

MINUTES

OESPA CBLT

Via Zoom

September 21, 2020

In Attendance

Darlene Alvarez	OESPA	Theresa Harter-Miles	District	Sophia Pollard	OESPA
Yolanda Anderson	OESPA	Annette Henry	OESPA	Christina Pretorius	OESPA
LeighAnn Blackmore	District	Glarsnell Jean-Charles	OESPA	James Preusser	District
Robin Bolden	OESPA	Rivers Lewis	District	Laura Suprenard	District
Lindsey Bowlin	District	Clyde Mitchell	OESPA	Helen Tyree	OESPA
Beth Curran	District	Judith Padres	District	Byron Wilson	OESPA
Warren Davis	OESPA	Ron Pollard	OESPA	Mike Winter	District
Temika Hampton	OESPA				

Additional Attendees/Guests

Bill Wen	District		
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Minutes

Jim Preusser	Good Morning, I apologize for Thursday's outage. Fortunately, we did get the system back up; it was an AT&T issue not an OCPS issue. A few things, Ron, Temika and team- we sent you some documents last week and what I would like to do is have LeighAnn speak to four proposals and two counter proposals we have for you. When LeighAnn is finished, Judith will talk a little bit about the budget and present the financial landscape both the current and the future state, then I will talk a little bit about some of the other proposals myself along with Theresa.
Ron Pollard	I was in the panel discussion on Friday, and one of our school board members was included in that panel discussion. I won't mention any names but in her two minutes of time she thanked the students, teachers and parents and never mentioned the classified employees. I just want to know are we going through the motions here, is that the District's mindset that we don't really matter? If we are wasting our time bargaining, then maybe we should make another avenue if this is not what we are supposed to be doing, I am just very disappointed when I hear our school board members actually dismiss us like that.

Jim Preusser	I was not on that call, I understand what you are saying, I certainly don't control what a board members says, as you well know, that's unfortunate if that is what occurred and it sounds like it did. I can take it back to the Superintendent and let her know that there was no reference to OESPA and the employees who work in that classified role.
Ron Pollard	Don't misunderstand what I am saying, I am not asking for any kind of apology or anything like that, if we are just going through the motions here, and not really trying to bargain for the people doing these jobs, if that's what we are doing you are wasting our time.
Jim Preusser	Ron, I think you need to give us an opportunity to go through the information we have for you today. I understand your position, I respect you and the comments you make. I am not going to go to the Superintendent and ask the board member to apologize, I am not going to say that, but what I am going to do is let her know you were offended by it.
Ron Pollard	Thank you. Let's proceed.
Jim Preusser	With that being said, what I would like to do is turn it over to LeighAnn. Ron, Temika and team, she is going to put the information on the screen so everybody can see it.
LeighAnn Blackmore	First up, Temika you would need to allow me to share my screen.
Temika Hampton	If I can do it with my phone...
LeighAnn Blackmore	I am sharing the document Proposal #4: Maintenance Uniforms –this was actually a subject of a Maintenance UMM discussion last year and this is the language that we came up with. Paragraph D.1., only required for school site visits, this would allow maintenance office staff to not have to wear a uniform, they can wear personally owned pants or shorts. Paragraph 3 describes what is required if an employee chooses to wear their personal clothes plus if an employee chooses not to get the uniform, they then would receive an initial allotment of six shirts. Paragraph 7 has a revision that allows 30 days instead of 15 to order uniforms for new employees. I believe that has to do with getting them on hand. Mike, do you want to add anything? (See Appendix A)
Mike Winter	No, not at this time.

LeighAnn Blackmore	<p>Next is District Proposal #5 multi-page – Housekeeping revision of tables in Appendices A1 and A2 in line with some changes made to job titles, delivery operator and delivery operator lead moving to Food Service, no longer in maintenance, next up 2 positions eliminated Environmental Technician and Environmental Technician Senior. Those were positions in Environmental Compliance and the Events Coordinator department name changed, it is now Marketing and Events. The Fixed Asset Specialist went through the CPQ process and upgraded from grade 11 to grade 12. The Mason and Mason Master positions have been eliminated, Parts Inventory Specialist I in the Technology family has been eliminated. The Pest Control Operator in Maintenance has been eliminated. We added a position- Program Assistant Horticulture in the Educational Paraprofessional family, and moved the Program Coordinator Parent and Engagement Bilingual Liaison from the paraprofessional family to the Clerical family to be with the other programs coordinators who work with the Parent Engagement liaison work. We also added the Training Representative in Extended Day. And finally, we separated out the uniform security officer to note differences between district and school level. Appendix A2 all have the same changes. Any questions? (See Appendix B)</p> <p>We have two counter proposals –</p> <p>Bereavement leave – We spelled it out a little more, under bereavement leave an employee would be granted leave with or without pay for up to three duty days for in-state activities. They shall be granted up to two additional days for out-of-state funerals. We defined immediate family and said that additional time is at the discretion of the administrator. (See Appendix C)</p>
Temika Hampton	Hold this until the end, we want to caucus a little bit and go over those things once you finish.
LeighAnn Blackmore	Substitute pay – We have no problem adding the word cumulative to the 2.5 hours to be clear that that is the intent of the language to insure that that is understood by our principals. (See Appendix D)
Jim Preusser	Moving to Judith, she will speak to the financial landscape of the district. Some of these things have already been mentioned in the budget meetings several times, but I thought it would be prudent and appropriate for Judith to come and speak more specifically about where we are today and where we think we will be tomorrow.

Judith Padres

Good Morning everyone. Budget Overview – Before we start going over the information, some have attended our budget meeting so this should not surprise you. Our overall funding increase from the State FEFP in total dollars amounts to \$15.7M or just under one percent (0.98%); however, \$37.4M in funding is for the teacher salary increase. In other words, this is categorical and cannot be used for any other reason.

Including our Special Millage, our total funding increased \$171 per student. However, excluding the Teacher Salary Increase Allocation there is a decrease of \$8 per student.

As of the student count from last week, our overall population is 7,447 students less than our FTE forecast, when we presented to the Board we were down by 11,552. There are still unknowns on reporting FTE and the expectations in tracking attendance and seat time, and whether FTE funding will be based on FTE forecasts or survey data which is what we report to the state. FTE funding will be held harmless until the end of the emergency order which is December 31st, or the end of the first semester. The question remains what happens after that time. We are only funded for the students we have in our schools so we must be ready to adjust school funding based upon the count of students we serve. Another financial implication to note is that the State funds our virtual students at about 20-25% less than a face-to-face student. As we know, we are seeing a large increase of kids enrolled in Orange County Virtual School so this will affect the amount of funding that we receive from the State.

We are waiting on Tallahassee to adjust the state budget based upon the projected impacts from the economic shutdown. We now know The Office of Economic and Demographic Research (EDR) held an estimating conference on August 14th and provided an update to the recurring State General Revenue and are projecting a deficit of \$3.6B. General revenue funds about 35.5% of the FEFP. If the Legislature meets in a Special Session and reduces FEFP funding by its proportionate share of the General Revenue, the District could see a reduction of \$63M. It is worth noting that State agencies have been asked to slice 8.5% from current budgets to address the expected shortfall as a result of the pandemic. So the loss is twofold, reduction to overall student enrollment FTE, and reduction in per student funding.

A reduction to overall student enrollment (FTE) and a reduction in per student funding could result in a substantial funding loss. The District has been proactive in preparing for reductions by freezing instructional and non-instructional vacancies, eliminating out-of-county travel, and limiting non-essential purchases.

Handout #1 – Comparison of last year to the current year total FEFP funding is 1.62B, comparing the funding for unweighted FTE is 8.7%, including the special millage of \$172 per student, showing increase of \$41, is a piece of the funding formula, that is included up above, this doesn't look so bad, the problem is out of the total, when we are truly left with, an increase of \$8 per student funding, not to be confused already included, from these dollars pay the following, retirement increase, 1.5% from the following year, the cost of that is \$17M million, we have to pay the additional teacher planning day, \$1.7M for mental health. (See Appendix E)

	Handout #2 — CARES money – The district received conditional approval from the Department of Education for CARES Act funding which identifies how we will incorporate these non-recurring dollars into our budget. The Governor’s Emergency Education Relief Fund (GEER) and the Elementary and Secondary School Emergency Relief Fund (ESSER) are \$5.1M and \$55.4M respectively. This slide identifies items and the costs the Board has committed to CARES Act funding. The only change for the adopted budget presentation is an increase to instructional technology equipment from \$1.4 to \$7.1M. The balance of \$10.9M will be reserved for projected revenue shortfalls at the state level. Unlike other large districts in the state, we have expended most of our CARES dollars.
Temika Hampton	Reserve for projected shortfall \$10.9M, that is CARES Act money savings in the reserve?
Judith Padres	Yes.
Temika Hampton	My understanding, the way it is written, is you all needed to spend all that money in order to get the next allocation of money, is that correct?
Judith Padres	I will have to look into that.
Temika Hampton	My review of the CARES Act funding is that there is another set of funding coming but the condition was you have to spend all of the first set of money in order to get the next set of money, so if you are putting \$10.9M in reserves and the next set is to help with salary, wages etc., are you guys then going to forfeit the next set of money, so that may be something to follow up with us on.
Judith Padres	I do not believe that is the case.
Jim Preusser	We will follow up with Dale Kelly.
Temika Hampton	I just want to make sure that money, you’re not telling us its going in the reserves, you are going to slide it someplace else and make it appear it was spent, and we are going to miss out on that. \$10.9M is not sitting towards capital expense, capital outlay, etc. If you can get me that information, if you can follow up with Dale that would be great.
Ron Pollard	There are other things in that budget that are not being done, bottle filling stations, no one can report a bottle filling station at their school. I contacted Custodial Services about it. This tends to make me think out of that \$55.4M a lot of money is being stuck over in shortfall. We will talk about that in another time.
Jim Preusser	We can talk another time; however, we would not agree with that statement.
LeighAnn Blackmore	I think Mike Winter could probably fill in a little about the bottle stations.
Mike Winter	I did not understand Ron Pollard’s question or statement on \$1.9M contracted custodial services.
Ron Pollard	What does contracted custodial services consist of?

Mike Winter	It is for temp labor, because of the shortfall of custodians, we have people out on MOU and LOA, not showing up for work, we do not know what vacancies would be filled in addition to all of that agreed amount to have contracted or temp needed. We are using monies to bring on 38 temp labor positions. We are still collecting data and at the end of September take a look at how many LOAs, how many vacancies and how much temp labor was used.
Temika Hampton	Get a report on what was actually spent, not proposed or projected.
Judith Padres	Did you have a question regarding bottle filling stations?
Ron Pollard	Concerns on bottle filling stations, we are not seeing them anywhere.
Judith Padres	Facilities not Mike Winter, is working on contractors coming in to do that, I have seen some of those orders come through.
Ron Pollard	But school has been in, what is this our second month, where are the children getting water from? We are projecting a lot of stuff but it is not there, but I do not want to argue that here.
Mike Winter	There are bottle filling stations on site, this was to add additional bottle filling stations to sites that only had one or two, to give them a few more.
Ron Pollard	I want to know what sites, I am getting calls.
Temika Hampton	Can we get a printout of what school have the bottle filling stations in them, because what seems to be happening is a lot of things allocated for is going to the have and not the have nots. The ELC is being taken care of, there are 6 wellness screens in HR area and some schools only have one, I would like a breakdown of the allocated stuff and where it is actually located.
Mike Winter	Which site is claiming they only have one wellness screen? That is totally against the information I have as far as what was installed and what was instructed to be installed so I just want to make sure we are all saying the same thing with the wellness screens, if you have a site that only has one, please let me know. I will get an update on the report for water bottle stations.
Ron Pollard	There was a second wave of wellness screens, when we first said that it was one, now we are getting two in most of these places.
Temika Hampton	Last week I asked that question.
Ron Pollard	We do not want to get lost on the conversation just on wellness screen. The whole \$55M has to be put somewhere else and there is no room for anything else including a shortfall. The District to me always over budgets and underspends and it ends in reserve and not recurring.
Jim Preusser	I understand Ron. Let's let Judith finish. Just for the record, the wellness screens are HR's and did not come from CARES Act funding but from my own budget. They have been there since April because I ordered them. As it relates to the CARES Act funding we understand your position, let us keep going through this presentation.

<p>Judith Padres</p>	<p>Handout #3 --- Fund balance, top portion is how we ended last year. It is Board policy to have a reserve of 3%. We are anticipating to have an unassigned fund balance of \$37M. Impacts to the budget include FTE enrollment decline, reopening with three instructional models, FRS increases, the previous year's salary increase and the additional pre-planning day. Potential revenue shortfall of \$67M that is the loss in FTE, \$3.8M costs to date due to COVID costs. We predict a shortfall of \$63M and only \$37M in unassigned fund balance. That is the budget update. (See Appendix G)</p>
<p>Jim Preusser</p>	<p>Let me summarize what Judith stated, as you can see as we look at the unassigned fund balance and Judith referenced the \$37M. We have identified a potential revenue shortfall of \$63M, the number for the students not in a seat is about 7,400, that is a cost of about \$57M, so if you just look at the potential revenue shortfall that is \$120M that clearly exceeds the budget even if you look at the 3% contingency, and that number has to stay in place. Even if you look at where we are, even if we get students back in seats, and we get that number down to zero we still have a potential revenue shortfall. The state has said they are going to hold us harmless until the end of this calendar year, the end of December. Hopefully they will hold us harmless for the entire school year. When we look at totality of the entire budget the numbers are not good. Ron you started off saying, I hope we are going to do something for OESPA and these employees. I think when we look at last year and we came back with the 1.5% for the entire district that totals \$17M, if you remember those dollars came from unassigned fund balance, now they are in the recurring fund balance so the \$17M has to come off the bottom line. We have no interest in taking money out of the unassigned fund balance that could potentially have north of a \$100M impact when we only have \$37M in there. It would not be fiscally responsible to take any additional money out of the unassigned fund balance to cover any wages and the only way we could do anything with wages or any increases for anyone is to have categorical dollars and we do not have any categorical dollars except for the money that came from Tallahassee and they basically told us this is what you will do with this money. So I say all this because I look at your proposals, your wage proposal, your substitute proposal, I know you are going to hold on shift differential. There is no money in the budget to do anything with wages, there is no money in the budget to do anything with any type of economic proposal at this point in time. What I will say and I spoke to the Superintendent about this and the Board, if the federal government comes back with funding next year and when I say next year I mean in the 2020-21 calendar year, we will come back to the table and talk in January or February of next year if they come back with some money, but right now we do not have any funds. The concern we have is if we do anything with the unassigned fund balance it would put us in financial jeopardy. So I wanted to make sure that I spelled that out as clearly as I could because Ron, we are in a difficult situation financially here.</p>

Ron Pollard	Everything I heard and was said here is based on projections not actual. We are projecting we are not going to have any money but the actual of what I see is increase in insurance cost, these people drop in paychecks, being cut back on some of our workers, it seems like the classified are going to get slammed. But the other employees, that money is there for them.
Jim Preusser	There are no increases for anyone else unless it is categorical dollars, so the administrators are not getting an increase either.
Ron Pollard	I don't care about administrators.
Jim Preusser	Well I am, so you understand my point.
Ron Pollard	I understand your point, but you need to understand my point.
Jim Preusser	I do, and we are also in a pandemic, and we also have thousands and thousands of employees who are being laid off right down the street. We are in a situation where if we get into the beginning of the year, and we have this revenue and yes, of course it says potential revenue shortfall, we have to do some planning. If we were to take any monies, and this is why Judith references the \$10.9M from the CARES Act, you can clearly see the numbers exceed \$37M in unassigned funds. We are trying to keep every dollar we can to help offset this shortfall that we are going to run into. We were north of 15,000 students unaccounted for, we are down now to 7,400 and I hope that keeps going down. If it stays at 7,400, I have to use the word caution and careful, it has to be a projected number and our CFO and his team are looking at this number and the Superintendent and the Board are saying if we take money out of this unassigned balance where are we going to be? So that is where we are right now, trust me I do not want to talk to you about this today. I do not want to go to the path of layoffs, we do not want to do that, so we need to keep the unassigned fund balance as strong as it can be so we can move into next year.
Ron Pollard	We lose these employees first of the year, you have all these kids coming back according to what we have been hearing from our government, we lose these employees, where you going to get employees from?
Jim Preusser	I didn't say that we are losing employees, I didn't say that.
Ron Pollard	People are not going to just sit here and keep getting cut, the insurance cost has been a big shock to these people, and I know it was agreed on. There is nothing else we can do, we don't have any money, when it comes to classified employees.
Temika Hampton	I feel like the dooms day conversation is premature when you can't answer the question regarding the CARES Act money and whether or not you must spend all of that allocation money in order to get the next set of money. We need to start there before we start talking about dooms day, we don't have money. We may have a shortfall. We need to know we may be creating a shortfall if you're not spending the money and just putting it in the reserves. So I think we need to start with that.
Judith Padres	I texted Dale for an answer on that, one thing to remember the CARES Act is non-recurring.
Temika Hampton	I understand that, but it will help make up that deficit that we are harping on right now. You may be creating your dooms day by not spending that money.

Jim Preusser	I really do not follow you, how is it creating a dooms day, the numbers are right in front of you.
Temika Hampton	My question to you is, everything we have read that is for reopening schools you must spend all that money to get funding for salaries and wages , you may not be on a deficit. You may not be in a deficit if you spend that \$10.8M you are rolling over into the reserves.
Jim Preusser	Based on the predication that the federal government is even going to give the money.
Temika Hampton	The conversation is premature if you do not have all the information, if you call Dale right now and he says he missed that part, you are right we have to spend that money and we are going to get this other money, that changes this whole conversation.
Jim Preusser	It's the reality, let me make sure I understand what you are saying. You're saying that If the \$10.9M is spent out of the CARES Act funding, which you state will allow for additional funding from the federal government you have no idea or no time frame of when those monies would arrive or if they would arrive at all. If you did not hear what I said in the end, if the federal government provides more funding we will come back to the table. But for us to say right now we believe that if we spend all the CARES Act dollars , let's say we went ahead and did that, and we believe that the federal government is going to come through and give us more funding, we cannot operate that way, that we think the federal government will give us more money. It has not been approved by Congress or assigned, that is where we are in a little bit of a bind.
Temika Hampton	You want us to go off your if's and projections, but then when I present one its we are in LaLa land.
Jim Preusser	We are not in LaLa land, I will be happy to ask that question.
Ron Pollard	Everything is being presented to us, we are to accept if's as this is definite information, but when we say if's we sound like we are out there.
Jim Preusser	I didn't say that. Let me just get this straight so I understand with 100% certainty what your position is. Your position is you want the District to take unassigned dollars, what we did last year and come up with a counter proposal on wages for the staff, is that what you want us to do?
Ron Pollard	We want these people to get some kind of relief.
Temika Hampton	What I want you to do is stop with the dooms day, if you don't have anything else to bring to the table, don't talk at us, we can see the numbers and when you are talking to us in a very patronizing tone as if we are children.
Jim Preusser	I am not talking in a patronizing tone, we had multiple budget meetings, we anticipate a shortfall from the state, we are in a financial difficulty in the state, and certainly as a school district. I am not trying to be condescending or rude, we are well north of \$37M, where are those dollars supposed to come from?

Temika Hampton	This is the conversation we should have had, before you started making other allocations, before you took it to the School Board. When adding more SROs those are funds for salaries, you already made your allocations and that is part of the problem. I think that goes back to what Ron said when we first started, how you all operate dealing with your classified staff.
Jim Preusser	I disagree with that statement, but that's fine if that is your position.
Temika Hampton	We will agree to disagree, do you have anything else you want to present?
Ron Pollard	Why are we here discussing budget and salaries when we don't intend to do anything for the classified workers at all?
Jim Preusser	Ron, you don't want us to meet with you and explain to you what our position is?
Ron Pollard	This is it, this is all it is going to be, this is not collaborative, we are not discussing.
Jim Preusser	How would you like me to proceed with that dialogue?
Ron Pollard	Actually speak to it and not come in like we do not know what we are talking about.
Temika Hampton	I want the information we requested. Anything else?
Jim Preusser	Yes, you had another proposal on Grade 3, go ahead Theresa.
Theresa Harter-Miles	You shared that you want to eliminate grade 3, we can't support it and will tell you why. I pulled the numbers as of this morning and right now we have approx. 1,600 in Grade 3, and that is a fluid number. We have the first job in a couple of career paths; custodian, ed para, food service assistant and extended day clerk. If you take those positions and move them into a Grade 4 it would have an impact in four different areas on the career path. We have a point factor system looks at a variety of job factors and hierarchy of the jobs, there would definitely be compression with those and the rest. I understand why you want to do that, in grade 3 lowest paid I am so supportive of that, I want money to move that structure, once I do that I move everything, that is my strategy and will continue.
Ron Pollard	That is not surprising.
Jim Preusser	Would you like to caucus?
Temika Hampton	Let's shoot for 1PM
CAUCUS	
Jim Preusser	All right, thank you, how would you like to proceed?
Temika Hampton	Go ahead.
Judith Padres	We checked with Dale and we do not know of any 2 nd round of dollars, we wanted to check with you and if you had the language.
Jim Preusser	I looked at the FAQ, I do not see that language.
Temika Hampton	I am looking for it.
Jim Preusser	When I am looking at the fund you have until September 30, 2020. Are you referring to the Heroes Act?

Temika Hampton	No, it has not been approved yet.
Jim Preusser	If you need to find it...
Temika Hampton	<p>I do not think this is an issue that is going to be resolved today.</p> <p>We would like these things answered:</p> <ol style="list-style-type: none"> 1. The actual money spent on custodial contract workers 2. Number of actually installed water fill stations 3. The number of employees in Grade 3
Jim Preusser	Do you have that info?
Theresa Harter-Miles	We have 1,606.
Temika Hampton	So 1,600 is the number you have.
Jim Preusser	The other questions you have, if you can send it in an email.
Temika Hampton	I think that is all we have, we can't do nothing, and we are not in a position to move. We would go back to our initial offer, you have to reward them somehow, somehow. You have all this Kelly money and it is not being used. Where is that money going? We looked at your projected, we looked at your actuals. Right now, I do not think we have anything else to discuss today.
Jim Preusser	I understand, if you can send me your questions.
Temika Hampton	Is Krista on here, I do want to get a bargaining date and get those two UMMs done. We are trying to get it set for this week. We would rather do Transportation first.
Jim Preusser	How about we do this, I have another bargaining session as well. As far as UMMs, we will get it scheduled.
Temika Hampton	I am not available the 30 th .
Jim Preusser	Do you want to go with Tuesday the 29 th ?
Temika Hampton	Ron, will that work for you?
Ron Pollard	29 th works for me.
Jim Preusser	I will send you an email confirming it. I will have Krista reach out to you today.

Appendix A

DISTRICT PROPOSAL #4
Maintenance Uniforms
September 17, 2020

Article XIV

Working Conditions

D. Uniform for Maintenance Employees

1. Employees that fall under the Maintenance job family, as designated in Appendix A-1 and shall be required to wear a district provided uniform during their work day. **This only applies to those employees who are required to participate in school-site visits.**
2. The School Board will provide employees with the required uniforms at no cost to the employee. Each employee will receive an initial allotment of six (6) shirts and six (6) pants/shorts*. In the second and subsequent years four replacement pieces will be provided, two (2) of which may be substituted for a jacket. The employee shall be responsible for the proper laundering and care of the uniforms they receive.
3. **An employee may choose to wear their personally owned pants/shorts. The pants/shorts must be dark blue/navy or blue jeans and must be free of rips and tears. If the employee chooses to wear their personally owned pants/shorts the employee would receive an initial allotment of (6) six shirts only. In the second and subsequent years (4) replacement shirts will be provided, two (2) of which may be substituted for a jacket.**
4. A report evidencing the number of uniform pieces provided to the employee shall be maintained by management and signed annually by the employee. **If the employee is provided with pants/shorts then they are required to wear the issued uniform and not personally owned pants/shorts.** The maintenance department shall keep a supply of emergency uniforms available for situations where an employee's uniform is damaged as a result of work related accidents or events.
5. The employee shall have the right to wear jean pants with their uniform shirt on Friday's.
6. Employees with medically diagnosed sensitivity to certain clothing fabrics shall be required to provide documentation from a physician in order to be provided with an alternative material for their uniforms.
7. Uniforms for new employees shall be ordered within ~~fifteen days (15)~~ **thirty (30) days** of the employees start date. If uniforms are found to be defective, they will be exchanged for appropriate ones as soon as possible. Similar clothing to the uniforms shall be worn by employees who have not received their uniforms.

DISTRICT PROPOSAL #4
Maintenance Uniforms
September 17, 2020

8. Employees reserve the right to wear union insignia, (i.e. pins, lanyards, etc.) should they choose to do so.

* Employees who work on/with construction projects must keep a pair of long pants in his/her office in the event they are required to visit a construction site. Short pants are not permitted on construction sites.

Appendix B

DISTRICT PROPOSAL #5
Job Title Revisions
September 17, 2020

APPENDIX A-1
CLASSIFIED JOB TITLES AND CORRESPONDING PAYGRADES
WAGE SCHEDULE

Confidential (not eligible for union membership) positions are included for informational purpose, only.
Classified positions employed in confidential offices are not covered by this agreement.
See Article 1, C.2. for a complete list of these exemptions.

Job Titles Displayed Alpha by Job Title		
Job Title	Job Family	Job Grade
Accounting Specialist	Clerical	14
Administrative Secretary	Clerical	11
Administrative Specialist	Clerical	12
Air Conditioning Technician	Maintenance	12
Air Conditioning Technician Master	Maintenance	14
Attendance/Records Clerk	Clerical	5
Auto Refinisher I	Transportation	9
Auto Refinisher II	Transportation	11
Auto Refinisher Master	Transportation	13
Braille & Tactile Materials Specialist I	Ed. Paraprofessional	17
Braille & Tactile Materials Specialist II	Ed. Paraprofessional	18
Budget Specialist	Clerical	15
Building Automation Technician Master	Maintenance	15
Building Permit Technician	Clerical	15
Building Services Technician I	Maintenance	11
Building Services Technician II	Maintenance	13
Bus Inspection Clerk	Clerical	9
Bus Monitor	Transportation	5
Bus Operator	Transportation	9
Bus Operator Lead	Transportation	12
Bus Operator, Sub Relief	Transportation	10
Bus Route Dispatcher	Clerical	11
Bus Route Specialist	Clerical	16

DISTRICT PROPOSAL #5
Job Title Revisions
September 17, 2020

Job Title	Job Family	Job Grade
Cabinet Maker	Maintenance	12
Cabinet Maker Master	Maintenance	14
Carpenter	Maintenance	10
Carpenter Master	Maintenance	12
CDL Examiner	Transportation	11
Certification Specialist	Clerical	17
Communication Specialist (Safety and Security)	Uniformed Security	16
Communication Specialist, Senior (Safety and Security)	Uniformed Security	18
Communications Technician	Maintenance	10
Communications Technician Master (Transportation)	Transportation	12
Courier Driver	Maintenance	8
Culinary/Catering Representative	Food Service	17
Custodial Crew Leader	Custodial	8
Custodial Crew Leader Master	Custodial	10
Custodial Technician	Custodial	13
Custodian	Custodial	3
Custodian Resident	Custodial	5
Customer Relations Clerk	Clerical	7
Customer Service Technician	Clerical	9
Data Specialist, Senior, State Reporting	Clerical	18
Data Specialist, State Reporting	Clerical	12
Database Coordinator	Technology	14
Delivery Operator	Maintenance <u>Food Service</u>	9
Delivery Operator, Lead	Maintenance <u>Food Service</u>	12
District Records Management Specialist	Clerical	17
Draftsperson	Maintenance	13
Draftsperson Master	Maintenance	17
Driver Trainer	Transportation	11
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	3
Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	3

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Job Title	Job Family	Job Grade
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	6
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	6
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	4
Ed. Paraprofessional Severely Handicapped, Certified	Ed. Paraprofessional	7
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	7
Ed. Paraprofessional Title I Certified	Ed. Paraprofessional	3
Educational Captionist & Sign Language Interpreter Level 1	Ed. Paraprofessional	14
Educational Captionist & Sign Language Interpreter Level 2	Ed. Paraprofessional	17
Educational Captionist & Sign Language Interpreter Level 3	Ed. Paraprofessional	18
Electrician	Maintenance	11
Electrician Master	Maintenance	13
Employment Coordinator	Clerical	11
Energy Control Scheduler	Maintenance	13
Environmental Tech, Senior	Maintenance	18
Environmental Technician	Maintenance	16
Events Coordinator (Community Resources <u>Marketing and Events</u>)	Clerical	18
Events Coordinator (Food Service/Culinary)	Clerical	18
Executive Assistant	Clerical	15

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Job Title	Job Family	Job Grade
Extended Day Clerk	Clerical	3
Facilities Controls Specialist	Clerical	18
Finance Specialist	Clerical	12
Finance Specialist II	Clerical	15
Finance/Payroll Clerk I	Clerical	7
Finance/Payroll Clerk II	Clerical	9
Finance/Payroll Clerk III	Clerical	11
Financial Aid Assistant	Clerical	8
Financial Aid Coordinator	Clerical	13
Fire Alarm Technician	Maintenance	13
Fire Alarm Technician Master	Maintenance	15
Fire Prevention Tech	Maintenance	16
Fixed Assets Specialist	Clerical	11 12
Fleet Parts Inventory Coordinator (Transportation)	Transportation	13
Fleet Parts Specialist	Transportation	13
Fleet Services Coordinator	Transportation	17
Fleet Technician I	Transportation	11
Fleet Technician II	Transportation	13
Fleet Technician III	Transportation	16
Fleet Technician IV	Transportation	18
Garage Assistant	Transportation	6
General Technical Support	Technology	6
Graphic Arts Coordinator	Technology	18
Grounds/Landscaper I	Maintenance	5
Grounds/Landscaper II	Maintenance	7
Grounds/Landscaper III Crew Leader	Maintenance	9
Grounds/Landscaping Chemical Tech	Maintenance	12
Heating/Boiler Technician	Maintenance	12
Heating/Boiler Technician Master	Maintenance	14

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Job Title	Job Family	Job Grade
Heavy Equipment Operator	Maintenance	13
Help Desk Support Representative	Technology	16
Help Desk Support Representative, Senior	Technology	18
HR Compliance Coordinator	Clerical	11
HR Compliance Coordinator, Senior	Clerical	13
Insurance Benefit Coordinator, I	Clerical	11
Insurance Benefit Coordinator, II	Clerical	12
Insurance Benefit Coordinator, Senior	Clerical	13
Insurance Benefits Systems Specialist	Clerical	16
Insurance/Benefits Clerk	Clerical	10
Irrigation Tech	Maintenance	10
Irrigation Tech M	Maintenance	12
Kitchen Services Technician I	Food Service	11
Kitchen Services Technician II	Food Service	13
Locksmith	Maintenance	11
Logistics Technician	Maintenance	15
Mail Services Clerk	Clerical	6
Mason	Maintenance	10
Mason Master	Maintenance	12
Materials Expeditor	Maintenance	10
Media Clerk I	Clerical	4
Media Clerk II	Clerical	5
Microcomputer Repair Technician	Technology	14
Microcomputer Repair Technician Lead	Technology	16
Mobile Culinary/Catering Representative	Food Service	18
Network Operator	Technology	18
Nurse, LPN (Note: RN's are on Instructional pay schedule)	Ed. Paraprofessional	12
Operations & Maintenance Planner	Maintenance	16
Operations & Maintenance Safety Tech	Maintenance	16
Operations and Maintenance Scheduler	Maintenance	15
P/O Therapy Assistant	Ed. Paraprofessional	12

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Job Title	Job Family	Job Grade
Painter	Maintenance	10
Painter Master	Maintenance	12
Paralegal	Clerical	18
Parts Inventory Specialist I (Technology)	Technology	6
Payroll Practitioner I	Clerical	11
Payroll Practitioner II	Clerical	13
Payroll Practitioner III	Clerical	15
Permanent Substitute, 2 yr Degree	Ed. Paraprofessional	8
Permanent Substitute, 4 yr Degree	Ed. Paraprofessional	11
Personnel Specialist	Clerical	16
Personnel/Benefits Clerk	Clerical	9
Pest Control Operator	Maintenance	9
Plumber	Maintenance	10
Plumber Master	Maintenance	12
Printing Production Assistant	Clerical	8
Procurement Clerk	Clerical	10
Program Assistant, Basic, Certified	Ed. Paraprofessional	13
Program Assistant, Bilingual, Haitian/Creole, Certified (PALMAS)	Ed. Paraprofessional	13
Program Assistant, Bilingual, Spanish, Certified (PALMAS)	Ed. Paraprofessional	13
Program Assistant, CTE, Certified	Ed. Paraprofessional	13
Program Assistant, District ESE Specialist, Certified	Ed. Paraprofessional	13
Program Assistant, ESE Post HS Employment Spec, C	Ed. Paraprofessional	13
Program Assistant, ESE, Certified	Ed. Paraprofessional	13
<u>Program Assistant, Horticulture, Certified</u>	<u>Ed. Paraprofessional</u>	<u>13</u>
Program Assistant, Job Coach, Certified	Ed. Paraprofessional	13
Program Assistant, Parenting, Bilingual, Creole, Certified	Ed. Paraprofessional	13
Program Assistant, Parenting, Bilingual, Portuguese, Certified	Ed. Paraprofessional	13
Program Assistant, Parenting, Bilingual, Spanish, Certified	Ed. Paraprofessional	13
Program Assistant, Parenting, Certified	Ed. Paraprofessional	13
Program Assistant, PASS, Certified	Ed. Paraprofessional	13
Program Assistant, STEM, Certified (TIF Grant)	Ed. Paraprofessional	13

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Job Title	Job Family	Job Grade
Program Coordinator	Clerical	13
Program Coordinator, CTE	Clerical	13
Program Coordinator, Ext Day	Clerical	13
Program Coordinator, Parent and Engagement Bilingual Liaison	Ed. Paraprofessional <u>Clerical</u>	13
<u>Program Coordinator, Parent and Engagement Bilingual Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
Program Coordinator, Parent and Engagement Liaison	Clerical	13
<u>Program Coordinator, Parent and Engagement Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
<u>Program Coordinator, Secondary Engagement Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
Program Monitor, Certified	Ed. Paraprofessional	10
Property Auditor	Clerical	11
Purchasing Clerk	Clerical	5
Quality Assurance Tech (Facilities)	Maintenance	16
Quality Assurance Technician (Food Service)	Food Service	16
Recycling/Parking Attendant	Maintenance	3
Refrigeration Tech Master	Maintenance	14
Registrar	Clerical	7
Registrar, Bilingual, Haitian/Creole (PALMAS)	Clerical	7
Registrar, CTE	Clerical	7
Retirement Specialist	Clerical	16
Roofer	Maintenance	10
Roofer Master	Maintenance	12
Routing and Operations Coordinator	Clerical	13
School Bookkeeper	Clerical	9
School Clerk	Clerical	4
School Food Service Assistant I	Food Service	3
School Food Service Assistant II	Food Service	4
School Food Service Assistant III	Food Service	7
School Food Service Assistant Lead	Food Service	13
School Health Assistant	Ed. Paraprofessional	5
School Secretary	Clerical	10

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Job Title	Job Family	Job Grade
School Secretary/Bookkeeper	Clerical	11
Secretary	Clerical	8
Secretary, Bilingual, Spanish (PALMAS)	Clerical	8
Section Leader	Clerical	11
Security Attendant	Uniformed Security	3
Security Systems Technician	Uniformed Security	13
Senior Budget Specialist	Clerical	17
Senior Employment Coordinator	Clerical	13
Senior Executive Assistant	Clerical	17
Senior Finance/Payroll Specialist	Clerical	17
Senior Payroll Practitioner	Clerical	17
Site-Based Payroll Coordinator	Clerical	13
Small Engine Mechanic	Maintenance	13
Storekeeper/Warehouse Tech Master	Maintenance	10
Storekeeper/Warehouse Technician I	Maintenance	6
Storekeeper/Warehouse Technician II	Maintenance	8
Student Enrollment Support Clerk	Clerical	9
Support Services Clerk II	Clerical	3
Support Services Clerk III	Clerical	6
Support Services Clerk III, Bilingual, Spanish (PALMAS)	Clerical	6
Sustainability Specialist	Maintenance	16
Technology Inventory Specialist	Technology	11
Technology Support Representative	Technology	16
Technology Support Representative, Senior	Technology	18
Telecommunications Support Technician	Technology	11
Telecommunications Technician	Technology	11
Telecommunications Technician Master	Technology	13
Trades Tech I (Maintenance)	Maintenance	16
Trades Tech II (Maintenance)	Maintenance	17
<u>Training Representative (Extended Day)</u>	<u>Clerical</u>	<u>17</u>
Training Representative (Food Service)	Clerical	17

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Job Title	Job Family	Job Grade
Training Representative (Transportation)	Clerical	17
Transportation Electronics Tech	Transportation	13
Transportation Electronics Tech, Master	Transportation	15
Transportation Payroll Clerk	Clerical	10
Transportation Specialist	Transportation	16
Truck Driver Heavy	Maintenance	10
Truck Driver Heavy Master	Maintenance	13
Uniformed Security Guard Shift Coordinator	Uniformed Security	15
Uniformed Security Officer -- <u>District</u>	Uniformed Security	12
Uniformed Security Officer -- <u>School</u>	Uniformed Security	12
Upholsterer and Glazier	Transportation	10
User Services Scheduler	Technology	15
Video Producer/Director	Technology	17
Video Production Assistant	Technology	9
Video Production Technician	Technology	16
Volunteer Coordinator	Clerical	11
Webmaster	Technology	18
Welder	Maintenance	9
Welder Master	Maintenance	12
Wellness Program Coordinator	Clerical	16

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APPENDIX A-2
CLASSIFIED JOB TITLES AND CORRESPONDING
PAYGRADES WAGE SCHEDULE

Confidential (not eligible for union membership) positions are included for informational purpose, only.
Classified positions employed in confidential offices are not covered by this agreement.
See Article 1, C.2. for a complete list of these exemptions.

Job Titles Displayed Alpha within Job Family		
Job Title	Job Family	Job Grade
Accounting Specialist	Clerical	14
Administrative Secretary	Clerical	11
Administrative Specialist	Clerical	12
Attendance/Records Clerk	Clerical	5
Budget Specialist	Clerical	15
Building Permit Technician	Clerical	15
Bus Inspection Clerk	Clerical	9
Bus Route Dispatcher	Clerical	11
Bus Route Specialist	Clerical	16
Certification Specialist	Clerical	17
Customer Relations Clerk	Clerical	7
Customer Service Technician	Clerical	9
Data Specialist, Senior, State Reporting	Clerical	18
Data Specialist, State Reporting	Clerical	12
District Records Management Specialist	Clerical	17
Employment Coordinator	Clerical	11
Events Coordinator (Community Resources <u>Marketing and Events</u>)	Clerical	18
Events Coordinator (Food Service/Culinary)	Clerical	18
Executive Assistant	Clerical	15
Extended Day Clerk	Clerical	3
Facilities Controls Specialist	Clerical	18
Finance Specialist	Clerical	12
Finance Specialist II	Clerical	15
Finance/Payroll Clerk I	Clerical	7

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Job Title	Job Family	Job Grade
Finance/Payroll Clerk II	Clerical	9
Finance/Payroll Clerk III	Clerical	11
Financial Aid Assistant	Clerical	8
Financial Aid Coordinator	Clerical	13
Fixed Assets Specialist	Clerical	14 12
HR Compliance Coordinator	Clerical	11
HR Compliance Coordinator, Senior	Clerical	13
Insurance Benefit Coordinator, I	Clerical	11
Insurance Benefit Coordinator, II	Clerical	12
Insurance Benefit Coordinator, Senior	Clerical	13
Insurance Benefits Systems Specialist	Clerical	16
Insurance/Benefits Clerk	Clerical	10
Mail Services Clerk	Clerical	6
Media Clerk I	Clerical	4
Media Clerk II	Clerical	5
Paralegal	Clerical	18
Payroll Practitioner I	Clerical	11
Payroll Practitioner II	Clerical	13
Payroll Practitioner III	Clerical	15
Personnel Specialist	Clerical	16
Personnel/Benefits Clerk	Clerical	9
Printing Production Assistant	Clerical	8
Procurement Clerk	Clerical	10
Program Coordinator	Clerical	13
Program Coordinator, CTE	Clerical	13
Program Coordinator, Ext Day	Clerical	13
Program Coordinator, Parent and Engagement Bilingual Liaison	Ed. Professional Clerical	13
<u>Program Coordinator, Parent and Engagement Bilingual Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
Program Coordinator, Parent and Engagement Liaison	Clerical	13
<u>Program Coordinator, Parent and Engagement Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>

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Job Title	Job Family	Job Grade
<u>Program Coordinator, Secondary Engagement Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
Property Auditor	Clerical	11
Purchasing Clerk	Clerical	5
Registrar	Clerical	7
Registrar, Bilingual, Haitian/Creole (PALMAS)	Clerical	7
Registrar, CTE	Clerical	7
Retirement Specialist	Clerical	16
Routing and Operations Coordinator	Clerical	13
School Bookkeeper	Clerical	9
School Clerk	Clerical	4
School Secretary	Clerical	10
School Secretary/Bookkeeper	Clerical	11
Secretary	Clerical	8
Secretary, Bilingual, Spanish (PALMAS)	Clerical	8
Section Leader	Clerical	11
Senior Budget Specialist	Clerical	17
Senior Employment Coordinator	Clerical	13
Senior Executive Assistant	Clerical	17
Senior Finance/Payroll Specialist	Clerical	17
Senior Payroll Practitioner	Clerical	17
Site-Based Payroll Coordinator	Clerical	13
Student Enrollment Support Clerk	Clerical	9
Support Services Clerk II	Clerical	3
Support Services Clerk III	Clerical	6
Support Services Clerk III, Bilingual, Spanish (PALMAS)	Clerical	6
<u>Training Representative (Extended Day)</u>	<u>Clerical</u>	<u>17</u>
Training Representative (Food Service)	Clerical	17
Training Representative (Transportation)	Clerical	17
Transportation Payroll Clerk	Clerical	10
Volunteer Coordinator	Clerical	11
Wellness Program Coordinator	Clerical	16

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Job Title	Job Family	Job Grade
Custodial Crew Leader	Custodial	8
Custodial Crew Leader Master	Custodial	10
Custodial Technician	Custodial	13
Custodian	Custodial	3
Custodian Resident	Custodial	5
Braille & Tactile Materials Specialist I	Ed. Paraprofessional	17
Braille & Tactile Materials Specialist II	Ed. Paraprofessional	18
Ed Paraprofessional Pre-K Certified	Ed. Paraprofessional	3
Ed. Paraprofessional Basic Certified	Ed. Paraprofessional	3
Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Creole, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, French, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, German, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Haitian-Creole, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Portuguese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Russian, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Spanish, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Urdu, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Vietnamese, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Computer Lab, Certified	Ed. Paraprofessional	6
Ed. Paraprofessional Exceptional Ed, Certified	Ed. Paraprofessional	6
Ed. Paraprofessional Phys Ed. Certified	Ed. Paraprofessional	4
Ed. Paraprofessional Severely Handicapped, Certified	Ed. Paraprofessional	7
Ed. Paraprofessional Sign Language, Certified	Ed. Paraprofessional	7
Ed. Paraprofessional Title I Certified	Ed. Paraprofessional	3
Educational Captionist & Sign Language Interpreter Level 1	Ed. Paraprofessional	14
Educational Captionist & Sign Language Interpreter Level 2	Ed. Paraprofessional	17
Educational Captionist & Sign Language Interpreter Level 3	Ed. Paraprofessional	18
Nurse, LPN (Note: RN's are on Instructional pay schedule)	Ed. Paraprofessional	12
P/O Therapy Assistant	Ed. Paraprofessional	12

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Job Title Revisions
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Job Title	Job Family	Job Grade
Permanent Substitute, 2 yr Degree	Ed. Paraprofessional	8
Permanent Substitute, 4 yr Degree	Ed. Paraprofessional	11
Program Assistant, Basic, Certified	Ed. Paraprofessional	13
Program Assistant, Bilingual, Haitian/Creole, Certified (PALMAS)	Ed. Paraprofessional	13
Program Assistant, Bilingual, Spanish, Certified (PALMAS)	Ed. Paraprofessional	13
Program Assistant, CTE, Certified	Ed. Paraprofessional	13
Program Assistant, District ESE Specialist, Certified	Ed. Paraprofessional	13
Program Assistant, ESE Post HS Employment Spec, C	Ed. Paraprofessional	13
Program Assistant, ESE, Certified	Ed. Paraprofessional	13
<u>Program Assistant, Horticulture, Certified</u>	<u>Ed. Paraprofessional</u>	<u>13</u>
Program Assistant, Job Coach, Certified	Ed. Paraprofessional	13
Program Assistant, Parenting, Bilingual, Creole, Certified	Ed. Paraprofessional	13
Program Assistant, Parenting, Bilingual, Portuguese, Certified	Ed. Paraprofessional	13
Program Assistant, Parenting, Bilingual, Spanish, Certified	Ed. Paraprofessional	13
Program Assistant, Parenting, Certified	Ed. Paraprofessional	13
Program Assistant, PASS, Certified	Ed. Paraprofessional	13
Program Assistant, STEM, Certified (TIF Grant)	Ed. Paraprofessional	13
Program Monitor, Certified	Ed. Paraprofessional	10
School Health Assistant	Ed. Paraprofessional	5
Culinary/Catering Representative	Food Service	17
Delivery Operator	<u>Maintenance Food Service</u>	9
Delivery Operator, Lead	<u>Maintenance Food Service</u>	12
Kitchen Services Technician I	Food Service	11
Kitchen Services Technician II	Food Service	13
Mobile Culinary/Catering Representative	Food Service	18
Quality Assurance Technician (Food Service)	Food Service	16
School Food Service Assistant I	Food Service	3
School Food Service Assistant II	Food Service	4
School Food Service Assistant III	Food Service	7
School Food Service Assistant Lead	Food Service	13

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Job Title	Job Family	Job Grade
Air Conditioning Technician	Maintenance	12
Air Conditioning Technician Master	Maintenance	14
Building Automation Technician Master	Maintenance	15
Building Services Technician I	Maintenance	11
Building Services Technician II	Maintenance	13
Cabinet Maker	Maintenance	12
Cabinet Maker Master	Maintenance	14
Carpenter	Maintenance	10
Carpenter Master	Maintenance	12
Communications Technician	Maintenance	10
Courier Driver	Maintenance	8
Draftsperson	Maintenance	13
Draftsperson Master	Maintenance	17
Electrician	Maintenance	11
Electrician Master	Maintenance	13
Energy Control Scheduler	Maintenance	13
Environmental Tech, Senior	Maintenance	48
Environmental Technician	Maintenance	46
Fire Alarm Technician	Maintenance	13
Fire Alarm Technician Master	Maintenance	15
Fire Prevention Tech	Maintenance	16
Grounds/Landscaper I	Maintenance	5
Grounds/Landscaper II	Maintenance	7
Grounds/Landscaper III Crew Leader	Maintenance	9
Grounds/Landscaping Chemical Tech	Maintenance	12
Heating/Boiler Technician	Maintenance	12
Heating/Boiler Technician Master	Maintenance	14
Heavy Equipment Operator	Maintenance	13
Irrigation Tech	Maintenance	10
Irrigation Tech M	Maintenance	12
Locksmith	Maintenance	11

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Job Title	Job Family	Job Grade
Logistics Technician	Maintenance	15
Mason	Maintenance	40
Mason Master	Maintenance	42
Materials Expeditor	Maintenance	10
Operations & Maintenance Planner	Maintenance	16
Operations & Maintenance Safety Tech	Maintenance	16
Operations and Maintenance Scheduler	Maintenance	15
Painter	Maintenance	10
Painter Master	Maintenance	12
Plumber	Maintenance	10
Plumber Master	Maintenance	12
Quality Assurance Tech (Facilities)	Maintenance	16
Recycling/Parking Attendant	Maintenance	3
Refrigeration Tech Master	Maintenance	14
Roofer	Maintenance	10
Roofer Master	Maintenance	12
Small Engine Mechanic	Maintenance	13
Storekeeper/Warehouse Tech Master	Maintenance	10
Storekeeper/Warehouse Technician I	Maintenance	6
Storekeeper/Warehouse Technician II	Maintenance	8
Sustainability Specialist	Maintenance	16
Trades Tech I (Maintenance)	Maintenance	16
Trades Tech II (Maintenance)	Maintenance	17
Truck Driver Heavy	Maintenance	10
Truck Driver Heavy Master	Maintenance	13
Welder	Maintenance	9
Welder Master	Maintenance	12
Database Coordinator	Technology	14
General Technical Support	Technology	6
Graphic Arts Coordinator	Technology	18
Help Desk Support Representative	Technology	16

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Job Title	Job Family	Job Grade
Help Desk Support Representative, Senior	Technology	18
Microcomputer Repair Technician	Technology	14
Microcomputer Repair Technician Lead	Technology	16
Network Operator	Technology	18
Technology Inventory Specialist	Technology	11
Technology Support Representative	Technology	16
Technology Support Representative, Senior	Technology	18
Telecommunications Support Technician	Technology	11
Telecommunications Technician	Technology	11
Telecommunications Technician Master	Technology	13
User Services Scheduler	Technology	15
Video Producer/Director	Technology	17
Video Production Assistant	Technology	9
Video Production Technician	Technology	16
Webmaster	Technology	18
Auto Refinisher I	Transportation	9
Auto Refinisher II	Transportation	11
Auto Refinisher Master	Transportation	13
Bus Monitor	Transportation	5
Bus Operator	Transportation	9
Bus Operator Lead	Transportation	12
Bus Operator, Sub Relief	Transportation	10
CDL Examiner	Transportation	11
Communications Technician Master (Transportation)	Transportation	12
Driver Trainer	Transportation	11
Fleet Parts Inventory Coordinator (Transportation)	Transportation	13
Fleet Parts Specialist	Transportation	13
Fleet Services Coordinator	Transportation	17
Fleet Technician I	Transportation	11
Fleet Technician II	Transportation	13
Fleet Technician III	Transportation	16

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Job Title Revisions
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Job Title	Job Family	Job Grade
Fleet Technician IV	Transportation	18
Garage Assistant	Transportation	6
Transportation Electronics Tech	Transportation	13
Transportation Electronics Tech, Master	Transportation	15
Transportation Specialist	Transportation	16
Upholsterer and Glazier	Transportation	10
Communication Specialist (Safety and Security)	Uniformed Security	16
Communication Specialist, Senior (Safety and Security)	Uniformed Security	18
Security Attendant	Uniformed Security	3
Security Systems Technician	Uniformed Security	13
Uniformed Security Guard Shift Coordinator	Uniformed Security	15
Uniformed Security Officer -- <u>District</u>	Uniformed Security	12
<u>Uniformed Security Officer -- School</u>	<u>Uniformed Security</u>	<u>12</u>

Appendix C

DISTRICT COUNTER PROPOSAL TO OESPA PROPOSAL #4

Bereavement Leave

September 17, 2020

ARTICLE XVII

LEAVES OF ABSENCE

- H. ~~When a death occurs in an employee's immediate family, including parent, sibling, spouse, domestic partner, child, and grandparent, all regular full-time employees may take up to three (3) days off with paid administrative leave to attend the funeral or make funeral arrangements. The pay for time off will be prorated for a part-time employee if the funeral occurs on a scheduled workday. The District shall not deny an employee's request for bereavement pay so long as they meet the above criteria~~

H. Bereavement Leave

1. When a death occurs in the immediate family of an employee, the employee shall be granted leave with or without pay for up to three (3) duty days to travel to and from the funeral location and attendance at the funeral for in-state activities. An employee shall be granted up to two (2) additional duty days to attend out-of-state funerals. Employees must use sick leave with or without pay for bereavement leave.
2. Immediate family is defined as spouse, same sex domestic partner, child (natural or step), mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent or grandchild.
3. Additional time may be granted at the discretion of the Administrator.

Appendix D

DISTRICT COUNTER PROPOSAL TO OESPA PROPOSAL #5
Substitute Pay
September 21, 2020

ARTICLE X

Employment Status and Assignment

C. Reassignment

5. An employee who substitutes for at least 2.5 **cumulative** hours of student contact time for a teacher who is absent, shall be paid the supplemental rate of ~~\$20~~ ~~**\$50**~~ **\$20** per day for said day. If the employee has completed the District endorsed Substitute Teacher Training he/she shall be paid the supplemental rate of ~~\$30~~ ~~**\$75**~~ **\$30** per day.

Appendix E

FY21 Funding

	2019-2020	2020-2021	Variance	
UFTE	210,457.18	209,400.11		
Total FEFP Funding 2nd Calc	1,606,255,753	1,621,952,284	15,696,531	0.98%
Per UFTE	7,632.22	7,745.71		
Special Millage	149,811,026	161,003,401		
Special Millage Per UFTE	711.84	768.88		
Total Funding Per UFTE w/ Sp. Millage	8,344.06	8,514.59	171	
BSA / Increase in BSA	4,279.49	4,319.49	40.00	
Teacher Salary Increase Allocation		(37,397,733.00)		
Net FEFP Funding less Salary Allocation		1,584,554,551		
Net Funding w/ Sp. Millage		1,745,557,952	8,335.99	(8.06)

Our overall funding increase from the State FEFP in total dollars amounts to \$15.7m or just under one percent (.98%); however, \$37.4m is for the Teacher Salary Increase.

Including our Special Millage, our total funding increased \$171 per student. When excluding the Teacher Salary Increase Allocation there is a decrease of \$8 per student.

Appendix F

CARES Act Funding

- GEER - Governor's Emergency Education Relief Fund
 - \$5.1 million
 - Charter schools-\$243K
 - Private schools-\$280K
 - Jump Start summer camp-\$419K
 - 3rd Grade Reading camp-\$1.1m
 - Tutoring-\$3.0m
 - Transportation/Other-\$77K
- ESSER - Elementary and Secondary School Emergency Relief Fund
 - \$55.4 million
 - Charter schools-\$3.6m
 - Private schools-\$2.8m
 - Remaining Cohort 8 devices-\$8.1m
 - Regression intervention materials-\$2.4m
 - Instructional technology equipment-\$7.1m
 - ESE evaluations \$255K
 - Contracted custodial services-\$1.9m
 - Additional LPNs and Health Assistants-\$7.3m
 - Substitute at each school-\$4.4m
 - Hand-held thermometers-\$153K
 - Bottle filling stations-\$1.8m
 - Furniture movers-\$900K
 - Athletic support-\$1.6m
 - Indirect costs-\$2.2m
 - Reserve for projected shortfall-\$10.9m

Appendix G

FUND BALANCE**FY19-20
Ending Fund Balance
6.30.2020**

Nonspendable	1,720,885
Restricted	19,946,030
Assigned	202,422,912
Unassigned/3% Contingency	53,416,314
Unassigned	<u>53,024,800</u>
Total Unassigned	106,441,114

**FY20-21
Estimated Ending Fund Balance
6.30.2021**

Nonspendable	1,720,885
Restricted	19,049,729
Assigned	195,127,453
Unassigned/3% Contingency	55,660,310
Unassigned	<u>37,086,188</u>
Total Unassigned	92,746,498

Impacts to FY21 Unassigned Fund Balance:

COVID Costs (\$3.8m to date)

Potential Revenue Shortfall (\$63m)

Enrollment decline