

OESPA-CBLT

Thursday, January 25, 2018

Magic Way - Bldg. #626 - Caucus Bldg. #630

8:30 a - 10:00 a ~ Caucus/OESPA

10:00 A - 4:00 p - General CBLT

Agenda

- 8:30 OESPA Caucus, Room #630
- 10:00 Introductions & Announcements CBLT
Moment of Silence in Memory of Ronald C. Pilgrim
- 10:10 Presentation from Transportation Bill Wen
~Recruitment/Retention Bonus
~3-year Pilot
~Possible TA & MOU
- 10:45 Report from FMLA Lori Cook
~Next Steps
- 11:15 Shift Differential and Custodial Sq. Ft OESPA
- 12:00 MOU for My Brother's Keeper CBLT
- ***** 12:15 Lunch *****
- 2:00 Sick/Bereavement Leave Joint
~Possible TA
- 2:45 Article XV, B Military Experience Credit Patricia Walker
~Language Update & Re-order of Article Elizabeth Silva
~Possible TA Insurance Update Beth Curran
- 2:30 Article XIII (Possible TA) Patricia Walker
12-month Employee's Non-work days between 12-25 & 1-1 Lindsay Bowlin
- 3:00 Safety Shoes for FNS Almeda Jefferson
- 3:30 Review Agenda for Next Meeting
Confirm Next Meeting Date (February 22, 2018)
Schedule Additional Meetings???

OESPA Bargaining Meeting Notes
January 25, 2018
Magic Way – Bldg #626 – Caucus Bldg. #630

Meeting Notes

The following notes represent a summary of the discussions that took place during the OESPA-CBLT on January 25, 2018.

OESPA caucused 8:30 – 10:00 am

- I. The meeting started with introductions of the team and invited guest. There was an acknowledgement of the passing of Ronald C. Pilgrim, Senior Executive Director for Human Resources and Labor Relations. Ron was the Chief Negotiator for both OESPA and CTA and a member of the OESPA bargaining team. There was a moment of silence in memory of his death.
- II. Presentation from Transportation was given by Bill Wen, Senior Director/Transportation Recruitment/Retention Bonus – Challenge to hire bus drivers. Started school years with around 50 drivers short. Looking for ways to attract candidates. Considering a signing bonus in the amount of \$500.00 for all new drivers. Health insurance is a plus but there's still a need to attract new drivers. Job fairs might bring in 50 candidates but we'll only hire 15. Other incentives we're doing to attract and assist applicants in becoming drivers include: providing free classes to assist applicants in getting their CDL, Transportation Services absorbs the cost of fingerprint and drug testing so there's no out of pocket for any applicant applying for a bus operator job. With all the efforts, the department has lost half of the candidates before they even start the CBL class.

Breakdown of the \$500 signing bonus could be as follows: (See attached)

- Drivers without a CDL would receive \$100.00 initial signing bonus
- Once the driver acquired his/her CDL, they would receive \$200
- Once they successfully complete the required training they would receive \$200
- Total signing bonus would equal \$500

This would be a 3 year pilot program to be reviewed on a yearly basis to determine how successful it is. The district would reserve the right to cancel the pilot if recruiting targets aren't being met or if it proving to be unsuccessful. The goal is to get Transportation Services fully staffed.

OESPA: this is a band aid for the real problem which is the wages for bus drivers. Bonus does not increase salary.

Currently, there are 50 open routes and 40 sub-driver vacancies. Open routes have to be filled before sub-driver vacancies can be filled.

Other ways being used to recruit drivers: job fairs, working with the Communications department. In the process now of creating a website to advertise our driving vacancies.

OESPA: Will union be notified before we terminate any program agreed upon? Have we looked at the reason Pine Hills compound is so hard to fill?

Transportation: Looking to improve exit interviews to obtain data, looking into management support, exploring the option of 12 month positions and meeting with managers to improve working relationships between managers and employees. Also looking at retraining drivers on the correct to complete referrals. A new form is being used that allows the driver to keep a copy of the referrals they complete for their records. Original referral goes to school and driver keeps a copy so they can track it.

OESPA: Is there a correlation between bus and school referrals?

Transportation: We have not compared school/bus referrals.

OESPA: How does this proposal for a \$500 signing bonus help reduce turnover?

Transportation: We are working with schools, managers and drivers to get more information on why we have retention issues. What we know is that employees leave the driving position for a number of reasons: they retire, there are medical challenges and student discipline. There are managers that manager their drivers very well. Looking to have successful managers provide support and help for managers that may not have the same success level.

OESPA: The district needs to shine a light on why there is so much turnover at the Pine Hills compound.

Transportation: We're rolling out a new practice; management by compound. Drivers and monitors will have immediate access to their managers. Some of the more challenging routes received an additional monitor on their routes. How is that working? While we are working to resolve the issues at our compounds, we still have to get new people to fill our vacancies. We will be coming back to this body in the near future with other proposals that will either incent drivers to come to work and/or recruit new drivers for our vacancies.

Question: This \$500 signing bonus is money you're giving to applicants. What are you doing for existing employees?

Answer: Existing employees will receive a \$500 retention bonus this month.

OESPA requested a caucus.

OESPA: In response to your offer to pay a \$500 signing bonus to new drivers, we want to see the money go to existing employees in the form of a referral bonus. We'd like to recommend \$100 referral bonus to any OCPS employee whose referral results in the hiring of a bus driver. OCPS has thousands of employees who can be used to market the bus driver vacancies and if someone gets hired the employee will get \$100 in their pocket. The fact that the employee referred this applicant may encourage the employee to stay because there's someone to kind of mentor them and coach them through their new employee experience.

The second piece is union wants some input before the referral program is terminated. We want this referral program to be successful. We feel putting the money into the hands of employees would be better than putting the money into the hands of applicants. The other reason given for enticing new drivers to OCPS is health insurance but it doesn't look good on a flyer. Current employees need to

recruit people to come work for OCPS. Word of mouth is a better advertisement. It can get an applicant excited about working for OCPS.

District: to be clear, OESPA does not want the signing bonus for new employees, you are countering with an offer to pay referral bonuses to employees whose referral results in a bus driver being hired. Also, what do you mean when you say you want to have union input before the program is cancelled?

OESPA: Yes. And once you decided to end the program, the district will contact the union, explain why you want to end the program and allow the union to weigh in and collaborate on the decision to see if there is other alternatives before the program is terminated. Union input would be taken into consideration but it would not stop the district from doing what they need to do. The money the district was planning to use for the referral bonus would go to the employees who make the referral.

District: Then OESPA needs to write the counter offer and it will need to include how the district will tract who referred an applicant to ensure multiple employees don't try to claim the same applicant.

OESPA: We will caucus and get you a written counter today.

District: District is appealing to OESPA that the original offer be reconsidered. Employees have already gotten a \$500 bonus. This \$500 would go a long way in helping us fill vacant positions and bring relief to drivers. We are competing with Seminole and Disney who are offering signing bonuses to their new drivers. We could run the pilot for 2 years instead of 3 and use the year 3 money to do a referral bonus for employees.

OESPA: The district could allow the applicant to indicate on their electronic application the name of the employee that referred them. The district could also capture referral information from PREO since every employee has to attend PREO.

District will check with HR to see if the online application can add a field where applicants can name the employee who referred them to this position. Stephanie Heron will check this out.

District: Patricia made one last appeal to consider the \$500 referral bonus for new employees. It was suggested that OESPA could make a separate proposal for a referral bonus and have both. Or the current proposal could move from a 3 year to 2 year for the signing bonus and use the 3rd year money to fund referral bonus.

OESPA: It's not good faith bargaining to remove counter. Ken's solution is was to take a few days' to work out the cost and reconvene next week to decide on next steps.

The discussion was tabled for the February meeting.

II. Report from FMLA – Next Steps

There was discussion many months ago about paid FMLA. Since that meeting our FMLA office has been tracking data leave data. Lori has prepared a summary to present to us today. (See attached) At any point in time we could have 1300 - 1400 people who could receive FMLA benefits during the course of a year. If OESPA is proposing paid FMLA there are questions that would have to be answered:

--What would be the expected payout?
--If this is a cost sharing, who would share the cost?

OESPA: Cost could be share between employees who contribute to an FMLA account and the district could contribute.

District: how would this be managed and who would manage it? What would this impact have on the sick leave bank? FMLA covers for the care of any family member. What would that potential cost look like and what would happen if the employee contribution fell short? What then?

OESPA would like to have paid FMLA. It is understood that there is a risk but OESPA wants to look out for the greater good of the employees.

Question: Who decides the qualification for receiving paid FMLA?

Answer: It would have to meet the same criteria already established for current FMLA.

Question: How can you screen for abuse?

Answer: The same way you screen for current FMLA?

District: The district offers disability coverage to all employees which provides them income in the event they are out ill for an extended period of time.

OESPA: The guidelines could stipulate that all paid leave would have to be exhausted before paid FMLA would available. Paid FMLA would be a last alternative.

District: As we talk through this when you say shared responsibility, what would be the district's contribution? District is already paying to overfill the position for an extended leave in order to preserve the position of the employee who is out for a period not to exceed 12 weeks. FMLA is intended to protect the job of the employee.

OESPA: And paid FMLA would keep the employee with income once their leave balances are exhausted. Maybe paid FMLA would not pay the employee's full wages. Maybe it would pay 80% of the employee's wages. That could be worked out.

The discussion was tabled until the February meeting. The FMLA office does not need to continue tracking FMLA leave. There is enough information in the report provided today. Lori was thanked for her detailed report.

- III. Shift Differential and Custodial Square Footage was tabled until February.
- IV. An MOU allowing classified employees to receive a not to exceed \$710 supplement for serving as the My Brother's Keeper coordinator was presented and signed. (See attached)

We broke for lunch at 12:15 pm.

V. Sick/Bereavement Leave

There is not currently a leave type for bereavement Leave. An employee may use either personal or sick leave for bereavement purposes.

OESPA would like to have bereavement leave separate as its own leave type, separate from either sick or personal. In the CTA contract, bereavement leave is named, even though it is deducted from the employee's sick leave balance. OESPA would like to have bereavement separate from sick leave or personal leave. Each employee would be given 2 bereavement days per year. If they are not used they would not roll over to subsequent years.

District: This proposal comes with a cost attached to it. That is dollars we have to account for and cost out. That cost would be equal to the daily rate of pay for every employee in a benefited position times 2.

This discussion was tabled until the February meeting.

VI. Article XV, B Military Experience Credit

This discussion was moved to February

VII. Article XV, B – Military Experience Credit/Language Update & Re-order of Article/Insurance Update

This discussion was moved to February

VIII. Article XIII/12 month employees non-work days between December 25 – January 1

This discussion was moved to February

IX. Safety Shoes for Food & Nutrition Services

This discussion was moved to February

X. Review agenda for next month

Confirm next meeting date for February 28, 2018

Action items for:

- FMLA (paid)
- Military Leave
- Insurance update

March 6, 2018

- Clean up contract language

March 29, 2018

- Talk salary
- Changes in insurance
- Schedule additional meetings as needed
- Reconvene discussions regarding referral/recruitment bonuses


Proposal for Recruitment/Retention Bonus
January, 2018

original offer

The intent of this bonus offering is to incent the recruitment & retention of bus operators for Transportation Services. Goal is to fill the 50 +/- regular driver vacancies and the 41 +/- substitute driver vacancies.

- **Bonus amount:** \$500 (to be paid in 3 installments after meeting pre-requisites as outlined below)
- **Start date:** Tentatively, February 8, 2018 Training Class
- **Duration of bonus:** Proposed 3 year*
- **Documentation being sought from the union:** Memorandum of Understanding & Tentative Agreement

PARAMETERS OF THE BONUS ARE OUTLINED IN THE TABLE BELOW.

BONUS #	AMOUNT	PRE-REQUISITE	DATE TO BE PAID
Bonus payment #1	\$200	Successful applicant must: <ul style="list-style-type: none"> ▪ Already have their CDL license ▪ Complete and pass the Fingerprint, background and drug tests <i>(The cost of these test will be paid for by the district)</i> ▪ Sign-up and begin the bus operator training class 	<div style="text-align: center;">  </div> <p>1st Paycheck after hourly training begins</p>
	\$100	Successful applicant must: <ul style="list-style-type: none"> ▪ Already have his/her CDL permit ▪ Complete and pass the Fingerprint, background and drug test <i>(The cost of these test will be paid for by the district)</i> ▪ Sign-up and begin the study for the CDL exam ▪ Sign-up and begin the bus operator training class 	
Bonus payment #2	\$100	Successful applicant must: <ul style="list-style-type: none"> ▪ Complete and pass the bus operator training class* <p><i>*This candidate already has his/her CDL license</i></p>	1 st Paycheck following employment in a Benefited position (marking the completion & passing of the bus operator training class, to include CDL license if applicable)
	\$200	Successful applicant must: <ul style="list-style-type: none"> ▪ Complete and pass the CDL exam, and ▪ Complete and pass the bus operator training class 	
Bonus payment #3	\$200	Successful applicant must: <ul style="list-style-type: none"> ▪ Complete 30-days on his/her assigned route 	Paycheck following the completion of 30-days on an assigned route

*The Transportation Department shall evaluate this pilot program at the end of each year and reserves the right to terminate this program at any time prior to the end of the 3 year pilot.

Proposal for Recruitment/Retention/Referral Bonus
January, 2018

*counter
offer*

The intent of this bonus offering is to incent the recruitment, retention and referral program for bus operators within OCPS Transportation Services. Goal is to fill the 50 +/- regular driver vacancies and the 41 +/- substitute driver vacancies.

- **Bonus amount:** \$500 to new recruits (to be paid in 3 installments after meeting pre-requisites as outlined below)
- **Start date:** TBA (contingent on agreement with OESPA)
- **Duration of bonus:** Proposed 3 year*
- **Any OCPS Employee who refers a candidate for employment as a driver or substitute driver shall receive a \$100 incentive bonus provided that candidate is hired. This payment shall be made in two (2) parts. The first \$50 shall be payable on the initial hiring of the candidate and the remainder payable after 30 days of employment.**
- **There shall be a location on the application form where the candidate might identify the referring employee's personnel identification number.**
- **Documentation being sought from the union: Memorandum of Understanding & Tentative Agreement**

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	\$100	Successful applicant must: <ul style="list-style-type: none"> ▪ Complete and pass the Fingerprint, background and drug test <i>(The cost of these test will be paid for by the district)</i> ▪ Sign-up and begin the study for the CDL exam ▪ Sign-up and begin the bus operator training class 	
Bonus payment #2	\$100	Successful applicant must: <ul style="list-style-type: none"> ▪ Complete and pass the bus operator training class* <p><i>*This candidate already has his/her CDL license</i></p>	1 st Paycheck following employment in a Benefited position (marking the completion & passing of the bus operator training class, to include CDL license if applicable)
	\$200	Successful applicant must: <ul style="list-style-type: none"> ▪ Complete and pass the CDL exam, and ▪ Complete and pass the bus operator training class 	

Bonus payment #3	\$200	Successful applicant must: ▪ Complete 30-days on his/her assigned route	Paycheck following the completion of 30-days on an assigned route
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*The Transportation Department shall seek input from the Union prior to the consideration of termination of this program. There shall be a minimum of 30 day notice to the employees prior the termination of the program

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OESPA-CBLT
Thursday, January 25, 2018

FMLA Data

FMLA cases taken straight time	280
Intermittent FMLA	157
FMLA cases denied	125
FMLA cases processed waiting For documentation from Healthcare professional	511

FMLA cases waiting to be Processed	457
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Thursday, January 25, 2018

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Date Rec'd	Job Title	Reason	Eligible	Begin	End	Weeks	Days	Unpaid	AL	SL	SLB
7/12/2017	Teacher	AC	Y	8/21/2017	11/10/2017	12				60	
9/25/2017	Teacher	AC	Y	8/31/2017	11/6/2017	9	3	32		16	
7/1/2017	Assistant P	BC	Y	7/3/2017	9/25/2017	12		30			30
10/18/2017	Assistant P	BC	Y	1/29/2018	4/20/2018	12		34	10	16	
10/25/2017	Clerk	BC	Y	10/23/2017	1/15/2018	9	1	44		10	
9/22/2017	College Tra	BC	Y	10/5/2017	1/17/2018	12		31		29	
10/6/2017	Dean	BC	Y	11/3/2017	11/20/2017	2	2			12	
8/13/2017	Director	BC	Y	10/2/2017	11/10/2017	6			5	25	
10/6/2017	Driver	BC	Y	10/9/2017	1/19/2018	12		60			
9/20/2017	Employment	BC	Y	12/6/2017	3/13/2018	12		23	4	3	
8/2/2017	Food Service	BC	Y	8/7/2017	9/8/2017	5		25			
8/25/2017	Guidance C	BC	Y	12/15/2017	3/22/2018	12		46		14	
5/22/2017	Paraprofes	BC	Y	8/11/2017	11/2/2017	12		57		3	
8/3/2017	Paraprofes	BC	Y	9/6/2017	11/17/2017	9	2	40		7	
9/29/2017	Principal	BC	Y	11/27/2017	3/2/2018	12		41	19		
10/12/2017	Program Co	BC	Y	1/8/2018	3/30/2018	12		60			
7/31/2017	Program Sp	BC	Y	10/13/2017	1/16/2018	12		60			
8/21/2017	Program Sp	BC	Y	9/27/2017	1/9/2018	12		45	2	13	
8/21/2017	Quality Ass	BC	Y	8/21/2017	11/17/2017	12		35	10	15	
8/22/2017	Registrar	BC	Y	9/5/2017	11/28/2017	11	1	50	2	1	
9/7/2017	Resource T	BC	Y	12/11/2017	3/16/2018	12		44		16	
9/25/2017	School Psyc	BC	Y	1/8/2018	3/30/2018	12		55	5		
9/20/2017	School Psyc	BC	Y	2/7/2018	5/8/2018	12		51	4	5	
9/18/2017	Social Wor	BC	Y	10/5/2017	12/13/2017	9		47		2	
8/18/2017	Staffing Sp	BC	Y	10/30/2017	1/26/2018	10	3	34		19	
4/25/2017	Teacher	BC	Y	8/7/2017	10/27/2017	12		32		28	
5/22/2017	Teacher	BC	Y	8/7/2017	10/2/2017	8	1	29		12	
5/30/2017	Teacher	BC	Y	8/7/2017	10/13/2017	10		33		17	
6/1/2017	Teacher	BC	Y	8/7/2017	10/27/2017	12		47		13	
6/26/2017	Teacher	BC	Y	8/21/2017	10/13/2017	8		40			
7/3/2017	Teacher	BC	Y	8/7/2017	10/27/2017	12		47		13	
7/5/2017	Teacher	BC	Y	9/7/2017	11/15/2017	10		26		24	
7/13/2017	Teacher	BC	Y	8/7/2017	9/29/2017	8		17		23	
7/24/2017	Teacher	BC	Y	8/7/2017	10/27/2017	12		60			
7/24/2017	Teacher	BC	Y	8/14/2017	11/3/2017	12		52		8	
7/13/2017	Teacher	BC	Y	8/7/2017	10/15/2017	10		42		8	
7/25/2017	Teacher	BC	Y	8/14/2017	9/29/2017	7				35	
7/13/2017	Teacher	BC	Y	8/7/2017	9/15/2017	6		30			
7/13/2017	Teacher	BC	Y	8/7/2017	10/13/2017	10		33		17	
7/24/2017	Teacher	BC	Y	8/7/2017	9/8/2017	5		25			
7/24/2017	Teacher	BC	Y	8/7/2017	10/27/2017	12		60			
8/1/2017	Teacher	BC	Y	8/7/2017	10/13/2017	10		28		21	
8/1/2017	Teacher	BC	Y	8/21/2017	11/10/2017	12		60			
6/12/2017	Teacher	BC	Y	11/29/2017	3/7/2018	12		60			
8/8/2017	Teacher	BC	Y	8/28/2017	11/17/2017	12		50		10	
8/7/2017	Teacher	BC	Y	8/7/2017	10/27/2017	12		38		22	
7/27/2017	Teacher	BC	Y	10/30/2017	2/12/2018	12		56		4	
7/24/2017	Teacher	BC	Y	8/8/2017	10/30/2017	12		56		4	
7/24/2017	Teacher	BC	Y	9/18/2017	12/15/2017	12		44		16	
8/7/2017	Teacher	BC	Y	8/7/2017	10/27/2017	12				60	

Date Rec'd	Job Title	Reason	Eligible	Begin	End	Weeks	Days	Unpaid	AL	SL	SLB
8/8/2017	Teacher	BC	Y	8/18/2017	11/9/2017	12		60			
7/26/2017	Teacher	BC	Y	8/31/2017	11/17/2017	11	2	57			
8/22/2017	Teacher	BC	Y	8/8/2017	10/30/2017	12		60			
8/9/2017	Teacher	BC	Y	10/9/2017	1/19/2018	12		36		24	
8/9/2017	Teacher	BC	Y	8/28/2017	11/17/2017	12		56		4	
8/14/2017	Teacher	BC	Y	9/6/2017	12/5/2017	12		60			
8/14/2017	Teacher	BC	Y	9/29/2017	12/11/2017	9	2	36		11	
8/16/2017	Teacher	BC	Y	8/24/2017	11/15/2017	12		60			
8/6/2017	Teacher	BC	Y	9/8/2017	11/6/2017	8	2	30		7	
8/17/2017	Teacher	BC	Y	10/5/2017	12/20/2017	10		39		11	
8/3/2017	Teacher	BC	Y	10/15/2017	1/29/2018	12		10		50	
7/27/2017	Teacher	BC	Y	10/2/2017	1/18/2018	11	4	24		36	
8/1/2017	Teacher	BC	Y	1/29/2018	4/27/2018	12		10		50	
8/7/2017	Teacher	BC	Y	8/7/2017	10/2/2017	6		30			
8/11/2017	Teacher	BC	Y	8/14/2017	9/29/2017	7		30		5	
8/19/2017	Teacher	BC	Y	10/17/2017	1/29/2018	12		33		27	
6/26/2017	Teacher	BC	Y	9/30/2017	12/15/2017	10		27		23	
8/16/2017	Teacher	BC	Y	10/20/2017	1/12/2018	9	1	41		5	
8/18/2017	Teacher	BC	Y	9/5/2017	10/26/2017	7	3	37		1	
8/23/2017	Teacher	BC	Y	9/13/2017	12/15/2017	12		37		23	
8/30/2017	Teacher	BC	Y	9/15/2017	11/27/2017	9	2	32		15	
9/1/2017	Teacher	BC	Y	8/30/2017	11/28/2017	12		56		4	
7/24/2017	Teacher	BC	Y	8/7/2017	10/17/2017	10	2	52			
9/1/2017	Teacher	BC	Y	11/17/2017	3/16/2018	12		19		41	
7/12/2017	Teacher	BC	Y	9/29/2017	12/22/2017	11	1	39		21	
10/12/2017	Teacher	BC	Y	1/8/2018	4/6/2018	12		42		18	
9/21/2017	Teacher	BC	Y	11/27/2017	2/5/2018	8	1	11		30	
9/6/2017	Teacher	BC	Y	9/25/2017	12/22/2017	12		50		50	
10/12/2017	Teacher	BC	Y	9/18/2017	10/6/2017	3				15	
9/5/2017	Teacher	BC	Y	10/26/2017	1/12/2018	8	2	44		11	
10/2/2017	Teacher	BC	Y	10/14/2017	12/22/2017	9		28		22	
9/7/2017	Teacher	BC	Y	10/30/2017	12/22/2017	7		33		7	
9/19/2017	Teacher	BC	Y	10/4/2017	1/16/2018	12		52		8	
8/30/2017	Teacher	BC	Y	10/2/2017	12/22/2017	11		48		10	
8/29/2017	Teacher	BC	Y	11/6/2017	2/16/2018	12		31		29	
9/28/2017	Teacher	BC	Y	12/4/2017	1/26/2018	6		32		8.5	
11/6/2017	Teacher	BC	Y	12/11/2017	3/16/2017	12		60			
9/20/2017	Employment	BC	Y	12/6/2017	3/13/2018	12		23	4	3	
8/2/2017	Food Service	BC	Y	8/7/2017	9/8/2017	5		25			
8/25/2017	Guidance Counselor	BC	Y	12/15/2017	3/22/2018	12		46		14	
5/22/2017	Paraprofessional	BC	Y	8/11/2017	11/2/2017	12		57		3	
8/3/2017	Paraprofessional	BC	Y	9/6/2017	11/17/2017	9	2	40		7	
9/29/2017	Principal	BC	Y	11/27/2017	3/2/2018	12		41	19		
10/12/2017	Program Coordinator	BC	Y	1/8/2018	3/30/2018	12		60			
7/31/2017	Program Specialist	BC	Y	10/13/2017	1/16/2018	12		60			
8/21/2017	Program Specialist	BC	Y	9/27/2017	1/9/2018	12		45	2	13	
8/21/2017	Quality Assurance	BC	Y	8/21/2017	11/17/2017	12		35	10	15	
8/22/2017	Registrar	BC	Y	9/5/2017	11/28/2017	11	1	50	2	1	
10/12/2017	Teacher	BC	Y	12/4/2017	3/9/2018	12		60			
11/7/2017	Teacher	BC	Y	12/6/2017	3/13/2018	12		52		8	

Date Rec'd	Job Title	Reason	Eligible	Begin	End	Weeks	Days	Unpaid	AL	SL	SLB
10/3/2017	Teacher	BC	Y	1/29/2018	4/27/2018	12		60			
12/20/2017	Teacher	BC	Y	2/9/2018	5/3/2018	11		16		39	
10/17/2017	Teacher	BC	Y	1/8/2018	3/15/2018	9	4	49			
11/1/2017	Teacher	BC	Y	12/5/2017	3/12/2018	12		44		16	
10/24/2017	Teacher	BC	Y	11/27/2017	3/2/2018	12		60			
10/5/2017	Program As	HC	Y	9/25/2017	1/8/2018	12		50		10	
10/11/2017	Senior Adm	HC	Y	10/12/2017	11/3/2017	3	2	17			
7/11/2017	Teacher	HC	Y	8/7/2017	9/19/2017	6	2	32			
9/20/2017	Teacher	HC	Y	9/20/2017	12/19/2017	12		60			
10/19/2017	Admin Spe	HE	Y	10/12/2017	12/4/2017	7	1	29	5	2	
10/4/2017	Area Admit	HE	Y	10/9/2017	11/17/2017	6				10	20
9/25/2017	Teacher	BC	Y	10/23/2017	2/2/2018	12		38		22	
9/26/2017	Teacher	BC	Y	1/8/2018	3/30/2018	11		55			
9/27/2017	Teacher	BC	Y	10/16/2017	1/26/2018	12		45		15	
11/3/2017	Teacher	BC	Y	11/27/2017	3/2/2018	12		60			
9/30/2017	Teacher	BC	Y	1/8/2018	3/30/2018	12		49		11	
10/9/2017	Teacher	BC	Y	12/6/2017	3/13/2018	12		35		25	
10/18/2017	Teacher	BC	Y	1/24/2018	4/20/2018	11	3	55		3	
10/11/2017	Teacher	BC	Y	12/11/2017	3/16/2018	12		55		5	
9/1/2017	Teacher	BC	Y	11/4/2017	12/22/2017	6		26		4	
9/25/2017	Teacher	BC	Y	10/23/2017	2/2/2018	12		38		22	
9/26/2017	Teacher	BC	Y	1/8/2018	3/30/2018	11		55			
9/27/2017	Teacher	BC	Y	10/16/2017	1/26/2018	12		45		15	
10/12/2017	Teacher	BC	Y	12/4/2017	3/9/2018	12		60			
11/7/2017	Teacher	BC	Y	12/6/2017	3/13/2018	12		52		8	
10/3/2017	Teacher	BC	Y	1/29/2018	4/27/2018	12		60			
12/20/2017	Teacher	BC	Y	2/9/2018	5/3/2018	11		16		39	
10/17/2017	Teacher	BC	Y	1/8/2018	3/15/2018	9	4	49			
11/1/2017	Teacher	BC	Y	12/5/2017	3/12/2018	12		44		16	
10/24/2017	Teacher	BC	Y	11/27/2017	3/2/2018	12		60			
10/25/2017	Teacher	BC	Y	2/12/2018	5/11/2018	12		60			
8/17/2017	Teacher	BC	Y	8/7/2017	10/5/2017	8	4				
10/18/2017	Teacher	BC	Y	11/21/2017	1/12/2018	5	2	25		10	
11/1/2017	Teacher	BC	Y	12/5/2017	3/12/2018	12		45		15	
11/15/2017	Teacher	BC	Y	1/12/2018	4/16/2018	12		26		34	
11/13/2017	Teacher	BC	Y	12/11/2017	3/16/2018	12		50		10	
8/16/2017	Paraprofes	HC	Y	9/26/2017	10/6/2017	1	4			9	
10/5/2017	Program As	HC	Y	9/25/2017	1/8/2018	12		50		10	
10/11/2017	Senior Adm	HC	Y	10/12/2017	11/3/2017	3	2	17			
7/11/2017	Teacher	HC	Y	8/7/2017	9/19/2017	6	2	32			
9/20/2017	Teacher	HC	Y	9/20/2017	12/19/2017	12		60			
10/19/2017	Admin Spe	HE	Y	10/12/2017	12/4/2017	7	1	29	5	2	
10/4/2017	Area Admit	HE	Y	10/9/2017	11/17/2017	6				10	20
7/24/2017	Bookkeepe	HE	Y	7/3/2017	9/25/2017	12				28	32
9/21/2017	Bookkeepe	HE	Y	10/24/2017	12/5/2017	5	4		2	27	
8/2/2017	Clerk	HE	Y	8/14/2017	11/3/2017	12		60			
8/17/2017	Clerk	HE	Y	8/17/2017	10/27/2017	10	2	52			
12/14/2017	Clerk	HE	Y	12/18/2017	1/30/2018	4	2	22			
1/8/2018	Clerk	HE	Y	12/18/2017	1/19/2018	4	3	22	1		
10/27/2017	Clerk	HE	Y	11/1/2017	12/1/2017	4	1			21	

Date Rec'd	Job Title	Reason	Eligible	Begin	End	Weeks	Days	Unpaid	AL	SL	SLB
7/10/2017	Custodian	HE	Y	7/3/2017	8/7/2017	5		9		16	
7/24/2017	Custodian	HE	Y	7/10/2017	8/10/2017	4	4	3	21		
8/8/2017	Custodian	HE	Y	8/7/2017	10/9/2017	9	1	7	19	20	
8/8/2017	Custodian	HE	Y	7/19/2017	8/14/2017	3	4		9	10	
8/30/2017	Custodian	HE	Y	8/28/2017	10/20/2017	8		12	23	5	
12/8/2018	Custodian	HE	Y	11/20/2017	2/22/2018	12			19	28	13
12/20/2017	Custodian	HE	Y	12/20/2017	2/21/2018	12		14	7	7	32
11/15/2017	Custodian	HE	Y	10/31/2017	12/15/2017	5	4		14	18	
8/2/2017	Driver	HE	Y	8/7/2017	9/7/2017	4	4	15		3	
8/1/2017	Driver	HE	Y	8/7/2017	10/27/2017	12		14			46
9/6/2017	Driver	HE	Y	8/7/2017	10/27/2017	12		60			
8/28/2017	Driver	HE	Y	8/14/2017	9/8/2017	4		20			
10/30/2017	Driver	HE	Y	11/6/2017	12/18/2017	5	4	11		18	
9/18/2017	Food Service	HE	Y	9/29/2017	11/20/2017	7	2	37			
8/7/2017	Guidance C	HE	Y	9/18/2017	12/18/2017	12		60			
10/1/2017	Manager	HE	Y	9/22/2017	12/18/2017	12		15	1	46	
11/6/2017	Media Cler	HE	Y	12/5/2017	1/16/2018	4	1	14		9	
10/6/2017	Mental Hea	HE	Y	10/3/2017	10/20/2017	2	4	11		3	
10/2/2017	Nurse	HE	Y	10/2/2017	12/12/2017	9	2	47		4	
7/13/2017	Paraprofes	HE	Y	8/7/2017	10/25/2017	11	3	50		8	
6/5/2017	Paraprofes	HE	Y	8/18/2017	11/10/2017	12		14		11	35
8/10/2017	Paraprofes	HE	Y	8/8/2017	10/12/2017	9	3	31		7	
8/14/2017	Paraprofes	HE	Y	8/11/2017	11/8/2017	9		7		8	25
1/9/2018	Paraprofes	HE	Y	1/8/2018	4/1/2018	11		55			
11/14/2017	Paraprofes	HE	Y	1/8/2018	2/16/2018	6				15	15
6/20/2017	Principal	HE	Y	6/26/2017	7/20/2017	3	3			18	
7/24/2017	Principal	HE	Y	8/4/2017	9/15/2017	6	1		31		
8/17/2017	Principal	HE	Y	9/29/2017	11/10/2017	6	1		11	20	
8/21/2017	Principal	HE	Y	10/26/2017	11/3/2017	1	1		6		
8/14/2017	Program As	HE	Y	8/14/2017	10/23/2017	10	1	45		4	
11/14/2017	Program As	HE	Y	11/27/2017	1/27/2018	7		29		6	
7/24/2017	Program Co	HE	Y	8/1/2017	8/7/2017	1				5	
12/15/2017	Program Sp	HE	Y	1/2/2018	1/26/2018	3	4	10		7	
7/24/2017	Custodian	HE	Y	7/10/2017	8/10/2017	4	4	3	21		
8/8/2017	Custodian	HE	Y	8/7/2017	10/9/2017	9	1	7	19	20	
8/8/2017	Custodian	HE	Y	7/19/2017	8/14/2017	3	4		9	10	
8/30/2017	Custodian	HE	Y	8/28/2017	10/20/2017	8		12	23	5	
12/8/2018	Custodian	HE	Y	11/20/2017	2/22/2018	12			19	28	13
12/20/2017	Custodian	HE	Y	12/20/2017	2/21/2018	12		14	7	7	32
7/24/2017	Teacher	HE	Y	8/7/2017	9/1/2017	4		20			
7/31/2017	Teacher	HE	Y	8/7/2017	9/4/2017	4	1	21			
7/31/2017	Teacher	HE	Y	8/7/2017	10/27/2017	12				60	
8/7/2017	Teacher	HE	Y	8/8/2017	10/04/207	8	2	37		4	
8/24/2017	Teacher	HE	Y	8/31/2017	10/12/2017	6	1	31			
7/24/2017	Teacher	HE	Y	8/7/2017	9/1/2017	4		14		6	
8/30/2017	Teacher	HE	Y	8/7/2017	10/27/2017	12		60			
9/27/2017	Teacher	HE	Y	9/18/2017	10/25/2017	5	3	18			
9/21/2017	Teacher	HE	Y	9/25/2017	12/22/2017	12		60			
10/4/2017	Teacher	HE	Y	9/25/2017	10/6/2017	2				10	
10/30/2017	Teacher	HE	Y	10/11/2017	1/23/2017	12		41		19	
10/23/2017	Teacher	HE	Y	2/1/2018	6/1/2018	12		60			

Date Rec'd	Job Title	Reason	Eligible	Begin	End	Weeks	Days	Unpaid	AL	SL	SLB
9/27/2017	School Psyc	HE	Y	8/8/2017	11/7/2017	12		39	9	12	
8/21/2017	Secretary	HE	Y	8/16/2017	9/16/2017	4	3	23			
10/23/2017	Security Gu	HE	Y	10/30/2017	12/4/2017	4	4	9	5	1	14
9/22/2017	Senior Spec	HE	Y	10/11/2017	11/14/2017	5		25			
11/13/2017	Specialist	HE	Y	10/30/2017	1/18/2018	10	1		10	5	36
7/10/2017	Speech The	HE	Y	8/7/2017	9/15/2017	6		17		13	
5/1/2017	Teacher	HE	Y	8/7/2017	10/1/2017	12		60			
6/14/2017	Teacher	HE	Y	10/16/2017	1/5/2018	8	4		44		5
6/28/2017	Teacher	HE	Y	8/7/2017	9/15/2017	6		14		5	11
7/24/2017	Teacher	HE	Y	8/7/2017	10/27/2017	12				60	
7/25/2017	Teacher	HE	Y	8/7/2017	10/27/2017	12		60			
4/7/2017	Teacher	HE	Y	8/7/2017	10/27/2017	12		60			
8/7/2017	Teacher	HE	Y	8/7/2017	10/27/2017	12		14		46	
7/24/2017	Teacher	HE	Y	8/7/2017	9/1/2017	4		20			
7/31/2017	Teacher	HE	Y	8/7/2017	9/4/2017	4	1	21			
7/31/2017	Teacher	HE	Y	8/7/2017	10/27/2017	12				60	
7/31/2017	Teacher	HE	Y	8/7/2017	9/5/2017	4	2	22			
8/8/2017	Teacher	HE	Y	8/7/2017	10/14/2017	10				50	
8/7/2017	Teacher	HE	Y	8/7/2017	9/15/2017	6				30	
8/7/2017	Teacher	HE	Y	8/8/2017	10/04/2017	8	2	37		4	
8/24/2017	Teacher	HE	Y	8/31/2017	10/12/2017	6	1	31			
7/24/2017	Teacher	HE	Y	8/7/2017	9/1/2017	4		14		6	
9/5/2017	Teacher	HE	Y	8/28/2017	11/17/2017	12		15			45
9/7/2017	Teacher	HE	Y	9/13/2017	12/12/2017	12		54		6	
9/5/2017	Teacher	HE	Y	8/30/2017	11/28/2017	12		30		30	
8/30/2017	Teacher	HE	Y	8/7/2017	10/27/2017	12		60			
9/27/2017	Teacher	HE	Y	9/18/2017	10/25/2017	5	3	18			
9/21/2017	Teacher	HE	Y	9/25/2017	12/22/2017	12		60			
10/4/2017	Teacher	HE	Y	9/25/2017	10/6/2017	2				10	
10/16/2017	Teacher	HE	Y	10/17/2017	1/29/2018	12		53		7	
10/17/2017	Teacher	HE	Y	9/26/2017	11/17/2017	7	4	27		12	
10/19/2017	Teacher	HE	Y	11/15/2017	1/15/2018	5	4			24	
10/13/2017	Teacher	HE	Y	10/20/2017	1/12/2017	9	1			20	26
10/30/2017	Teacher	HE	Y	10/16/2017	10/30/2017	2	1			11	
10/30/2017	Teacher	HE	Y	10/11/2017	1/23/2017	12		41		19	
10/23/2017	Teacher	HE	Y	2/1/2018	6/1/2018	12		60			
9/21/2017	Teacher	HE	Y	8/15/2017	11/30/2017	12		60			
9/17/2017	Teacher	HE	Y	8/7/2017	11/6/2017	12		60			
10/31/2017	Teacher	HE	Y	11/2/2017	2/2/2018	10	2	18		2	42
9/30/2017	Teacher	HE	Y	10/24/2017	12/1/2017	4	4	11		6	7
12/13/2017	Teacher	HE	Y	12/18/2017	1/29/2018	4	1	21			
10/18/2017	Teacher	HE	Y	10/17/2017	1/8/2018	9				45	
9/13/2017	Teacher	HE	Y	9/14/2017	11/15/2017	9		37		8	
10/21/2017	Teacher	HE	Y	11/8/2017	12/22/2017	5	3			28	
10/6/2017	Teacher	HE	Y	10/10/2017	11/12/2017	4	4	22		2	
9/30/2017	Teacher	HE	Y	10/30/2017	2/12/2017	12				60	
10/31/2017	Teacher	HE	Y	10/31/2017	11/14/2017	2	1	9		2	
1/16/2018	Teacher	HE	Y	1/18/2018	2/19/2018	4	3	10		13	
11/6/2017	Teacher	HE	Y	11/6/2017	1/26/2018	9		40		5	
1/10/2018	Teacher	HE	Y	12/11/2017	1/29/2018	5	1	18		8	

Date Rec'd	Job Title	Reason	Eligible	Begin	End	Weeks	Days	Unpaid	AL	SL	SLB
1/10/2018	Teacher	HE	Y	2/1/2018	4/1/2018	7	2	32		5	
11/20/2017	Teacher	HE	Y	1/8/2018	4/8/2018	12				60	
8/1/2017	Tech Supp	HE	Y	7/21/2017	10/12/2017	12		6			54
9/18/2017	Tech Supp	HE	Y	9/26/2017	11/3/2017	5	4	14	1	3	11
7/31/2017	Telecom Su	HE	Y	8/21/2017	11/10/2017	12		15			45
7/12/2017	Transporta	HE	Y	7/28/2017	10/5/2017	12				15	45
9/1/2017	Assistant P	HP	Y	9/13/2017	9/22/2017	1	3		8		
9/28/2017	Clerk	HP	Y	9/29/2017	12/18/2017	10	2	52			
9/25/2017	Custodial C	HP	Y	9/27/2017	10/4/2017	1	1			6	
10/6/2017	Driver	HP	Y	10/9/2017	12/14/2017	8	4	12		10	
9/1/2017	Teacher	HP	Y	9/14/2017	10/3/2017	2	4	14			
9/27/2017	Teacher	HP	Y	9/25/2017	10/4/2017	1	3	3		5	
10/11/2017	Teacher	HP	Y	8/28/2017	11/17/2017	12		60			
11/2/2017	Teacher	HP	Y	11/27/2017	3/2/2018	12		60			
10/2/2017	Teacher	HP	Y	10/13/2017	11/10/2017	4	1	18		3	
11/13/2017	Area Inspe	HS	Y	1/2/2018	1/24/2018	4	2	7	9	1	
9/6/2017	Driver Train	HS	Y	8/29/2017	9/22/2017	3	4	13		6	
12/14/2017	Food Servic	HS	Y	1/15/2018	1/26/2018	2				10	
8/9/2017	Paraprofes	HS	Y	8/21/2017	8/31/2017	1	4			9	
11/2/2017	Paraprofes	HS	Y	12/14/2017	3/8/2018	10	1	46		5	
8/1/2017	Security Gu	HS	Y	11/29/2017	1/12/2018	5	1				
11/16/2017	Senior Spec	HS	Y	11/8/2017	1/31/2018	10	3		53		
4/6/2017	Teacher	HS	Y	8/7/2017	10/27/2017	12		60			
8/4/2017	Teacher	HS	Y	9/6/2017	10/18/2017	6	1	19		12	
8/14/2017	Teacher	HS	Y	8/24/2017	11/15/2017	12		60			
9/8/2017	Teacher	HS	Y	11/6/2017	12/5/2017	3	2			17	
10/5/2017	Teacher	HS	Y	9/15/2017	10/15/2017	4	1	3		18	
7/24/2017	Tech Supp	HS	Y	7/24/2017	8/1/2017	1	2	7			
						2478	239	8425.5	509	2929.5	654

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36.47
231 | 8425.5

pg 8

**My Brother's Keeper Coordinator Supplement
A One-year Pilot Program
Thursday, January 25, 2018**

Memorandum of Understanding

The Parties Agree to the following:

- My Brother's Keeper (MBK) Coordinator Supplement is part of a one-year pilot program that will pay a supplement to the classified employee who serves as the coordinator for this program.
- The details and/or explanation of this program, along with the coordinator's duties, are attached.
- The performance of these duties will occur during the duty day but are considered to be extra duties that may or may not fall within the specific duties of the employee's job description.
- Employees interested in being considered for this assignment may make their interest known to the principal, however, the decision for who is offered this extra duty is solely that of the Principal, or his/her designee.
- If the Principal offers this assignment to an employee, the employee may decline without fear of retaliation.
- The term of this pilot shall not exceed 1 year.
- The coordinator shall only receive this supplement pay for the time he/she is performing the coordinator duties. If, at any time, the employee determines he/she cannot continue to perform these duties or, if the principal determines the employee can no longer perform these duties, the employee may be removed as coordinator and no further supplement will be paid to the employee. Work performed as coordinator shall be prorated up to the date the coordinator designation ends.
- The coordinator supplement for classified employees shall only exist at the following Elementary schools: Ecclestone, Ivey Lane, Lake Gem, Lancaster, Rosemont, Washington Shores and Wheatley. Any change in coordinators at these schools will be eligible for supplement, prorated from the time the duties are assumed through the end of the 1-year pilot.
- In exchange and in remuneration for serving as MBK coordinator the employee shall receive an annual supplement not to exceed \$710. The coordinator shall receive this supplement pay for the time he/she is performing the coordinator duties, only.
- The first payment shall be paid in January, 2018, and shall include retro pay back to September, 2017. Payments from January through May, 2018 shall be included in the employee's by-weekly paycheck for these remaining months.

OESPA-CBLT MEETING

Thursday, January 25, 2018

8:30 – 10:00 AM → OESPA CAUCUS

10:00 AM - 4:00 PM → FULL CBLT

FACILITIES MAINTENANCE ~ 6501 MAGIC WAY – BUILDING #626 – ORLANDO, FL 32809

SIGN-IN SHEET

CBLT MEMBERS

PIN	NAME	WL NAME	SUPERVISOR NAME	CONTACT PHONE#	INITIALS
13726	Yolanda Anderson	Food & Nutrition Services	Attending a wedding Julia Anderson	407-403-1046	JA
22566	Lindsay Bowlin	Payroll	Doreen Connelley	200-405-1000	DC
111375	Beth Curran	Risk Management	Doreen Kelly	407-242-0416	DK
106789	Warren Davis	Transportation Services	Karen Williams	407-317-3800	WD
7521	Michele Erickson	Wekiva HS	Scheduling conflict Mike Eugene	321-297-0351	ME
65127	Jennifer Fowler	Environmental Compliance	Leigh Ann Blackmore	407-317-3945	LB
8711	Michael Ganio	Employee Relations	Maen Williams	X 200-3239	MG
116037	Kevin Hargrove	Transportation Services	Attending a training		KH
	Melissa Pfeiffer-Hermon	Union Office, OESPA			MPH
	Temika Hampton	Union Office, OESPA			TH
92541	Stephanie Heron	Employment Services	Bridget Williams	200-2132	BH
11738	Steve Huckeba	Transportation Services	Brie Wren	208-6436	BW
51436	Glarsnell Jean-Charles	East Lake ES	Sylvia Schaffner	407.796.1538	JS
57152	Almeda Jefferson	Food & Nutrition Services	Lana Gilbert	2025160	AG
23649	Reynaldo Martinez	Central Support	Carlos Martinez	407-770-9340	RM
18283	Willson Mendez	Transportation Services	Joe Vasquez	407-761-7003	WM
100445	Florina Mitchell	Rock Lake ES	Robin Brown	407-245-1880	JB
26339	Charlotte Nelson	Lockhart ES	Charlotte Nelson	407-733-1281	CN
99914	Judith Padres	Management & Budget	Doreen Connelley	200-2482	DP

OESPA-CBLT MEETING

Thursday, November 16, 2017

8:30 AM – 4:00 PM

FACILITIES MAINTENANCE ~ 6501 MAGIC WAY – BUILDING #626 – ORLANDO, FL 32809

SIGN-IN SHEET

CBLT MEMBERS

PIN	NAME	W/L NAME	SUPERVISOR NAME	CONTACT PHONE#	INITIALS
	Kenrick Pratt	Union Office, OESPA			
18317	Krista Russell	Labor Relations			
98512	Elizabeth Silva	Compensation Services	Theresa Hunter-Mills	x200-2172	ESL
99876	Anthony Smyrock	Maintenance	Mike Laughran	407-692-4464	A.J.S.
56309	I'Eshee Snell	Food & Nutrition Services	Robinson Prince	407 2607810	U.S.
41999	Laura Suprenard	Sand Lake ES	Diane Gullett	407 313 3440	415 222 222
8481	Helen Tookes-Tyree	Academic Center For Excellence			
24316	Julio Vazquez	Central Support	Julia Brock	407-317-3700	DMJ
11905	Patricia R. Walker	Labor Relations	Ernest Muluane	407 317 3337	PMU
14100	Reginald Williams	Maintenance	Candell Gairard	407-620-7728	R.W.
49688	K. Michael Winter	Facilities Services Maintenance	John Morris	x 2025017	MAH

Thursday, November 16, 2017

FACILITIES MAINTENANCE ~ 6501 MAGIC WAY - BUILDING #626 - ORLANDO, FL 32809

CBLT GUESTS

[illegible]**SIGN ONLY ONE SIGN-IN SHEET**