

MINUTES

OESPA CBLT Teleconference Via Zoom

*October 13, 2020
10:00 AM*

In Attendance

Darlene Alvarez	OESPA	Theresa Harter-Miles	District	Krista Russell	District
Yolanda Anderson	OESPA	Annette Henry	OESPA	Michelle Stile	OESPA
LeighAnn Blackmore	District	Glarsnell Jean-Charles	OESPA	Helen Tyree	OESPA
Robin Bolden	OESPA	Rivers Lewis	District	Byron Wilson	OESPA
Lindsey Bowlin	District	Clyde Mitchell	OESPA	Mike Winter	District
Beth Curran	District	Judith Padres	District	Julio Vazquez	OESPA
Warren Davis	OESPA	Ron Pollard	OESPA		
Jennifer Fowler	District	Sophia Pollard	OESPA		
Kim Frye	District	Christina Pretorius	OESPA	Bria Calvin	Guest
Temika Hampton	OESPA	James Preusser	District	Jasmine Barillas	Guest

Agenda:

OESPA Counter Proposals

Job Title Revisions – no objections

Maintenance Uniforms

District Counter Proposals

Bereavement Leave: Article XVII. H

Substitute Pay: Article X. C. 5

Update to Request for Information

Temika Hampton	We had some questions about the Cares allocation.
Jim Preusser	Do you want us to go over the document?
Temika Hampton	I will give LeighAnn permission to share.
Jim Preusser	I have just a few things first. I sent you a signed agreement on Routes changes. Let's talk about bereavement today. And there was another proposal about reassignment; we can talk about that and whatever else you want to discuss today. In the meantime, we have information on the Cares Act funds as of 10/6/20. We can rerun the numbers because they will have changed in a week's time. We have Judith here to speak to it and OESPA can ask their questions for more discussion.
Judith Padres	<p>Good morning. We ran the numbers as of October 6. They do change on a daily basis. So for athletic support we have allocated \$1.6M. We were showing some expenditures and encumbrances for that. For charter schools, \$101,000 has been paid out for Audio Visual devices. We are showing \$926,000 in encumbrances for instructional technology equipment.</p> <p>The amount that we set aside for instructional technology went up to \$4.4M and we are showing encumbrances of \$7.4M. We are showing some actuals and encumbrances for LPNs and School Health Assistants. HVAC filters were added after I had sent the information to you all. If I were to run the numbers today the actual is \$2.2M, encumbrances are at \$10.3M.</p>
Jim Preusser	The reserve for protective shortfall initially was \$10.9M?
Judith Padres	Yes, It went down by \$6.8M.
Jim Preusser	Any questions?
Temika Hampton	The reserve went down from \$10.9M to \$6.8M. What other things were not there before besides HVAC filters? Where else did you allocate more money than was previously allocated?
Judith Padres	\$2.4M for the HVAC filters, for Instructional Technology equipment, I put a star by it. What we are showing now is \$11.5M. When I first presented the information to you we were at \$7.1M. Went up by \$4.4M. These two items make up the \$6.8M that the reserve went down by.
Temika Hampton	Line by line: \$1.6M budgeted, approx. \$100K for expenditures at this point. What is going to make up the expenditures for athletic support that has not been encumbered?
Judith Padres	Are you asking me what each of these line items will be used for? I will have to get back with you with that.

Temika Hampton	That is the bulk of our questions this morning, is understanding what it is for. We need to know what the money is to be for. How will the money be used for ESE? So concerning handheld thermometers; at this point, all the schools have them. I don't see any actual or encumbered amounts for these thermometers? Why is there more money allocated? Next line, furniture moving: what furniture needs to be moved now? No schools are over capacity now. We need specific information so maybe we need to send you a RFI on that.
Jim Preusser	Please put it in writing. And we will update the numbers. Once we have more specific questions by line item we can dig deeper and get the answers
Temika Hampton	We will do that during our caucus.
Jim Preusser	We will update the list and provide a comprehensive response. Judith when you run the report, can you give the Union the information as of that day? Let's say we respond on Oct 16, will the information on the table actually be from Oct 16?
Judith Padres	Yes, of course that is fine.
Jim Preusser	Does that work for you Temika? That way you will get the most up to date information.
Temika Hampton	That's fine. We can move on to bereavement language.
Jim Preusser	Let's start with the information on reassignment: we wanted to have more discussion around this one. We have reached out to Teaching & Learning and Dr. Vazquez. I don't have any additional language on this one. It is on hold right now. We will have a counter for you at a later date.
Temika Hampton	Where are we on the regular reassignment? Is there a new time table? We haven't received anything. I know we have had more students return today.
Jim Preusser	We've had many students return, and I will check with Stephanie Heron on that and I'll get you an update today.
Jim Preusser	Substitute pay: In the reassignment article we can add the word cumulative. We think the spirit of the language allowed for cumulative time. There are situations where leaders may have taken advantage of the situation. We think cumulative is important. On the rate, the District's position is the same, the financial landscape does not allow for any additional dollars.
Temika Hampton	You have \$4.4M for substitutes and have only spent \$28K. There is money to pay for substitutes. You are willing to pay Kelly. You have signed a settlement agreement with CTA where teachers get money to spit classes for teachers. But you have no money for classified staff?
Jim Preusser	If the budget changes, if there is an increase to the budget, we will come back to table to talk about that. It is not fiscally prudent to discuss that right now. I am happy to write a Letter of Understanding that says if there is an increase in the budget, the District and OESPA will come back to the table. The way it is now, we still have 7K students not in their seats. We can't find some of them. They have not

	deregistered. So we have the shortfall dollars and have dollars with students not in their seats. We don't know what governor will do at the end of this year.
Ron Pollard	The problem is that you are asking us to agree to give our people nothing. Then you are asking us to go on a promise that maybe we will and maybe we won't. The Union's stance is that we can't agree to that. We know that you are going to pull out something for the teachers and that leaves us out. This is taking things back to when I came in as president. I just want to register my disagreement with what you are saying, but you have a right to say it.
Jim Preusser	Let me be very clear about the money discussed with the teachers. The money for the teachers is specific to categorical dollars per HB 641. That money has to be used in a very specific way. I have already told them there is no money outside of the categorical dollars. If there were more money outside of the categorical dollars, I would be giving it to you. I don't have anything else to give outside of what I have to do by law.
Ron Pollard	I am sure they disagree what that also.
Jim Preusser	Yes they do. I am going to keep saying the same thing. This is the current state, we don't know what the future will be. It would not be fiscally responsible to take additional dollars and you have already seen where the shortfall dollars are. We've had to make some changes already. We are happy to come back to the table if we get other funds. I know you may not like that and disagree, and I respect that, but where we are based on conversations with the Board and Superintendent, we can't take funds out of the unassigned fund balance for bonuses. If we put it in a raise increase, we can't have non-recurring dollars for raises.
Temika Hampton	I want to focus on the Cares Act. You have \$4.4M for substitutes. You have only spent \$28K for three months into the school year. Where is that money going? Can we make a temporary agreement for that funding? Because what is happening right now is that you are bringing in Kelly Services for 4 hours a day. They are dragging our employees in to substitute every day because it is easier to pay \$20 to classified employees and it is cheaper than a Kelly substitute. You have the money, but you are going to roll it over into reserves? What are you going to do with the Cares Act money now?
Jim Preusser	We are looking at those dollars. But the money has moved. We had \$10.9M in reserves and it has shrunk down to \$4.1M or so. It is a moving target. I understand your point about the substitutes. We will get you updated numbers. We have employees leaving every day. I can't tell you the number of substitute we will need in three months or six months.
Temika Hampton	I get that but after three month we are only up to \$100K. That is still \$4.3M (in that line item), that money is not going to disappear over the next couple of months. There are not that many substitutes in the world.
Jim Preusser	But you are asking us to use Cares Act money for wage increases. There is very specific criteria for that money. Is that what you are asking us to do?

Temika Hampton	We are talking about substitute pay. We have been countering back and forth over the rate, \$20, ours \$30 etc. That is what I am talking about. It's not a wage. It is substitute pay in the Cares Act tied to the substitute pay in the contract. What I have said so that it is not a long term thing, how about a temporary agreement this school year for the Cares Act money? We are open to having that discussion.
Jim Preusser	Write a proposal for it...I am open to have further discussion on it. It is still an economic proposal. It has an economic impact. It still has an economic impact on the District. I guess you are implying we are going to use the \$4.4M for something else.
Ron Pollard	I saw the superintendent's association recommendation, to slide the money to reserves. As long as it is allocated and you do not use it, it doesn't go back. Superintendents were told to hold off until the first of the year. So classified workers are not worthy of anything. Even though they are the ones on the front line of the pandemic, they are not worth anything.
Jim Preusser	No one is saying classified are not worthy. No administrators are getting an increase. No one getting an increase. The only way that teachers are getting an increase is from the categorical money from the state. They are not getting any money above the categorical. And if you listen to their bargaining sessions, I have been very clear about that.
Ron Pollard	They are attacking the top level administration about the increase rate of retirement. I listen. There is so much in here that spits on the classified employee.
Jim Preusser	I don't like the phrases you are using that are implying that the Board or the Superintendent don't value classified employees. That is not the case.
Ron Pollard	I don't see it.
Jim Preusser	You don't see it because you are not seeing an increase in wage. I know you think I am all doom and gloom, but I am telling you that we could very well be \$100M in the hole at the first of the year. I hope we are not, but if we are there are going to be some real issues for the District that will be very challenging for us.
Ron Pollard	A potential \$100M in the hole.
Jim Preusser	Of course it is a potential. But the district has to plan for that. Don't you want us to keep as many employees as we can? I've already stated this at the table.
Ron Pollard	I have stated what we need to. So we are just going to battle back and forth. But you are not trying to do anything for the classified employees. Period.
Jim Preusser	I am sorry you feel that way.
Temika Hampton	So, I don't want my discussion regarding substitute pay to get lost. We will send you proposed language about substitute pay concerning the money you have already allocated for substitute pay.
Jim Preusser	We will be happy to review and consider it. Let's go to bereavement language. We reviewed language and we reverted back to our original language. Let me explain

	why. Under #2 where immediate family is defined as spouse, same sex domestic partner, when we look at our benefits it speaks directly to same sex partner. Beth can add more information.
Beth Curran	In our eligibility for health insurance, we allow for spouse, same sex domestic partner and children. We don't allow for opposite sex domestic partners to be covered under our health insurance. This has been in effect for about 15 years and it has not been updated.
Jim Preusser	We are trying to create a bright line where employees can take the leave. You have said employees have been denied unreasonably. We have the same language with CTA. Any deviation would not be appropriate.
Temika Hampton	On #2, I hear what Beth is saying. We have no objection to same sex domestic partner. We didn't want it to be discriminatory. If it is the district's policy to not recognize heterosexual domestic partner, that's fine.
Jim Preusser	We are trying to stay consistent with the same sex domestic partner health benefit and with the language with CTA. The purpose here is to make sure they can get the time off and be able to ask for more time off if necessary.
Temika Hampton	We will review in caucus. We are ready to caucus.
Krista Russell	Temika can you share the maintenance uniform counter?
Temika Hampton	I don't have internet right now. As soon as get internet access I will email it to you. It's about one line where it says employees have to wear them, we struck that through. It's never been an issue before.
Jim Preusser	Please email it and discuss bereavement in your caucus. Hopefully we can get to agreement on it.
LeighAnn Blackmore	We are in agreement with the job titles in the appendix revisions?
Temika Hampton	Yes.
	Caucus from 11 am until 1 pm.
Jim Preusser	Hello Ron, Temika, OESPA. My people are joining the call.
Temika Hampton	We sent you all a counter for the Maintenance proposal. We are still working on the Request for Information based on the data you sent over this morning. Our Internet was down for a while. Michelle and I are working on proposed language for the temporary agreement for substitutes.
Jim Preusser	Can we look at Bereavement? We can put it on the screen, it is the last proposal we sent earlier.
Temika Hampton	I had a question. When you were talking about it earlier, I understood you to say that they get five days and if they needed an additional two, they have to request it? I read it as they get three days and an additional two they can request for a total of five.

Jim Preusser	That was in reference to an example. For an example, the funeral is out of state get 5 days and per #3, the employee could asked for an additional amount of days. It was an example.
Jim Preusser	If you need more time let us know and send over anything you would like to TA. I have the TA for the job titles ready to go. If you agree with it email us that you do so and we can get it ready for TA.
Temika Hampton	I think the other stuff will be contingent upon what we learn from the Request for Information.
Jim Preusser	We will wait for your questions, and we will send an updated line by line version of the data we sent today.
Temika Hampton	We need to talk about some things in caucus about the team's questions.
Jim Preusser	We have questions about the proposal you sent over to us. We need to talk with you about the Maintenance uniform proposal. LeighAnn, please put their counter up. I am assuming that #4 is what you are talking about, where you struck through the language?
Mike Winter	We don't want to order pants and shorts if they are not going to be worn. What questions led to the strike through?
Temika Hampton	We wanted some consistently. You don't give them enough uniforms. Why was that added in and not part of the original language?
Mike Winter	Some people order it and then say they don't like it. So that's why we let them order extra shirts. I forwarded this counter to the Uniform team. I would like for employees to know there is a cost. If we are going to order them, they need to wear them. They get to wear own jeans on Fridays.
Temika Hampton	They have always been able to wear own clothes. #4 minimalizes #3. #3 says you can, #4 says you can't.
Mike Winter	So we can change it to expected, or take the whole thing out.
Temika Hampton	Take the whole thing out.
Jim Preusser	If Mike gets the responses he needs and we agree we will send you that TA too.
Temika Hampton	Is it a supply issue for 30 days?
Mike Winter	Sometimes the employees doesn't get to order within their first 15 days of employment
Jim Preusser	So to summarize: <ul style="list-style-type: none"> • Get back with us on bereavement. • We will get back with you on Maintenance uniforms. • TA on job titles
Temika Hampton	And we will send you the substitute pay proposal, and you said you would check on new timetable for reassignment.

Jim Preusser	We will get you a response on that and questions on Cares Act money from OESPA. Another date to bargain: Tuesday, Oct 27. 10-3.
Temika Hampton	We are going to caucus, and I think I can get you the questions today.
Helen Tyree	Our employees in limbo now. They were supposed to have heard from HR.
LeighAnn Blackmore	We are working on getting you some information on that.
	Meeting ended around 1:15 pm.

Appendix A

DISTRICT 2nd COUNTER PROPOSAL TO OESPA PROPOSAL #4

Bereavement Leave

October 13, 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 three (3) days paid administrative leave ~~leave with or without pay for up to three (3) duty days~~ 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 bereavement leave ~~two additional duty days to attend out-of-state funerals.~~

2. Immediate family is defined as spouse, ~~same sex~~ 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 B

DISTRICT COUNTER PROPOSAL

October 13, 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~~ ~~\$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~~ ~~\$75~~ ~~\$30~~ per day.

Appendix C



**2nd RESPONSE TO REQUEST FOR INFORMATION
OESPA Questions from 09/28/2020 Bargaining Session
Updated October 13, 2020**

1. Number and location of water filter stations.
Please see the Excel spreadsheet attached to the email entitled “Draft Planning water bottle filling stations 9.30.20”
2. List of transportation drivers including hire date and work location.
Please see the Excel spreadsheet attached to the email entitled “Transportation Roster 9/30/20”.
3. Copy of transportation department SOP.
The updated Transportation Operational Manual is attached to the email with this form and is entitled “TR131 Redlined OCPS Transportation Services 2020-21 Operations Handbook.”
Per discussion at the UMM on September 28, 2020, you will receive updates and changes made this year to the Transportation Operational Manual. SOP’s will be sent once they have been finalized.
4. List of employees and their wages in pay grade E-3.
Please see the Excel spreadsheet attached to the email entitled “OESPA Grade 3 and New Hires”. Use the 1st tab called grade 3.

5. Actual versus projected Cares Act Spending.
Of the \$55.4 million allocated to the district, the share for OCPS totals \$49 million; the remaining dollars correspond to charter and private schools. The projection is to spend \$49 million, of which \$1 million has been spent to date (plus \$3.9 million in encumbrances)

These are the CARES expenditures and encumbrances as of 10/6 broken down by line item.

As of 10-6-20				
	Budget		Actual	Encumbrances
Athletic Support	\$1.6 million		76,020	21,029
Charter Schools	\$3.6 million		101,749	-
Cohort 8 Devices	\$8.1 million		-	926,831
Instructional Technology Equipment*	\$11.5 million		955	7,377,281
Additional LPN/SHA	\$7.3 million		156,730	102,842
Private Schools	\$2.8 million		29,184	2,745,940
Regression Intervention Materials	\$2.4 million		707,722	11,000
Substitute at each school	\$4.4 million		28,935	-
ESE Evaluations	\$255K		-	-
Contracted custodial services	\$1.9 million		-	-
Hand-held thermometers	\$153K		-	-
Bottle filling stations	\$1.8 million		-	-
Furniture movers	\$900k		-	-
HVAC Filters*	\$2.4 million		-	-
Indirect costs	\$2.2 million		-	-
Reserve for projected shortfall*	\$4.1 million		-	-
Total	\$55.4 million		1,101,296	11,184,924
*Updated figures are reflected				

6. Custodial overtime log/payroll record.
Please see the PDF documents attached to the email entitled “Custodial Overtime Report 03.01.20 – 06.30.20” and “Custodial Services 07.01.20 – 09.29.20”
7. List with salary, including benefits, for all new hires between 4/1/2020 – 9/25/2020.
Please see the Excel spreadsheet attached to the email entitled “OESPA Grade 3 and New Hires”. Use the 2nd tab called hires.



8. Accounting of actual Kelly Services expenditures.

In terms of the substitute expenses posted to date, we are looking at \$463,079.98 in the General Fund. The last weekly invoice to be posted is dated 9/29.

Appendix D

OESPA Counter to DISTRICT Proposal #4

Maintenance Uniforms

October 13, 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.
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 E

Tentative Agreement - Job Title Revisions

Appendix A-1 and A-2

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
Cabinet Maker	Maintenance	12
Job Title	Job Family	Job Grade
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 Food Service	9
Delivery Operator, Lead	Maintenance Food Service	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

Ed. Paraprofessional Bilingual, Arabic, Certified	Ed. Paraprofessional	5
Ed. Paraprofessional Bilingual, Chinese, Certified	Ed. Paraprofessional	5
Job Title	Job Family	Job Grade
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
Extended Day Clerk	Clerical	3
Facilities Controls Specialist	Clerical	18
Finance Specialist	Clerical	12
Finance Specialist II	Clerical	15
		Job Grade

Job Title	Job Family	
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	44 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
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
Job Title	Job Family	Job Grade
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
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
Job Title	Job Family	Job Grade
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
Program Coordinator	Clerical	13
Program Coordinator, CTE	Clerical	13
Program Coordinator, Ext Day	Clerical	13
Program Coordinator, Parent and Engagement Bilingual Liaison	<u>Ed. Paraprofessional 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>
Job Title	Job Family	Job Grade
<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
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
Job Title	Job Family	Job Grade
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
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
Job Title	Job Family	Job Grade
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

TENTATIVE AGREEMENT #1 – Job Title Revisions
Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
PAYGRADES WAGE SCHEDULE
October 13, 2020

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

TENTATIVE AGREEMENT #1 – Job Title Revisions
Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
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Finance/Payroll Clerk I	Clerical	7
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. Paraprofessional 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>

TENTATIVE AGREEMENT #1 – Job Title Revisions
Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
PAYGRADES WAGE SCHEDULE
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<u>Program Coordinator, Secondary Engagement Liaison, Title I</u>	<u>Clerical</u>	<u>13</u>
Job Title	Job Family	Job Grade
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
Custodial Crew Leader	Custodial	8

TENTATIVE AGREEMENT #1 – Job Title Revisions
Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
PAYGRADES WAGE SCHEDULE
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Custodial Crew Leader Master	Custodial	10
Custodial Technician	Custodial	13
Job Title	Job Family	Job Grade
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
Permanent Substitute, 2 yr Degree	Ed. Paraprofessional	8
Permanent Substitute, 4 yr Degree	Ed. Paraprofessional	11

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Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
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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
Job Title	Job Family	Job Grade
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
Air Conditioning Technician	Maintenance	12
Air Conditioning Technician Master	Maintenance	14
Building Automation Technician Master	Maintenance	15

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Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
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Building Services Technician I	Maintenance	11
Building Services Technician II	Maintenance	13
Cabinet Maker	Maintenance	12
Job Title	Job Family	Job Grade
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	18
Environmental Technician	Maintenance	16
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
Logistics Technician	Maintenance	15
Mason	Maintenance	10
Mason Master	Maintenance	12
Materials Expeditor	Maintenance	10

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Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
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Operations & Maintenance Planner	Maintenance	16
Operations & Maintenance Safety Tech	Maintenance	16
Operations and Maintenance Scheduler	Maintenance	15
Painter	Maintenance	10
Job Title	Job Family	Job Grade
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
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

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Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
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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
Job Title	Job Family	Job Grade
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
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

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Appendix A-1 and A-2 -- CLASSIFIED JOB TITLES AND CORRESPONDING
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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
Job Title	Job Family	Job Grade
<u>Uniformed Security Officer -- School</u>	<u>Uniformed Security</u>	<u>12</u>

STATUS: As of this ____ day of _____, 2020, tentatively agreed to and closed.

For School Board of Orange County, Florida:

For Orange Education Support Professionals
Association:

James Preusser
Senior Executive Director, Human Resources

Ron Pollard
President

