the current shift of FAST teams
54 (preventive maintenance and routine reports) and custodial staff to a mid-day
55 schedule, e.g.: 11:30 am to 8:00 pm)
56

57 To maintain service technician schedule, e.g.: 7:00 am. to 3:30 pm to allow for flexibility
58 to establish a five (5) day workweek beginning on Tuesday and ending on Saturday
59 (no Sundays). Allow supervisors of preventive maintenance and routine repairs and
60 custodial staff to assign a four (4) day workweek and overlapping schedules to cover
61 Monday through Friday and possibly Saturday (four (4) ten (10)-hour days). Change
62 of an employee's shift requires at least a two (2) week notice to employees before
63 implementing a new schedule.
64
65


For the Union

10/13/23
Date


For the District 7



**BPS Accepts IUPAT Local 1010
September 11, 2023**

1.043 Food and Nutrition Services (FNS) ~~Bakers, Cooks~~ Cafeteria Assistant II and Interns may be designated temporarily as Leads for the purpose of assisting in the absence of the site Cafeteria Manager. Leads would be responsible for overseeing the daily kitchen operation along with completing the end-of-day paperwork and daily deposit. Lead designation requires a written request being submitted to the FNS Director for approval.

10/13/23

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Article 2 - Dues Checkoff

2.01 The Board will deduct from the pay of each employee from whom it receives authorization to do so, an amount equal to the dues specified in the Union Bylaws. Such dues deduction shall not be changed more than one time during the fiscal year. Notice of such change shall be received by the Board no later than sixty (60) calendar days prior to the payroll date on which such change is to become effective. Such dues change as provided herein shall only apply to the monthly uniform amount which is deducted from the employee's check and shall not apply to any other deductions. In the event that the amount of an employee's check is not sufficient to cover the dues deduction such deduction shall be made for both payroll periods in the next payroll period in which the amount due the employee is sufficient to cover the dues deduction. Existing dues deduction priority shall not be changed except as mandated by law or by mutual agreement between the Board and the Union.

2.02 Said amount shall be deducted per payroll period and remitted to the Union (including employee names, totals, and identification numbers) on or before the tenth day following the last regular pay-date of each month. The amount of each semi-monthly deduction shall be equal to one-twentieth (1/20) of the applicable annual dues. The amount of each monthly deduction shall be equal to one-tenth (1/10) of the annual applicable dues. ~~In addition to the annual dues deduction the Board shall deduct as additional dues one percent (1%) of the gross wage earned each payroll period.~~


2.03 In each fiscal year, deductions for annual dues shall begin on a mutually agreed upon date in September and end upon a mutually agreed upon date in June to achieve the purposes of Article 2.02, ~~except the one percent (1%) shall be deducted for all pay periods.~~

2.04 The deductions and employee authorizations of Articles 2.01 and 2.02 above shall remain in full force during the term of the Agreement as specified in Florida Statutes, section 447.303. Union agrees to furnish the Board on a monthly basis with information as to which employees have revoked dues deductions as provided herein. After receipt from the Union and when the Board has also received a revocation from the employee, the Board will process the revocation.

2.05 There shall be no charge to the Union for dues deductions.

2.06 The Union agrees to hold harmless the Board and all of its agents and employees against any charges or complaints, provided only that the Board has complied with all of its obligations under this Article.

2.07 The Board agrees to deduct from the pay of each employee from whom it receives authorization to do so a uniform amount per payroll period and to remit same to the Union at the time and in the same manner described in Article 2.02. Such deduction shall only



For the Union

10-13-23

Date




For the District

October 2, 2023

IUPAT Proposal


Proposal #1

46 be used by the Union for contributions to charitable and/or Union insurance programs
47 designated by the Union.



For the Union

10-13-23
Date



For the District



BPS Proposal to IUPAT Local 1010
October 13, 2023

Article 6 - Promotions

6.01 For the purposes of Article 6.01, the term "job classifications" as used in this Article is defined as CORE and Professional/Technical Hourly (PTH), and Professional/Technical Salary (PTS). The term "promotion" as used in this Article means the advancement of an employee to a different rated job ~~classification or~~ classification or classification and/or higher pay grade as applied to CORE, Professional/Technical employees. Promotional increases within the same classification shall be vertical. Promotion to a different classification shall be ten percent (10%) with placement on the next closest pay step or the minimum of the pay grade whichever is greater.

Should an employee be demoted or reclassified to a lower pay grade, such employee shall be placed on the wage and salary schedule by using the inverse of this system.

<u>Vertical Promotion</u>	<u>+10% rule</u>	<u>-10% rule</u>
<u>Core to Core</u>	<u>Core-PTS</u>	<u>PTS-PTH</u>
<u>PTH-PTH</u>	<u>Core- PTH</u>	<u>PTS-CORE</u>
<u>PTS-PTS</u>	<u>PTH-PTS</u>	<u>PTH-CORE</u>

6.02 All vacancies within the bargaining unit for regular employment will be posted by Human Resources on the District's webpage. The notices shall include the job classification, rate of pay, number of hours/day and months/year, work location, and the nature of the job requirements. Such posting shall be for a period of not less than five (5) days exclusive of Saturday, Sunday, and observed legal holidays and Annual Leave days. At the same time of such posting an electronic copy of the notice shall be sent to the business representative of the Union or designee.

6.03 During the period of posting, employees, except probationary employees, who wish to apply for the open position, including employees on layoff and those on leave may do so. The application on the School Board web site shall be completed in full by the applicant. Additional documentation may be requested, and such required information shall be submitted to the Human Resources office, or such other location(s) as may be specified in the notice. In the event an employee applicant for a posted promotional position is denied the opportunity to be interviewed for such position, the employee may request the Director of Professional Standards & Labor Relations or a designee to ascertain the reason(s) such interview was unavailable.

6.04 The Board shall permanently fill such job vacancies from among those persons who have applied who are judged by the Board to be most qualified for the position and from this group the most senior qualified employee, if any, will fill the vacancy. Nothing contained herein shall be construed to prohibit the Board from filling a vacant position

10/13/23

within the same pay grade by administrative transfer with agreement of the employee who is selected for transfer. In the event the Board elects to so fill a vacant position, the posting and selection procedures as described herein shall be applied to the vacancy created by such administrative transfer. Qualifications, evaluation reports and length of service will be considered. The possession of a license or certificate related to an employee's particular skill or trade shall be considered as part of his/her qualifications. Qualified employees applying for a promotion shall be given full consideration for vacant positions prior to hiring new employees.

6.041 An employee who is on layoff and applies for a posted vacancy shall be offered the position prior to a non-employee, provided the employee is the most qualified applicant and has satisfactory evaluations and exemplary attendance as defined in Article 13.07.

6.05 A notice listing those employees who have applied for the position(s) and the employee(s) recommended for such position(s) shall be posted, with an electronic copy to all employee applicants (at their School Board e-mail address) and the Union, at the worksite having the vacancy within two (2) workdays of the recommendation and be posted for a period of at least ten (10) workdays. The failure of an employee to receive such copy shall not be construed so as to limit the Board's authority to select promotional assignments as provided herein.

6.06 An employee promoted pursuant to the preceding paragraphs who fails to achieve a satisfactory level of performance within thirty (30) calendar days shall have the right to return to a job that is similar and comparable to the job from which he/she was promoted. The similar and comparable position will be at the same rate of pay as the employee's previous position.

~~**6.07** A promoted employee shall be placed on the salary schedule by vertical movement to the same experience level at which he/she was paid immediately prior to such promotion. Provided this shall not change an employee's entitlement to move to a higher experience column as provided in Article 33. Should an employee be demoted or reclassified to a position in a lower pay grade, such employee shall be placed on the Wage and Salary Schedule by using the inverse of the system above.~~

6.087 Additional hours of custodial work at a school site shall be offered to the existing custodian(s) subject to the following procedures and requirements.

- (a) Limited to the classification of Custodian as reflected in Article 1 of this Agreement.
- (b) Shall apply only to additional allocation(s) received after November 1 each fiscal year for the current fiscal year.
- (c) Shall apply only to additional hours of work in excess of four (4) hours.
- (d) The amount of additional work time shall be limited to no more than two (2) hours provided that the Board may, at its option, assign more than two (2) hours.



10/13/23



(e) This provision shall not be construed so as to require the Board to assign any employee to work beyond eight (8) hours in any single workday.

A handwritten signature in black ink, consisting of a stylized, elongated shape with a horizontal line extending to the right.

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10/13/23

A handwritten signature in blue ink, featuring a large, circular loop on the left side and a vertical line extending downwards.



**BPS Proposal to IUPAT Local 1010
October 13, 2023**

Article 7 - Transfer Procedure

7.01 If a Transfer/Reclassification can be defined as a promotion or demotion the employee shall be placed based on the terms in Article 6.01. If a Transfer/Reclassification cannot be defined as referenced in Article 6.01, it is a lateral move, and no salary adjustment is needed

7.012 Any employee who has been working at a work location for at least twelve (12) consecutive months or for his/her entire prescribed work year, whichever shall be lesser, shall have the right to apply for a transfer to another work location within the same job classification. Qualified employees requesting a transfer shall be given full consideration for vacant positions prior to hiring new employees. If an applicant applies for at least five (5) positions and is not granted an opportunity to interview, he/she has the right to meet with a representative from the office of Professional Standards and Labor Relations along with a union representative.

7.023 The application shall be in writing and on a standard form furnished by the Board.

7.034 If a vacancy shall occur within twelve (12) calendar months of application authorized under Section 7.01, the supervisor of the work location with such vacancy shall interview such applicant(s) prior to the posting of such vacancy.

7.045 In all other circumstances an employee may apply for transfer to another work location with the approval of his/her immediate supervisor.

7.056 In the selection of employees requesting transfer, the Board shall include seniority among the pertinent determinative factors. If the senior employee is not selected, the Board shall notify such senior employee in writing.

10/13/23

Article 13 - Leave with Pay

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13.01 SICK LEAVE - Each employee shall be credited with four (4) days of sick leave at the end of the first month of employment of each normal contract year. Thereafter, he/she shall be credited with one (1) day of sick leave for each month of employment. In the event an employee is employed for less than four (4) months during a work year, the four (4) days shall be prorated. An employee who is assigned to normally work less than forty (40) hours per week shall only be credited with his/her pro-rata share of sick leave as provided herein. For purposes of earning sick leave, a day shall not exceed eight (8) hours. No employee may earn, during any fiscal year, more than a total of one (1) day of sick leave for each complete month of employment. Except as provided herein sick leave shall only be used up to the maximum amount earned. The Board shall credit employees with earned sick leave at the beginning of each payroll period, not to exceed two (2) payrolls per month. Sick leave may be used for either personal illness (including illnesses or disablement related to or disablement due to the birth of a child, provided the matters prescribed within these parentheses shall not be applicable to any employee on maternity leave) or illness or death of a child, spouse, parent, brother, sister, grandparent, grandchild, aunt, uncle, niece, nephew, child's spouse, father-in law, mother-in-law, sister-in-law, brother-in-law, or a person residing in the same household as the employee.

In the event an employee terminates his/her employment and has not accrued the four (4) days of sick leave available to him/her, the Board shall withhold from the employee's pay the average daily amount for sick leave used but unearned.


Sick leave days shall be used for absences during the regularly scheduled workday to the extent of the total number of days the employee has accumulated from year to year. Pay for each day of sick leave utilized shall be calculated at the employee's straight time hourly rate. Sick leave pay shall be applicable to regularly scheduled workdays only. As used herein "day" shall mean the normal workday of the employee.

In the event an employee has exhausted all his/her sick leave and he/she shall qualify for additional sick leave use, he/she shall be allowed to use his/her accrued vacation leave in lieu of sick leave provided that the use of such accrued sick leave must be for the same purpose(s) as are authorized for use of regularly accrued sick leave.


13.011 Employees who are selected for summer work shall accrue and may use sick leave during such summer assignment.

13.02 PERSONAL LEAVE - Except as otherwise provided herein, an employee shall be granted up to six (6) days of accumulated sick leave from the employee's personal sick leave balance each fiscal year for personal reasons as provided herein.

13.021 Written application for such leave shall be submitted to the supervisor, except in an emergency, no less than two (2) workdays prior to the beginning of such


For the Union

9/11/23
Date


For the District

46 leave. The supervisor will approve/disapprove the request, and notify the employee,
47 within three (3) workdays of receipt.
48

49 **13.022** Each application for such leave shall reflect as the reason for the leave
50 request the following disclaimer: *The purpose for which this leave is taken is not*
51 *a violation of the provisions of the Collective Bargaining Agreement.*
52

53 **13.023** Personal leave shall not accumulate from year to year.
54

55 **13.024** Personal leave shall be granted subject to the following conditions:
56

57 **13.0241** The length of such personal leave shall be for no less than one-half
58 (1/2) of the employee's assigned workday unless otherwise allowed by the
59 supervisor.
60

61 **13.0242** No more than eight percent (8%) or one (1), whichever is greater,
62 of employees at any given worksite shall be absent on personal leave at any given
63 time, provided such limitation shall be waived by the Board at its discretion without
64 precedent. The term "worksite" as used herein shall mean the cost center to which
65 the employee is assigned for payroll purposes.
66

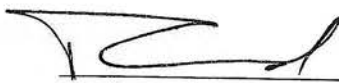
67 **13.0243** Such personal leave shall not be granted under any of the following
68 conditions:

69 (a) activities which could result in taxable income to the employee.
70

71 (b) to attend to Union (including any other employee organization which has
72 represented or sought to represent public employees in collective bargaining)
73 associated business.
74

75 (c) any form of work stoppage.
76

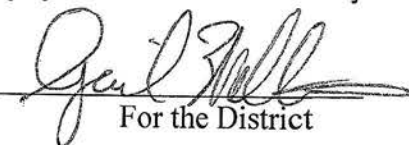
77 **13.03 INJURY OR ILLNESS IN-LINE-OF-DUTY LEAVE** – An employee shall
78 be entitled to injury or illness-in-line-of duty leave when it is necessary that he/she be
79 absent from his/her duties because of illness from any contagious or infectious disease
80 contracted in school, work, or personal injury received in the proper discharge of his/her
81 duties. The term "injury" as used herein shall be defined as the result of an event which
82 causes the employee to suffer an initial injury or a re-injury or re-aggravation of an injury
83 from which the employee had previously been granted injury-in-line-of-duty leave. The
84 term "event" as used herein shall mean an unforeseen, unexpected, or sudden happening,
85 the nature of which is such that the injury sustained can logically be expected to result.
86 No deduction shall be made from sick leave for these absences. Such leave shall not
87 exceed ten (10) days in any one fiscal year. When regular sick leave is used for line-of-
88 duty illness or injury, the sick leave used shall be reinstated based on the pro rata value
89 of the worker's compensation benefits received divided by the employee's regular daily
90 rate of pay. Such leave shall be non-cumulative. While on injury or illness-in-line-of-duty



For the Union

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91 leave, an employee shall accrue vacation, seniority, and sick leave, and shall suffer no
 92 loss of insurance benefits, subject to Article 14.05, provided any worker's compensation
 93 payments for such period shall be deducted from any salary payments and all required
 94 employee contributions are paid. The completion of the fiscal year shall not bar an
 95 otherwise qualified employee from receiving his/her balance of unused injury or illness-in-
 96 line-of-duty leave.

97
 98 **13.04 JURY DUTY OR DUTY AS A RESULT OF A SUBPOENA** – If an
 99 employee is called for jury duty or is otherwise subpoenaed, except for any action in which
 100 he/she or the Union is a party, the proper leave application shall be submitted. An
 101 employee shall receive his/her regular salary calculated at the employee's straight time.
 102 This language shall apply to summons or subpoena received by an employee's dependent
 103 minor when the circumstances make it necessary for the employee to accompany his/her
 104 minor dependent to the court proceedings.


105
 106 **13.05 PROFESSIONAL LEAVE** – Professional leave of absence not to exceed thirty
 107 (30) calendar days may be granted to employees, provided regular employees with at
 108 least one (1) full year of employment may be granted professional leave up to one (1)
 109 calendar year.

110
 111 Professional leave with pay may be granted when the experience shall be deemed to be
 112 of substantial benefit to the Board and shall have direct and immediate application to the
 113 current role of the employee. Such leave may include meetings of professional
 114 organizations and such paid leave shall not be charged against accumulated earned
 115 leave.

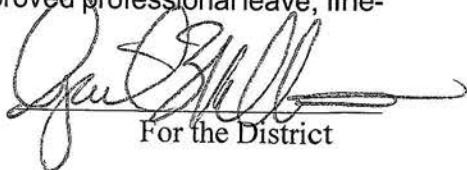
116
 117 Employees who are required by the Board to receive specialized training, as a condition
 118 of continued employment shall not suffer a loss of pay or accumulated leave as a result of
 119 time spent receiving such specialized training. Specialized training as used herein shall
 120 be requirements which are applied by the Board subsequent to employment of the
 121 employee and are necessary for the employee to continue to meet the job requirements
 122 of the position.

123
 124 **13.06 SICK LEAVE BANK** – The Board agrees to establish a Sick Leave Bank for
 125 employees. A committee of six (6) employees shall be appointed by the Superintendent
 126 for the purposes of developing recommendations to the Superintendent regarding
 127 guidelines, procedures, and rules for such bank. The Union President shall be invited to
 128 submit the names of two (2) employees who shall be appointed to the committee.
 129 "Employees" as used herein shall not be construed to mean only bargaining unit members.

130
 131 **13.07 SICK LEAVE BUY BACK** – The Board shall provide an employee with the
 132 option of an annual payment for sick leave days accumulated during the school year
 133 provided such payment is subject to the employee's exemplary attendance for the normal
 134 work year as reflected in the district's payroll records. An employee who is absent for
 135 more than five (5) workdays during the normal work year shall not be eligible for annual
 136 payment as provided herein. Provided that absences of approved professional leave, line-


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137 of-duty leave, jury duty leave, or vacation leave shall not adversely affect such record of
 138 exemplary attendance. Any other absences from duty shall act as a bar to the benefit
 139 provided in this paragraph. Payment for such exemplary attendance shall be calculated
 140 at eighty percent (80%) of the affected employee's normal daily rate times ten (10) days.
 141 Days for which such payment is received shall be deducted from the accumulated sick
 142 leave balance. Payment as provided herein shall be included in the affected employee's
 143 first regular paycheck of the following regular work year. Employees whose normal work
 144 year is less than twelve (12) months shall receive payment no later than the first normal
 145 semi-monthly payroll in July following the end of their normal work year.
 146


147 **13.08 BEREAVEMENT LEAVE** - ~~Three (3)~~ Five (5) days of Bereavement Leave
 148 shall be granted to an employee at the time of the death of a family member. Such
 149 leave shall not be accumulated to sick leave.
 150

151 **13.09 PARENTAL LEAVE** - Up to ~~10 (ten)~~ fifteen (15) days of paid parental leave
 152 shall be granted to any member of the bargaining unit within 30 (thirty) days of the date
 153 of delivery or adoption of a child.
 154


155 (a) Such leave shall only be available during the employee's work/school
 156 year.
 157

158 (b) This leave cannot be banked or sold.
 159

160 (c) An application for leave accompanied by a written statement from a
 161 licensed medical physician verifying the pregnancy and setting forth the
 162 estimated date of birth shall be submitted to the principal no later than five (5)
 163 calendar weeks prior to estimated date of the child's birth. In the case of
 164 adoption, a written application for such leave shall be submitted to the principal
 165 within two (2) calendar weeks after approval for adoption by the recognized
 166 agency or source.


 For the Union

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BPS Proposal to IUPAT Local 1010
October 24, 2023

Article 19 - Employee Benefits

19.08 ~~Effective June 30, 2003, e~~Employee eligibility for benefits such as health, dental, vision, disability or life insurance is as follows:

1. Regular, full-time benefits eligible employees may enroll in employee benefits within the first ~~thirtyten~~ (3010) days of their initial employment date of hire. Employee benefits for full-time employees that enroll with the first ~~thirtyten~~ (3010) days of initial employment will be in effect starting on the employee's ~~forty-sixthfifteenth~~ (4615th) day of employment as a regular full-time employee.
2. Employees working twenty-five (25) or fewer hours each week, substitute and temporary employees shall not be eligible for employee benefits including, but not limited to, health care, dental and vision coverage.
3. Benefits eligibility for substitute and temporary employees as well as those who work twenty-five (25) or fewer hours each week, and are subsequently hired to a regular, full-time position may enroll in employee benefits within the first ~~thirtyten~~ (3010) days of their hire as a regular full-time employee. Employee benefits for those full-time employees that enroll within the first ~~thirtyten~~ (30) days of their initial hire as a full-time employee will be in effect starting on the employee's ~~forty-sixthfifteenth~~ (4615th) day of employment as a regular full-time employee.
4. Dual position employees are defined as holding two (2) regularly established positions at the same time. Employees holding two (2) part-time generating positions totaling more than twenty-five (25) hours per week are eligible for benefits.
5. The above seniority provision does not apply to employees who are paid from either of the Professional/Technical Salary Schedules.

For the Union

Date

For the District

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Article 32 – Wage and Salary Schedule

32.01

Upon ratification by both parties the following pay schedule will be implemented with an effective date of July 1, 2023. The District shall adjust the employee rates of pay in accordance with the chart below no later than two pay periods after ratification by both parties. Furthermore, the District shall make all retroactive payments no later than the third pay period after ratification by both parties.

2022-23


2023-24

Core 1010 Salary Schedule

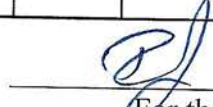
UNIT	SCH	GRD	B	C	D	E	F	G	H	I	J
10-COR	<12M	15									
10-COR	<12M	16									
10-COR	<12M	17									
10-COR	<12M	18									
10-COR	<12M	19									
10-COR	<12M	20									
10-COR	<12M	21									
10-COR	<12M	22									
10-COR	<12M	23									
10-COR	<12M	24									
10-COR	<12M	25									
10-COR	<12M	26									
10-COR	<12M	27									
10-COR	<12M	28									
10-COR	<12M	29									
10-COR	<12M	30									

17

UNIT	SCH	GRD	B	C	D	E	F	G	H	I	J
10-COR	12M	15									
10-COR	12M	16									
10-COR	12M	17									
10-COR	12M	18									
10-COR	12M	19									
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10-COR	12M	21									
10-COR	12M	22									
10-COR	12M	23									
10-COR	12M	24									
10-COR	12M	25									
10-COR	12M	26									
10-COR	12M	27									


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For the District

10-COR	12M	28									
10-COR	12M	29									
10-COR	12M	30									

18

19 **32.011** ~~For the 2021-2022 school year, all benefits eligible members of the 1010~~
 20 ~~bargaining unit who have completed 11 (eleven) years with Brevard Public Schools (are~~
 21 ~~in at least their 12th (twelfth) year of employment with the District) will receive a \$1,100~~
 22 ~~non-recurring longevity bonus. A half share of the non-recurring longevity bonus will be~~
 23 ~~provided for all non-benefits eligible employees who have completed 11 (eleven) years~~
 24 ~~with Brevard Public Schools (are in at least their 12th (twelfth) year of employment with the~~
 25 ~~district). In order to qualify for the longevity bonus, the 1010 employee must be employed~~
 26 ~~on the date of Board approval and remain employed on the date of payment.~~

27 For the 2023-2024 school year all bus drivers will be compensated following pay
 28 grade 50 schedule reflected below. Their placement back on the original Core schedule
 29 above will be reevaluated during contract negotiations for the 2024-2025 contract and
 30 will not reduce any of the hourly rates.

31

32

UNIT	SCH	GRD	B	C	D	E	F	G	H	I	J
10-COR	<12M	50	20.03	20.48	20.94	21.41	21.90	22.39	22.89	23.41	23.93

33

34

BPS COUNTER OCTOBER 13, 2023

35

36

32.01

37

38

39 Upon ratification by both parties the following pay schedule will be implemented with an
 40 effective date of July 1, 2023 each fiscal year. The District shall adjust the employee rates
 41 of pay in accordance with the chart below no later than two pay periods after ratification
 42 by both parties and make payments retroactive after ratification by both parties in a timely
 43 manner. Furthermore, the District shall make all retroactive payments no later than the
 44 third pay period after ratification by both parties.


45

46

47 ~~**32.011** For the 2021-2022 school year, all benefits eligible members of the 1010~~
 48 ~~bargaining unit who have completed 11 (eleven) years with Brevard Public Schools (are~~
 49 ~~in at least their 12th (twelfth) year of employment with the District) will receive a \$1,100~~
 50 ~~non-recurring longevity bonus. A half share of the non-recurring longevity bonus will be~~
 51 ~~provided for all non-benefits eligible employees who have completed 11 (eleven) years~~
 52 ~~with Brevard Public Schools (are in at least their 12th (twelfth) year of employment with the~~
 53 ~~district). In order to qualify for the longevity bonus, the 1010 employee must be employed~~
 54 ~~on the date of Board approval and remain employed on the date of payment.~~

55 For the 2023-2024 school year all bus drivers will be compensated following pay grade
 56 50 schedule reflected below. Their placement back on the original Core schedule above
 57 will be reevaluated during contract negotiations for the 2024-2025 contract and will not
 58 reduce any of the hourly rates.

59


 For the Union

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 Date

 For the District

<u>UN</u> <u>IT</u>	<u>SC</u> <u>H</u>	<u>GR</u> <u>D</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>
<u>10-</u> <u>CO</u> <u>R</u>	<u><12</u> <u>M</u>	<u>50</u>	<u>20.9320</u> <u>.00</u>	<u>20.4820</u> <u>.06</u>	<u>20.9420</u> <u>.44</u>	<u>21.4120</u> <u>.88</u>	<u>21.9021</u> <u>.31</u>	<u>22.3921</u> <u>.68</u>	<u>22.8922</u> <u>.21</u>	<u>23.4122</u> <u>.82</u>	<u>23.9323</u> <u>.97</u>

60



For the Union

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Date

For the District

**Brevard Public Schools
IUPAT Local 1010 - CORE
Proposed Salary Placement Schedule**

Positions less than 12 Months

GRADE	B	C	D	E	F	G	H	I	J
15	\$ 15.00	\$ 15.34	\$ 15.68	\$ 16.04	\$ 16.40	\$ 16.77	\$ 17.14	\$ 17.53	\$ 17.92
16	\$ 15.34	\$ 15.68	\$ 16.04	\$ 16.40	\$ 16.77	\$ 17.14	\$ 17.53	\$ 17.92	\$ 18.33
17	\$ 15.68	\$ 16.04	\$ 16.40	\$ 16.77	\$ 17.14	\$ 17.53	\$ 17.92	\$ 18.33	\$ 18.74
18	\$ 16.04	\$ 16.40	\$ 16.77	\$ 17.14	\$ 17.53	\$ 17.92	\$ 18.33	\$ 18.74	\$ 19.16
19	\$ 16.40	\$ 16.77	\$ 17.14	\$ 17.53	\$ 17.92	\$ 18.33	\$ 18.74	\$ 19.16	\$ 19.59
20	\$ 16.77	\$ 17.14	\$ 17.53	\$ 17.92	\$ 18.33	\$ 18.74	\$ 19.16	\$ 19.59	\$ 20.03
21	\$ 17.14	\$ 17.53	\$ 17.92	\$ 18.33	\$ 18.74	\$ 19.16	\$ 19.59	\$ 20.03	\$ 20.48
22	\$ 17.53	\$ 17.92	\$ 18.33	\$ 18.74	\$ 19.16	\$ 19.59	\$ 20.03	\$ 20.48	\$ 20.94
23	\$ 17.92	\$ 18.33	\$ 18.74	\$ 19.16	\$ 19.59	\$ 20.03	\$ 20.48	\$ 20.94	\$ 21.41
24	\$ 18.33	\$ 18.74	\$ 19.16	\$ 19.59	\$ 20.03	\$ 20.48	\$ 20.94	\$ 21.41	\$ 21.90
25	\$ 18.74	\$ 19.16	\$ 19.59	\$ 20.03	\$ 20.48	\$ 20.94	\$ 21.41	\$ 21.90	\$ 22.39
26	\$ 19.16	\$ 19.59	\$ 20.03	\$ 20.48	\$ 20.94	\$ 21.41	\$ 21.90	\$ 22.39	\$ 22.89
27	\$ 19.59	\$ 20.03	\$ 20.48	\$ 20.94	\$ 21.41	\$ 21.90	\$ 22.39	\$ 22.89	\$ 23.41
28	\$ 20.03	\$ 20.48	\$ 20.94	\$ 21.41	\$ 21.90	\$ 22.39	\$ 22.89	\$ 23.41	\$ 23.93
29	\$ 20.48	\$ 20.94	\$ 21.41	\$ 21.90	\$ 22.39	\$ 22.89	\$ 23.41	\$ 23.93	\$ 24.47
30	\$ 20.94	\$ 21.41	\$ 21.90	\$ 22.39	\$ 22.89	\$ 23.41	\$ 23.93	\$ 24.47	\$ 25.02

**Brevard Public Schools
IUPAT Local 1010 - CORE
Proposed Salary Placement Schedule**


12 Month Positions

GRADE	B	C	D	E	F	G	H	I	J
15	\$ 15.24	\$ 15.58	\$ 15.93	\$ 16.29	\$ 16.66	\$ 17.03	\$ 17.42	\$ 17.81	\$ 18.21
16	\$ 15.58	\$ 15.93	\$ 16.29	\$ 16.66	\$ 17.03	\$ 17.42	\$ 17.81	\$ 18.21	\$ 18.62
17	\$ 15.93	\$ 16.29	\$ 16.66	\$ 17.03	\$ 17.42	\$ 17.81	\$ 18.21	\$ 18.62	\$ 19.04
18	\$ 16.29	\$ 16.66	\$ 17.03	\$ 17.42	\$ 17.81	\$ 18.21	\$ 18.62	\$ 19.04	\$ 19.47
19	\$ 16.66	\$ 17.03	\$ 17.42	\$ 17.81	\$ 18.21	\$ 18.62	\$ 19.04	\$ 19.47	\$ 19.90
20	\$ 17.03	\$ 17.42	\$ 17.81	\$ 18.21	\$ 18.62	\$ 19.04	\$ 19.47	\$ 19.90	\$ 20.35
21	\$ 17.42	\$ 17.81	\$ 18.21	\$ 18.62	\$ 19.04	\$ 19.47	\$ 19.90	\$ 20.35	\$ 20.81
22	\$ 17.81	\$ 18.21	\$ 18.62	\$ 19.04	\$ 19.47	\$ 19.90	\$ 20.35	\$ 20.81	\$ 21.28
23	\$ 18.21	\$ 18.62	\$ 19.04	\$ 19.47	\$ 19.90	\$ 20.35	\$ 20.81	\$ 21.28	\$ 21.76
24	\$ 18.62	\$ 19.04	\$ 19.47	\$ 19.90	\$ 20.35	\$ 20.81	\$ 21.28	\$ 21.76	\$ 22.25
25	\$ 19.04	\$ 19.47	\$ 19.90	\$ 20.35	\$ 20.81	\$ 21.28	\$ 21.76	\$ 22.25	\$ 22.75
26	\$ 19.47	\$ 19.90	\$ 20.35	\$ 20.81	\$ 21.28	\$ 21.76	\$ 22.25	\$ 22.75	\$ 23.26
27	\$ 19.90	\$ 20.35	\$ 20.81	\$ 21.28	\$ 21.76	\$ 22.25	\$ 22.75	\$ 23.26	\$ 23.78
28	\$ 20.35	\$ 20.81	\$ 21.28	\$ 21.76	\$ 22.25	\$ 22.75	\$ 23.26	\$ 23.78	\$ 24.32
29	\$ 20.81	\$ 21.28	\$ 21.76	\$ 22.25	\$ 22.75	\$ 23.26	\$ 23.78	\$ 24.32	\$ 24.86
30	\$ 21.28	\$ 21.76	\$ 22.25	\$ 22.75	\$ 23.26	\$ 23.78	\$ 24.32	\$ 24.86	\$ 25.42

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Article 32 – Wage and Salary Schedule


32.03 Employees who volunteer for assignments, which generate funds, e.g., athletic events and dances, shall be compensated at the rate of ~~\$10.00~~ \$15.00 per hour. Time spent at such assignment is not subject to the overtime provisions of this Agreement, unless such time, or any portion thereof, is required to be paid as overtime in accordance with the Fair Labor Standards Act. Any overtime paid pursuant to this provision will be calculated based on the ~~\$10.00~~ \$15.00 per hour rate.



For the Union

10/13/23

Date



For the District 1



**BPS Proposal to IUPAT Local 1010
October 13, 2023**

~~32.10 The term "promotion" as applied to Classified/Core 1010 employees is defined as the advancement of an employee to a higher rated job classification in the bargaining unit. Promotional increases shall be ten percent (10%) or the minimum of the pay grade whichever is greater. The language in this section shall be placed in effect following ratification of this Agreement. Any promotion, transfer, or reclassification is only applicable following the implementation placement.~~

10/13/23

Article 33 - Professional/Technical Wage and Salary Schedule

33.02 Upon ratification by both parties the following pay schedule will be implemented with an effective date of July 1, 2023. The District shall adjust the employee rates of pay in accordance with the chart below no later than two pay periods after ratification by both parties. Furthermore, the District shall make all retroactive payments no later than the third pay period after ratification by both parties.


~~2022-23~~

2023-24

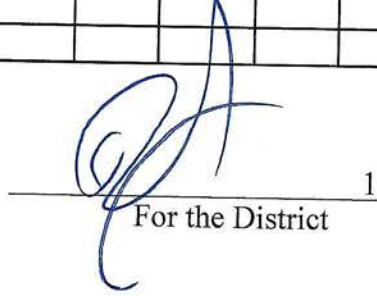
**Professional/Technical Hourly Salary Schedule
Less Than 12-Month Employees**

UNIT	SCH	GRD	00	01	02	03	04	05	06	07	08	09	10
10-PTH	<12M	AA											
10-PTH	<12M	BB											
10-PTH	<12M	CC											
10-PTH	<12M	DD											
10-PTH	<12M	EE											
10-PTH	<12M	FF											
10-PTH	<12M	GG											
10-PTH	<12M	HH											
10-PTH	<12M	II											
10-PTH	<12M	JJ											
10-PTH	<12M	KK											
10-PTH	<12M	LL											
10-PTH	<12M	MM											

UNIT	SCH	GRD	11	12	13	14	15	16	17	18	19	20	21
10-PTH	<12M	AA											
10-PTH	<12M	BB											
10-PTH	<12M	CC											
10-PTH	<12M	DD											
10-PTH	<12M	EE											
10-PTH	<12M	FF											
10-PTH	<12M	GG											
10-PTH	<12M	HH											
10-PTH	<12M	II											
10-PTH	<12M	JJ											
10-PTH	<12M	KK											
10-PTH	<12M	LL											
10-PTH	<12M	MM											

17

For the Union

10/13/23
Date


For the District

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2022-23
Professional/Technical Hourly Salary Schedule
12-Month Employees

UNIT	SCH	GRD	00	01	02	03	04	05	06	07	08	09	10
10-PTH	12M	AA											
10-PTH	12M	BB											
10-PTH	12M	CC											
10-PTH	12M	DD											
10-PTH	12M	EE											
10-PTH	12M	FF											
10-PTH	12M	GG											
10-PTH	12M	HH											
10-PTH	12M	II											
10-PTH	12M	JJ											
10-PTH	12M	KK											
10-PTH	12M	LL											
10-PTH	12M	MM											

22

UNIT	SCH	GRD	11	12	13	14	15	16	17	18	19	20	21
10-PTH	12M	AA											
10-PTH	12M	BB											
10-PTH	12M	CC											
10-PTH	12M	DD											
10-PTH	12M	EE											
10-PTH	12M	FF											
10-PTH	12M	GG											
10-PTH	12M	HH											
10-PTH	12M	II											
10-PTH	12M	JJ											
10-PTH	12M	KK											
10-PTH	12M	LL											
10-PTH	12M	MM											


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2022-23
Professional/Technical Salary Wage and Salary Schedule
Salaried Employees

30 Upon ratification by both parties, the Professional/Technical Salary Wage and Salary
31 Schedule shall be increased by 3% in all grades and steps. The pay increase shall be
32 retroactive to July 1, 2023. The District shall adjust the employee rates of pay in
33 accordance with the chart below no later than two pay periods after ratification by both


For the Union

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34 parties. Furthermore, the District shall make all retroactive payments no later than the
 35 third pay period after ratification by both parties.
 36

UNIT	SCH	GRD	00	01	02	03	04	05	06	07	08	09	10
10-PTS	12M	E											
10-PTS	12M	F											
10-PTS	12M	G											
10-PTS	12M	H											
10-PTS	12M	I											
10-PTS	12M	J											
10-PTS	12M	K											
10-PTS	12M	L											
10-PTS	12M	M											
10-PTS	12M	N											
10-PTS	12M	O											
10-PTS	12M	P											
10-PTS	12M	Q											
10-PTS	12M	R											
10-PTS	12M	S											
10-PTS	12M	T											


37
 38
 39

UNIT	SCH	GRD	11	12	13	14	15	16	17	18	19	20	21
10-PTS	12M	E											
10-PTS	12M	F											
10-PTS	12M	G											
10-PTS	12M	H											
10-PTS	12M	I											
10-PTS	12M	J											
10-PTS	12M	K											
10-PTS	12M	L											
10-PTS	12M	M											
10-PTS	12M	N											
10-PTS	12M	O											
10-PTS	12M	P											
10-PTS	12M	Q											
10-PTS	12M	R											
10-PTS	12M	S											
10-PTS	12M	T											

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 For the Union

10/13/23
 Date


 For the District

Brevard Public Schools
IUPAT Local 1010 - Professional Technical Hourly (PTH)
Proposed Salary Placement Schedule

Positions less than 12 Months

GRADE	00	01	02	03	04	05	06	07	08	09	10
AA	\$ 15.32	\$ 15.66	\$ 16.01	\$ 16.37	\$ 16.74	\$ 17.12	\$ 17.50	\$ 17.90	\$ 18.30	\$ 18.71	\$ 19.13
BB	\$ 15.66	\$ 16.01	\$ 16.37	\$ 16.74	\$ 17.12	\$ 17.50	\$ 17.90	\$ 18.30	\$ 18.71	\$ 19.13	\$ 19.56
CC	\$ 16.01	\$ 16.37	\$ 16.74	\$ 17.12	\$ 17.50	\$ 17.90	\$ 18.30	\$ 18.71	\$ 19.13	\$ 19.56	\$ 20.00
DD	\$ 16.37	\$ 16.74	\$ 17.12	\$ 17.50	\$ 17.90	\$ 18.30	\$ 18.71	\$ 19.13	\$ 19.56	\$ 20.00	\$ 20.45
EE	\$ 16.74	\$ 17.12	\$ 17.50	\$ 17.90	\$ 18.30	\$ 18.71	\$ 19.13	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91
FF	\$ 17.12	\$ 17.50	\$ 17.90	\$ 18.30	\$ 18.71	\$ 19.13	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38
GG	\$ 17.50	\$ 17.90	\$ 18.30	\$ 18.71	\$ 19.13	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87
HH	\$ 17.90	\$ 18.30	\$ 18.71	\$ 19.13	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36
II	\$ 18.30	\$ 18.71	\$ 19.13	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86
JJ	\$ 18.71	\$ 19.13	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38
KK	\$ 19.13	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90
LL	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44
MM	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99

GRADE	11	12	13	14	15	16	17	18	19	20	21
AA	\$ 19.56	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44
BB	\$ 20.00	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99
CC	\$ 20.45	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99	\$ 25.55
DD	\$ 20.91	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99	\$ 25.55	\$ 26.13
EE	\$ 21.38	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99	\$ 25.55	\$ 26.13	\$ 26.71
FF	\$ 21.87	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99	\$ 25.55	\$ 26.13	\$ 26.71	\$ 27.32
GG	\$ 22.36	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99	\$ 25.55	\$ 26.13	\$ 26.71	\$ 27.32	\$ 27.93
HH	\$ 22.86	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99	\$ 25.55	\$ 26.13	\$ 26.71	\$ 27.32	\$ 27.93	\$ 28.56
II	\$ 23.38	\$ 23.90	\$ 24.44	\$ 24.99	\$ 25.55	\$ 26.13	\$ 26.71	\$ 27.32	\$ 27.93	\$ 28.56	\$ 29.20
JJ	\$ 23.90	\$ 24.44	\$ 24.99	\$ 25.55	\$ 26.13	\$ 26.71	\$ 27.32	\$ 27.93	\$ 28.56	\$ 29.20	\$ 29.86
KK	\$ 24.44	\$ 24.99	\$ 25.55	\$ 26.13	\$ 26.71	\$ 27.32	\$ 27.93	\$ 28.56	\$ 29.20	\$ 29.86	\$ 30.53
LL	\$ 24.99	\$ 25.55	\$ 26.13	\$ 26.71	\$ 27.32	\$ 27.93	\$ 28.56	\$ 29.20	\$ 29.86	\$ 30.53	\$ 31.22
MM	\$ 25.55	\$ 26.13	\$ 26.71	\$ 27.32	\$ 27.93	\$ 28.56	\$ 29.20	\$ 29.86	\$ 30.53	\$ 31.22	\$ 31.92

Brevard Public Schools
IUPAT Local 1010 - Professional Technical Hourly (PTH)
Proposed Salary Placement Schedule

12 Month Positions

GRADE	00	01	02	03	04	05	06	07	08	09	10
AA	\$ 15.58	\$ 15.93	\$ 16.28	\$ 16.65	\$ 17.03	\$ 17.41	\$ 17.80	\$ 18.20	\$ 18.61	\$ 19.03	\$ 19.46
BB	\$ 15.93	\$ 16.28	\$ 16.65	\$ 17.03	\$ 17.41	\$ 17.80	\$ 18.20	\$ 18.61	\$ 19.03	\$ 19.46	\$ 19.90
CC	\$ 16.28	\$ 16.65	\$ 17.03	\$ 17.41	\$ 17.80	\$ 18.20	\$ 18.61	\$ 19.03	\$ 19.46	\$ 19.90	\$ 20.34
DD	\$ 16.65	\$ 17.03	\$ 17.41	\$ 17.80	\$ 18.20	\$ 18.61	\$ 19.03	\$ 19.46	\$ 19.90	\$ 20.34	\$ 20.80
EE	\$ 17.03	\$ 17.41	\$ 17.80	\$ 18.20	\$ 18.61	\$ 19.03	\$ 19.46	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27
FF	\$ 17.41	\$ 17.80	\$ 18.20	\$ 18.61	\$ 19.03	\$ 19.46	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75
GG	\$ 17.80	\$ 18.20	\$ 18.61	\$ 19.03	\$ 19.46	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24
HH	\$ 18.20	\$ 18.61	\$ 19.03	\$ 19.46	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74
II	\$ 18.61	\$ 19.03	\$ 19.46	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25
JJ	\$ 19.03	\$ 19.46	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77
KK	\$ 19.46	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31
LL	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85
MM	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41

GRADE	11	12	13	14	15	16	17	18	19	20	21
AA	\$ 19.90	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85
BB	\$ 20.34	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41
CC	\$ 20.80	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41	\$ 25.98
DD	\$ 21.27	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.57
EE	\$ 21.75	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.57	\$ 27.17
FF	\$ 22.24	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.57	\$ 27.17	\$ 27.78
GG	\$ 22.74	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.57	\$ 27.17	\$ 27.78	\$ 28.40
HH	\$ 23.25	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.57	\$ 27.17	\$ 27.78	\$ 28.40	\$ 29.04
II	\$ 23.77	\$ 24.31	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.57	\$ 27.17	\$ 27.78	\$ 28.40	\$ 29.04	\$ 29.70
JJ	\$ 24.31	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.57	\$ 27.17	\$ 27.78	\$ 28.40	\$ 29.04	\$ 29.70	\$ 30.36
KK	\$ 24.85	\$ 25.41	\$ 25.98	\$ 26.57	\$ 27.17	\$ 27.78	\$ 28.40	\$ 29.04	\$ 29.70	\$ 30.36	\$ 31.05
LL	\$ 25.41	\$ 25.98	\$ 26.57	\$ 27.17	\$ 27.78	\$ 28.40	\$ 29.04	\$ 29.70	\$ 30.36	\$ 31.05	\$ 31.75
MM	\$ 25.98	\$ 26.57	\$ 27.17	\$ 27.78	\$ 28.40	\$ 29.04	\$ 29.70	\$ 30.36	\$ 31.05	\$ 31.75	\$ 32.46

Brevard Public Schools
IUPAT Local 1010 - Professional Technical Salary (PTS)
Proposed Salary Placement Schedule

12 Month Positions

GRADE	00	01	02	03	04	05	06	07	08	09	10
E	\$ 40,589.31	\$ 41,434.57	\$ 42,279.84	\$ 43,125.13	\$ 43,970.39	\$ 44,815.67	\$ 45,660.92	\$ 46,506.19	\$ 47,351.47	\$ 48,196.73	\$ 49,042.02
F	\$ 41,761.07	\$ 42,631.70	\$ 43,502.33	\$ 44,372.96	\$ 45,243.59	\$ 46,114.22	\$ 46,984.85	\$ 47,855.49	\$ 48,726.10	\$ 49,596.71	\$ 50,467.33
G	\$ 42,967.96	\$ 43,864.72	\$ 44,761.45	\$ 45,658.20	\$ 46,554.96	\$ 47,451.71	\$ 48,348.44	\$ 49,245.18	\$ 50,141.93	\$ 51,038.70	\$ 51,935.44
H	\$ 44,211.07	\$ 45,134.73	\$ 46,058.39	\$ 46,982.01	\$ 47,905.67	\$ 48,829.32	\$ 49,752.98	\$ 50,676.64	\$ 51,600.27	\$ 52,523.93	\$ 53,447.56
I	\$ 45,491.46	\$ 46,442.81	\$ 47,394.19	\$ 48,345.52	\$ 49,296.89	\$ 50,248.24	\$ 51,199.60	\$ 52,150.96	\$ 53,102.32	\$ 54,053.69	\$ 55,005.05
J	\$ 47,030.06	\$ 48,014.73	\$ 48,999.40	\$ 49,984.05	\$ 50,968.71	\$ 51,953.37	\$ 52,938.04	\$ 53,922.68	\$ 54,907.33	\$ 55,891.96	\$ 56,876.60
K	\$ 48,395.03	\$ 49,409.22	\$ 50,423.43	\$ 51,437.63	\$ 52,451.80	\$ 53,466.01	\$ 54,480.19	\$ 55,494.40	\$ 56,508.59	\$ 57,522.77	\$ 58,536.98
L	\$ 50,035.27	\$ 51,084.99	\$ 52,134.67	\$ 53,184.35	\$ 54,234.06	\$ 55,283.75	\$ 56,333.46	\$ 57,383.13	\$ 58,432.82	\$ 59,482.53	\$ 60,532.24
M	\$ 51,490.40	\$ 52,571.57	\$ 53,652.75	\$ 54,733.94	\$ 55,815.13	\$ 56,896.33	\$ 57,977.49	\$ 59,058.67	\$ 60,139.86	\$ 61,221.05	\$ 62,302.21
N	\$ 53,238.97	\$ 54,357.99	\$ 55,477.03	\$ 56,596.05	\$ 57,715.09	\$ 58,834.11	\$ 59,953.15	\$ 61,072.18	\$ 62,191.20	\$ 63,310.19	\$ 64,429.20
O	\$ 54,790.20	\$ 55,942.80	\$ 57,095.40	\$ 58,248.00	\$ 59,400.63	\$ 60,553.21	\$ 61,705.78	\$ 62,858.37	\$ 64,010.97	\$ 65,163.56	\$ 66,316.14
P	\$ 56,654.26	\$ 57,847.21	\$ 59,040.13	\$ 60,233.07	\$ 61,426.00	\$ 62,618.93	\$ 63,811.86	\$ 65,004.78	\$ 66,197.72	\$ 67,390.64	\$ 68,583.58
Q	\$ 58,307.97	\$ 59,536.68	\$ 60,765.41	\$ 61,994.13	\$ 63,222.86	\$ 64,451.57	\$ 65,680.29	\$ 66,909.00	\$ 68,137.73	\$ 69,366.45	\$ 70,595.16
R	\$ 60,295.16	\$ 61,566.89	\$ 62,838.61	\$ 64,110.33	\$ 65,382.10	\$ 66,653.80	\$ 67,925.53	\$ 69,197.26	\$ 70,468.99	\$ 71,740.72	\$ 73,012.45
S	\$ 62,058.08	\$ 63,367.95	\$ 64,677.84	\$ 65,987.73	\$ 67,297.61	\$ 68,607.48	\$ 69,917.38	\$ 71,227.24	\$ 72,537.12	\$ 73,847.01	\$ 75,156.87
T	\$ 63,873.90	\$ 65,223.07	\$ 66,572.24	\$ 67,921.42	\$ 69,270.61	\$ 70,619.78	\$ 71,968.99	\$ 73,318.15	\$ 74,667.31	\$ 76,016.48	\$ 77,365.66

GRADE	11	12	13	14	15	16	17	18	19	20	21
E	\$ 49,887.28	\$ 50,732.52	\$ 51,577.81	\$ 52,423.08	\$ 53,268.34	\$ 54,113.60	\$ 54,958.84	\$ 55,804.13	\$ 56,649.37	\$ 57,494.63	\$ 59,150.36
F	\$ 51,337.97	\$ 52,208.56	\$ 53,079.20	\$ 53,949.81	\$ 54,820.43	\$ 55,691.06	\$ 56,561.65	\$ 57,432.30	\$ 58,302.89	\$ 59,173.53	\$ 60,854.60
G	\$ 52,832.18	\$ 53,728.92	\$ 54,625.66	\$ 55,522.39	\$ 56,419.14	\$ 57,315.86	\$ 58,212.60	\$ 59,109.34	\$ 60,006.06	\$ 60,902.80	\$ 62,610.00
H	\$ 54,371.22	\$ 55,294.84	\$ 56,218.48	\$ 57,142.11	\$ 58,065.77	\$ 58,989.41	\$ 59,913.03	\$ 60,836.68	\$ 61,760.31	\$ 62,683.95	\$ 64,418.07
I	\$ 55,956.40	\$ 56,907.75	\$ 57,859.11	\$ 58,810.45	\$ 59,761.79	\$ 60,713.15	\$ 61,664.49	\$ 62,609.86	\$ 63,567.19	\$ 64,518.52	\$ 66,280.34
J	\$ 57,861.26	\$ 58,845.92	\$ 59,830.56	\$ 60,815.21	\$ 61,799.84	\$ 62,784.50	\$ 63,769.15	\$ 64,753.79	\$ 65,738.43	\$ 66,723.09	\$ 68,518.20
K	\$ 59,551.18	\$ 60,565.36	\$ 61,579.53	\$ 62,593.74	\$ 63,607.93	\$ 64,622.13	\$ 65,636.33	\$ 66,650.49	\$ 67,664.69	\$ 68,678.87	\$ 70,503.52
L	\$ 61,581.89	\$ 62,631.57	\$ 63,681.27	\$ 64,730.92	\$ 65,780.63	\$ 66,830.30	\$ 67,879.97	\$ 68,929.66	\$ 69,979.34	\$ 71,029.04	\$ 72,889.17
M	\$ 63,383.40	\$ 64,464.60	\$ 65,545.77	\$ 66,626.95	\$ 67,708.11	\$ 68,789.29	\$ 69,870.47	\$ 70,951.64	\$ 72,032.80	\$ 73,113.97	\$ 75,005.59
N	\$ 65,548.24	\$ 66,667.24	\$ 67,786.25	\$ 68,905.28	\$ 70,024.29	\$ 71,143.29	\$ 72,262.31	\$ 73,381.33	\$ 74,500.34	\$ 75,619.36	\$ 77,548.85
O	\$ 67,468.72	\$ 68,621.31	\$ 69,773.91	\$ 70,926.48	\$ 72,079.08	\$ 73,231.68	\$ 74,384.26	\$ 75,536.83	\$ 76,689.40	\$ 77,842.00	\$ 79,805.04
P	\$ 69,776.49	\$ 70,969.43	\$ 72,162.36	\$ 73,349.33	\$ 74,548.51	\$ 75,741.19	\$ 76,934.10	\$ 78,127.04	\$ 79,319.96	\$ 80,512.91	\$ 82,516.28
Q	\$ 71,823.88	\$ 73,052.61	\$ 74,281.32	\$ 75,510.04	\$ 76,738.75	\$ 77,967.48	\$ 79,196.19	\$ 80,424.91	\$ 81,653.63	\$ 82,882.36	\$ 84,921.51
R	\$ 74,284.18	\$ 75,555.90	\$ 76,827.60	\$ 78,099.32	\$ 79,371.07	\$ 80,642.78	\$ 81,914.49	\$ 83,186.19	\$ 84,457.91	\$ 85,729.64	\$ 87,811.80
S	\$ 76,466.73	\$ 77,776.61	\$ 79,086.49	\$ 80,396.37	\$ 81,706.24	\$ 83,016.08	\$ 84,325.97	\$ 85,635.83	\$ 86,945.72	\$ 88,255.56	\$ 90,375.91
T	\$ 78,714.82	\$ 80,064.00	\$ 81,413.15	\$ 82,762.32	\$ 84,111.48	\$ 85,460.64	\$ 86,809.83	\$ 88,158.98	\$ 89,508.15	\$ 90,857.31	\$ 93,016.94

41 **BPS COUNTER OCTOBER 13, 2023**

42

43 **33.02** Upon ratification by both parties the following pay schedule will be
44 implemented with an effective date of July 1, 2023 each fiscal year. The District shall
45 adjust the employee rates of pay in accordance with the chart below no later than two
46 pay periods after ratification by both parties and make payments retroactive after
47 ratification by both parties in a timely manner. Furthermore, the District shall make all
48 retroactive payments no later than the third pay period after ratification by both parties.

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51 Upon ratification by both parties, the Professional/Technical Salary Wage and Salary
52 Schedule shall be increased by 32.5% in all grades and steps. The pay increase shall
53 be retroactive to July 1, 2023. The District shall adjust the employee rates of pay in
54 accordance with the chart below no later than two pay periods after ratification by both
55 parties. Furthermore, the District shall make all retroactive payments no later than the
56 third pay period after ratification by both parties and make payments in a timely manner.



For the Union

10/13/23

Date



For the District



**BPS Proposal to IUPAT Local 1010
October 13, 2023**

~~**33.05** Promotions: The term "promotion" as applied to Professional/Technical employees is defined as the advancement of an employee to a higher rated job classification in the bargaining unit. Promotional increases shall be ten percent (10%) or the minimum of the pay grade whichever is greater. The language in this section shall be placed in effect following ratification of this Agreement. Any promotion, transfer or reclassification is only applicable following the implementation placement.~~

A handwritten signature in black ink, appearing to be a stylized name.

10/13/23

Handwritten initials in blue ink, possibly "DJ".



**BPS Proposal to IUPAT Local 1010
October 13, 2023**

~~**33.06** Transfer/Reclassification: A Professional/Technical employee shall be placed on the salary schedule by vertical movement to the same experience level at which he/she was paid immediately prior to such transfer/reclassification. Should a Professional/Technical employee be reclassified to a position in a lower pay grade, such Professional/Technical employee shall be placed on the Professional/Technical Wage and Salary Schedule by using the inverse of the system as defined in Section 33.06.~~

A handwritten signature in black ink, consisting of a stylized, elongated shape with a horizontal line extending to the right.

10/13/23

A handwritten signature in blue ink, featuring a large, looped initial 'D' followed by a vertical stroke.

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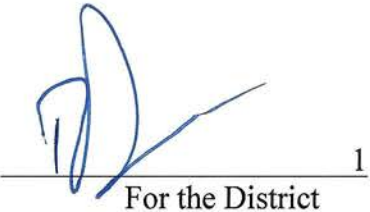
Article 33 - Professional/Technical Wage and Salary Schedule

33.12 Effective with the ~~2022-2023~~ 2023-2024 school year, all Food Service Interns shall be paid at the first step in Professional/Technical Hourly Wage and Salary Schedule Less Than 12-Month Employees, grade ~~HH~~ EE, Level 00 for the duration of their internship. ~~This placement will be re-evaluated during contract negotiations for the 2023-2024 contract.~~

TA


For the Union

10-13-23
Date


For the District

1 BPS COUNTER OCTOBER 13, 2023

2
3 Article 34 – Remote Work

4
5 ~~34.01 Board employees are required to work at their assigned District building, District~~
6 ~~site, or school building. However, the Board recognizes that certain positions allow for~~
7 ~~remote work. Subject to any applicable bargaining agreement, eligible employees are~~
8 ~~only authorized to work remotely in accordance with this policy and procedures~~
9 ~~developed by the Superintendent. Remote working can be considered when it provides~~
10 ~~an operational benefit to the Board; the responsibilities and duties of the position can be~~
11 ~~accomplished successfully from a remote environment; and the employee demonstrates~~
12 ~~the skills and abilities needed to effectively work remotely. Employees are not permitted~~
13 ~~to work remotely unless approved in advance by the Superintendent.~~

14
15 34.02 Definitions

16
17 ~~Remote Work/Working – a temporary work or work arrangement during which an~~
18 ~~employee performs their assigned job duties in an alternate work location away from~~
19 ~~their assigned District building, District site, or school building.~~

20
21 ~~Alternate Work Location(s) – approved locations, other than the employee's normal~~
22 ~~assigned workplace, where official District business is performed. The most common~~
23 ~~alternate work location is the home of an employee. Alternate work locations must be~~
24 ~~approved in advance by the Superintendent.~~

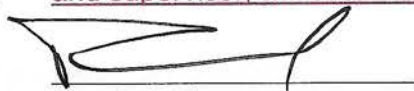
25
26 ~~Remote Working Agreement – Remote work arrangements are approved by the~~
27 ~~Superintendent and documented in writing in a remote working agreement. Remote~~
28 ~~working agreements include specific terms such as employee hours, employee~~
29 ~~responsibilities, employee expectations, and confidentiality. Remote working agreements~~
30 ~~may not exceed a school year but may be renewed by the Superintendent.~~

31
32 ~~Eligible Positions Positions that lend themselves to remote work are generally those~~
33 ~~that require independent work that can be performed autonomously and employees who~~
34 ~~are productive, responsible, highly self-motivated, and skilled in their jobs.~~

35
36 ~~Termination of Remote Working Agreements Remote working agreements are approved~~
37 ~~at the discretion of the Superintendent and may be revoked/terminated at any time.~~
38 ~~Nothing in this Article is intended to interfere with, or supplant, any rights afforded to~~
39 ~~employees under the Americans with Disabilities Act, as amended, or Section 504 of the~~
40 ~~Rehabilitation Act of 1973.~~

41
42 34.03 Guidelines for Remote Work

43
44 1. ~~Employees shall request the ability to work remotely. Each request shall be~~
45 ~~considered and a decision shall be provided to the employee in writing within 10~~
46 ~~calendar days of the request being made. Before approving remote work, the employee~~
47 ~~and supervisor, will obtain the approval of their Cabinet Level Administrator.~~


For the Union

10/13/23
Date


For the District

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~~2. Employees will agree to designate a remote work location and will notify their supervisor in advance prior to changing remote locations.~~

~~3. On scheduled remote workdays, employees who encounter power, internet, or other technical difficulties in their remote work location are expected to either come to their regularly assigned worksite or request leave.~~

~~4. Remote work is not a replacement or alternative to sick leave or vacation. Being fully engaged in work activities during scheduled work hours is expected. If an employee is too sick to work from home, sick leave must be requested.~~

~~5. Employees will be required to accurately record hours worked. Any overtime or leave must be approved by the supervisor in advance. Failure to comply with this requirement may result in termination of remote work privileges or disciplinary action.~~

~~6. Employees will obtain supervisor approval prior to changing scheduled work hours.~~

~~7. Work related injuries that occur in a remote work location must be immediately reported to the employee's Supervisor and require adherence to the workers' compensation guidelines.~~

~~8. No employee authorized to work remotely will be allowed to conduct face-to-face business at their home office.~~

~~9. Supervisors will establish remote work schedules and the manner and frequency of communication with remote employees. Remote employees will remain productive and accessible by phone and/or email during scheduled work hours. Changing departmental work loads may lead to remote work days being reduced or ended.~~

~~10. Supervisors can grant or remove remote work privileges at any time. All pay will be based on the employee's official position. Employee time and attendance will be recorded as if performing duties in regularly assigned worksites.~~

~~11. Remote work is not intended to provide employees with the opportunity to attend to personal matters they would not normally attend to from their regularly assigned worksites. Remote work is not a substitute for child or dependent care. Remote employees must provide appropriate child or dependent care in a manner that allows job duties and responsibilities to be successfully met.~~

~~12. In all cases, employees working remotely remain obligated to comply with all The School Board of Brevard County, Florida's Policies and Procedures. B.~~

34.04 Equipment and Supplies



For the Union

10/13/23

Date



For the District

95 ~~1. If employees will be working remotely from their home, they will establish an~~
 96 ~~appropriate work environment within their home for work purposes. The District will not~~
 97 ~~be responsible for any operating costs associated with setup of the employee's home~~
 98 ~~office including, but not limited to, remodeling, furniture, or lighting. The District will not~~
 99 ~~be responsible for repairs or modifications to the home office space or any other~~
 100 ~~incidental costs (e.g. utilities) associated with the use of the employee's home.~~
 101 ~~Employees will provide their own Wi-Fi and furniture.~~

102
 103 ~~2. Upon approval and availability, employees may be provided with District-owned~~
 104 ~~equipment necessary to perform work assignments. The District may not be able to~~
 105 ~~provide equipment to every employee.~~

106
 107 ~~a. Employees are responsible for maintaining and protecting District-owned~~
 108 ~~equipment against damage and unauthorized use.~~

109
 110 ~~b. District-owned equipment is to be used by District employees for District~~
 111 ~~business only. Use is governed by AP 7540.04 Staff Network and Internet Acceptable~~
 112 ~~Use and Safety.~~

113
 114 ~~c. Remote employees will sign an inventory of all District-owned property~~
 115 ~~received. District-owned property will be returned to the supervisor upon request, upon~~
 116 ~~cessation of remote work, or upon termination of employment.~~

117
 118 ~~d. Employees will not make any changes to security or administrative settings on~~
 119 ~~District-owned equipment.~~

120
 121 ~~e. District-owned equipment that is damaged, lost, or stolen must be reported~~
 122 ~~immediately.~~

123
 124 ~~3. When necessary, employees may use their own equipment. The District will not~~
 125 ~~be responsible for any damage or repairs to employee-owned equipment.~~

126
 127 ~~4. Employees should never purchase or rent equipment, services, or supplies on~~
 128 ~~the assumption that the District will reimburse the cost. Prior approval must be obtained~~
 129 ~~for any reimbursement.~~

130
 131 ~~a. The District will supply the employee with appropriate office supplies (pens,~~
 132 ~~paper, etc.) on a case-by-case basis as deemed necessary.~~

133
 134 **34.05 Confidentiality**

135
 136 ~~1. Employees are responsible for protecting all data and ensuring compliance with~~
 137 ~~all District Policies and procedures, as well as any Federal and State laws and~~
 138 ~~regulations regarding confidentiality. All official records, files, and documents must be~~
 139 ~~protected from unauthorized disclosure or damage and returned to the office upon~~
 140 ~~request, upon cessation of remote work, or upon termination of employment.~~

141



 For the Union

10/13/23

 Date



 For the District

142 ~~2. Employees shall recognize and respect confidential information regarding~~
 143 ~~students and personnel acquired in the course of their work. Employees must be~~
 144 ~~cognizant of others in their remote workspace and consider confidentiality when using~~
 145 ~~email, telephone, and video conferencing.~~

146

147 **34.06 Safety**

148

149 ~~1. Employees will be required to verify that their remote workspace is free of~~
 150 ~~safety and fire hazards and shall agree that the District will be held harmless against any~~
 151 ~~claims, excluding workers compensation claims, which result from working in their home~~
 152 ~~office. a. Employees are covered by workers compensation if injured while performing~~
 153 ~~official duties in their remote workspace. Employees will report any work-related injuries~~
 154 ~~to their supervisor as soon as practicable.~~

155

156 ~~2. The District is not liable for damage to the employee's real property and the~~
 157 ~~employee remains liable for injuries to any third parties or members of the employee's~~
 158 ~~family that occur on the employee's premises.~~

159

160

161 The following job descriptions are eligible for remote work under Board Policy 3500.



 For the Union

10/13/23

 Date



 For the District

	Official BPS Job Title	Remote Work?
B	Building Code Plan Examiner/Construction Inspector	
C	Coordinator—Communications & Engagement Programs	
C	Coordinator—Food & Nutrition Equipment	
C	Coordinator—Media and Publications	
C	Coordinator—Program Development for Brevard After School	
	Digital Producer	Yes
E	Energy/Resource Conservation Specialist	
E	ESE Transportation Specialist	
	Graphic and Digital Marketing Associate	Yes
	Human Resources Partner	Yes
I	Information Technology Business Analyst	
S	School Accounting Auditor	
	Senior Human Resources Partner	Yes
S	Senior School Accounting Auditor	
S	Specialist—Food & Nutrition Services Dietician	
	Specialist - Risk Management Property & Casualty Claims	Yes
S	Specialist—Telecommunications	



10/13/23



**BPS Proposal to IUPAT Local 1010
September 11, 2023**

34.03 This Agreement shall remain in full force and effect as of July 1, 2024~~3~~, and continue in full force and effect until midnight June 30, 2024~~5~~, and, thereafter, shall be automatically extended from month to month unless either party shall give notice to the other in writing of its desire to terminate, in which case the Agreement shall terminate in thirty (30) calendar days. Such extension of the Agreement shall not imply any obligation on the part of the Board to advance an employee from one level to another on the salary schedule.

During the term of this agreement, annual re-openers shall consist of compensation, insurance, and no more than three (3) articles of each parties' choice. Any specific article and/or subsection of the Agreement may be re-opened by mutual consent and shall not be included as part of the three (3) articles described above. Both parties agree to conduct discussions in such a manner so that the language for a successor agreement may be in place at the start of the 2024-25~~6~~ school year. It is understood that items related to compensation may not be completed prior the start of the 2024-25~~6~~ school year as the District's budget may not be completed at that time. It is the intent of both parties to continue the solid professional relationship of mutual cooperation which has developed over the years.



10/13/23



