



SEIU-FLORIDA PUBLIC SERVICES UNION

PINELLAS COUNTY SCHOOLS CHAPTER

2021-2024 COLLECTIVE BARGAINING TENTATIVE AGREEMENT

SUMMARY OF CHANGES

All active SEIU-FPSU bargaining unit employees shall receive a 3.25% across-the-board (ATB) salary increase retroactive to July 1, 2021; everyone moves one (1) Pay Level (box) to the right.

The Employee Well Being and Satisfaction Committee (EWBS) is a collaborative committee of all the labor groups and the school board's representatives. The EWBS was able to negotiate the health insurance options with NO increase to the employees' premium payments.

Article 10 Salaries - Section 10. Shift Differential

B. Any full-time or part-time employee (~~including bus drivers~~), whose regularly assigned shift begins on or after 10:00 p.m. but before 5:00 a.m. shall receive a shift differential of forty-five cents (\$.45) per hour for all hours worked. For bus drivers, this includes both the a.m and p.m. shifts.

Section 13. Miscellaneous

B. Bus Driver Attendance Incentive

A financial incentive of \$100 shall be provided to those drivers who have a perfect attendance record during any forty-five (45) working day period. Drivers hired during any forty-five (45) working day period must satisfy a minimum of twenty-five (25) working days of service in order to qualify for the incentive during that period. Incentive payments will be cumulative and payable every semester on a date determined by the Payroll Department. The maximum incentive for a school year will be \$400 per eligible driver.

Beginning October 9, 2021 and continuing through the earlier of the date that salary adjustments for the 2022-2023 school year are ratified or the end of the first semester of the 2022-2023 school year, the bus driver attendance incentive described above shall be increased from \$100 to \$1,200 for those drivers who have a perfect attendance record during any forty-five (45) working day period. This provision will automatically sunset as set forth above.

Article 14 Leaves

E. The administrator/supervisor may approve the use of accrued sick leave for the employee's personal reason(s) up to a maximum of ~~five~~ ~~four~~ (54) days non-cumulative (Section 1012.61, Florida Statutes) in any fiscal year. Planned non-emergency use of sick leave for personal reasons shall normally be requested at least two (2) workdays in advance and may be used in increments of one-half hour or more.

Article 22 Departmental Operations

Section 3. TRANSPORTATION

A. ROUTE BIDDING-~~Bus Drivers~~

1. All ~~routes runs~~ shall be posted prior to the opening of school and shall be filled on the following basis:
 - a) Years of service within the Transportation Department (years of service from other departments shall not be considered).
 - b) ~~Driver's performance records.~~

B. ~~Route Bidding-Bus Assistants~~

~~The parties agree that the development of a route bidding process is premature until the Board has hired and employs one hundred sixty (160) bus assistants. This section will be re-opened to discuss a process for bus assistants to bid on routes once the number of bus assistants has reached that threshold.~~

- ~~1.J.~~ Drivers who accept summer trips and non-school day trips shall be paid a minimum of four (4) hours or actual time worked, whichever is greater. ~~When the length of time for the trip exceeds Any summer or non-school day trip exceeding~~ four (4) hours, ~~the driver~~ will be paid 45 minutes prior to scheduled pick-up time for the trip and ~~and also will be paid~~ 30 minutes after drop off, plus travel time.

~~1.~~ ~~K.~~ All summer routes, relief driving and trips will be bid by seniority. Any additional summer duties will be assigned to the most senior, qualified applicant.

- ~~2.~~ ~~Drivers who accept field trips at night and any driver who participates in field trips at night will be paid a minimum of four (4) hours or actual time worked, whichever is greater. Any trip that exceeds the agreed minimum four (4) hours will be paid an additional 15 minutes prior to and 15 minutes after completion of the assigned trip plus travel time.~~

~~1.~~ ~~AA.~~ ~~Bus Driver and Bus Assistant~~ Uniforms: School bus drivers ~~bus assistants~~ in the transportation department will be required to wear uniforms. The district will provide uniforms for each new employee that will consist of five (5) shirts (~~type of shirt at the discretion of the transportation department~~) and one (1) jacket. Each year, returning drivers will receive a credit equal to the value of three (3) additional shirts. The Transportation Department will maintain a list of other approved accessory items (e.g. jackets, hats, belts, etc.) that may be purchased in lieu of the three (3) additional shirts. If a driver decides to purchase items off the approved list in lieu of the additional shirts, the amount of that purchase cannot exceed an amount equivalent to the value of the additional replacement shirts for that year. The Pinellas County School Board logo shall be placed on shirts and other appropriate approved accessory items (e.g. jackets, hats). It shall be the responsibility of each school bus driver ~~and bus assistant~~ to wear a complete, clean uniform. Employees not wearing an appropriate uniform, including a departmentally issued identification badge, shall be subject to disciplinary action. On each Friday that a driver ~~and bus assistant~~ works, he/she shall have the option of wearing either a uniform shirt, Pinellas County School shirt, or a FPSU Union shirt. However, drivers ~~and bus assistants~~ must wear identification at all times that will clearly identify them as School Board employees if they are not wearing a uniform.

Section 4. Vehicle Maintenance

All Journeyman Automotive Mechanics shall furnish their own set of hand tools sufficient to perform their assigned duties. The Board agrees to provide a tool allowance for all mechanics in the amount of ~~seventy-five fifty~~ dollars (~~\$7550~~) per month. The Director of Transportation, or his/her designee, has the right to periodically inspect all journeyman automotive mechanics' toolboxes to assure that the tool allowance given to each mechanic is used to upgrade and meet the inventory of tools required of each journeyman mechanic.

Article 24 Insurance Benefits

M.L. Retiree Insurance - An employee covered under the Florida Retirement System Defined Benefit Plan who retires with six (6) or more years of service eight (8) years of service and elects to receive a state retirement check is eligible to participate in the retiree insurance program. An employee who ~~or~~ retires under the FRS investment plan with eight (8) years of service and is at least fifty nine and one half (59 1/2) years of age or has completed thirty (30) or more years of service may participate in the retiree insurance program. Benefit election must be made within thirty (30) days of the effective date of retirement. Employees who do not enroll at retirement shall be ineligible for future participation in the Board retiree insurance program.

NON-EXEMPT SALARY SCHEDULE "D"
2020/2021 School Year
SUPPORT STAFF HOURLY RATES

Rev 8/11/21 *RSB/SEIU*

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S
5	\$11.4135	\$11.6757	\$12.0585	\$12.4520	\$12.8565	\$13.2720	\$13.6983	\$14.1466	\$14.6057	\$15.0757	\$15.5677	\$16.0707	\$16.5954	\$17.1311	\$17.6887
6	\$12.5503	\$12.8455	\$13.2610	\$13.6874	\$14.1355	\$14.5947	\$15.0649	\$15.5569	\$16.0597	\$16.5844	\$17.1201	\$17.6776	\$18.2572	\$18.8475	\$19.4597
7	\$13.8076	\$14.1247	\$14.5839	\$15.0539	\$15.5458	\$16.0488	\$16.5736	\$17.1092	\$17.6668	\$18.2462	\$18.8366	\$19.4487	\$20.0827	\$20.7387	\$21.4165
8	\$15.1961	\$15.5458	\$16.0488	\$16.5736	\$17.1092	\$17.6668	\$18.2462	\$18.8366	\$19.4487	\$20.0827	\$20.7387	\$21.4165	\$22.1163	\$22.8378	\$23.5812
9	\$16.7047	\$17.0874	\$17.6449	\$18.2134	\$18.8038	\$19.4160	\$20.0501	\$20.7060	\$21.3838	\$22.0834	\$22.8049	\$23.5484	\$24.3136	\$25.1008	\$25.9207
10	\$18.3883	\$18.8038	\$19.4160	\$20.0501	\$20.7060	\$21.3838	\$22.0834	\$22.8049	\$23.5484	\$24.3136	\$25.1008	\$25.9207	\$26.7625	\$27.6370	\$28.5337
11	\$20.2140	\$20.6842	\$21.3510	\$22.0397	\$22.7613	\$23.5048	\$24.2699	\$25.0571	\$25.8661	\$26.7079	\$27.5716	\$28.4680	\$29.3972	\$30.3484	\$31.3222
12	\$22.2365	\$22.7194	\$23.4828	\$24.2481	\$25.0352	\$25.8442	\$26.6861	\$27.5497	\$28.4461	\$29.3753	\$30.3265	\$31.3104	\$32.3271	\$33.3766	\$34.4590
13	\$24.4558	\$25.0243	\$25.8334	\$26.6751	\$27.5386	\$28.4353	\$29.3644	\$30.3155	\$31.2995	\$32.3162	\$33.3658	\$34.4480	\$35.5631	\$36.7219	\$37.9135
14	\$26.8937	\$27.5168	\$28.4133	\$29.3317	\$30.2828	\$31.2667	\$32.2834	\$33.3329	\$34.4152	\$35.5304	\$36.6892	\$37.8808	\$39.1162	\$40.3844	\$41.6963

With rounding to 4 decimal places
Board Approved 10/27/20

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"
2021/2022 School Year
SUPPORT STAFF HOURLY RATES*

3.25% Proposed Increase

Pay Grade	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S	Level T
5		\$11.7844	\$12.0552	\$12.4504	\$12.8567	\$13.2743	\$13.7033	\$14.1435	\$14.6064	\$15.0804	\$15.5657	\$16.0737	\$16.5930	\$17.1348	\$17.6879	\$18.2636
6		\$12.9582	\$13.2690	\$13.6920	\$14.1322	\$14.5849	\$15.0690	\$15.5545	\$16.0625	\$16.5816	\$17.1234	\$17.6765	\$18.2521	\$18.8506	\$19.4600	\$20.0921
7		\$14.2563	\$14.5838	\$15.0579	\$15.5432	\$16.0510	\$16.5704	\$17.1122	\$17.6652	\$18.2410	\$18.8392	\$19.4488	\$20.0808	\$20.7354	\$21.4127	\$22.1125
8		\$15.6900	\$16.0510	\$16.5704	\$17.1122	\$17.6652	\$18.2410	\$18.8392	\$19.4488	\$20.0808	\$20.7354	\$21.4127	\$22.1125	\$22.8351	\$23.5800	\$24.3476
9		\$17.2476	\$17.6427	\$18.2184	\$18.8053	\$19.4149	\$20.0470	\$20.7017	\$21.3789	\$22.0788	\$22.8011	\$23.5461	\$24.3137	\$25.1038	\$25.9166	\$26.7631
10		\$18.9859	\$19.4149	\$20.0470	\$20.7017	\$21.3789	\$22.0788	\$22.8011	\$23.5461	\$24.3137	\$25.1038	\$25.9166	\$26.7631	\$27.6323	\$28.5352	\$29.4610
11		\$20.8710	\$21.3564	\$22.0449	\$22.7560	\$23.5010	\$24.2687	\$25.0587	\$25.8715	\$26.7067	\$27.5759	\$28.4677	\$29.3932	\$30.3526	\$31.3347	\$32.3505
12		\$22.9592	\$23.4784	\$24.2460	\$25.0362	\$25.8488	\$26.6841	\$27.5534	\$28.4451	\$29.3706	\$30.3300	\$31.3121	\$32.3280	\$33.3777	\$34.4613	\$35.5789
13		\$25.2506	\$25.8376	\$26.6730	\$27.5420	\$28.4336	\$29.3594	\$30.3187	\$31.3008	\$32.3167	\$33.3665	\$34.4502	\$35.5676	\$36.7189	\$37.9154	\$39.1457
14		\$27.7677	\$28.4111	\$29.3367	\$30.2850	\$31.2670	\$32.2829	\$33.3326	\$34.4162	\$35.5337	\$36.6851	\$37.8836	\$39.1119	\$40.3875	\$41.6969	\$43.0514

With rounding to 4 decimal places
*Pending Ratification and Board Approval

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"
2020/2021 School Year
SUPPORT STAFF PERCENTAGE INCREASE FROM PRIOR LEVELS

Pay Grade	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P	Level Q	Level R	Level S
5		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
6		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
7		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
8		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
9		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
10		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
11		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
12		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
13		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%
14		3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%	3.25%

With rounding to 4 decimal places
*Pending Ratification and Board Approval

Joseph S.R. 8/13/21 *Rebecca P. 8-13-2021*

SUMMARY OF CHANGES TO SEIU-FLORIDA PUBLIC SERVICES UNION- PINELLAS COUNTY SCHOOLS CBA 2021-2024		
	*Provided as courtesy.. see Tentative Agreement for full language change	
ARTICLE	PROPOSED CHANGE	Page Number
X	Cover Updated... new Union Hall information.	0
X	Table Of Contents Updated	1
Preamble	<u>Preamble</u> . 1. Adds "The District" and "The Union" for reference	2
1,2,3,4	No changes	
5	<u>Grievance and Arbitration Procedure</u> : 5.3 Adds ability to conduct grievance meetings via teleconference if both parties agree. 5.8: Step 2 and 3 of Grievance Procedure. changes title of management representative to reflect current staffing.	7-8
6,7,8	No changes	
9	<u>Annual Performance Appraisal</u> : Adds updated language reflecting new dates.	12
10	<u>Salaries</u> : 3.25% wage increase for all employees. (See Appendix). 10.10 Extends Shift Differential for bus drivers for all hours worked in a day. 10.13 Increase of bus driver attendance incentive from \$100 to \$1200.	15-16
11,12,13	No changes	
14	<u>Leaves</u> 14.2.E. Adds an additional sick day (From 4 to 5, the maximum allowed under FL law) 14.3. Specifies FMLA references in article.	22
15	No changes	
16	<u>Probationary Period</u> . 16.1. Clarifies 90 work days during a probationary period.	28
17,18,19,20, 21	No changes	
22	<u>Departmental Operations</u> . 22.3 Changes 'runs' to routes in bidding process. Eliminates driver's performance record from consideration. 22.3.3. Adds route bidding for bus assistants; clarifies language on summer trips, reletters Article. 22.3. Posts vacancies that occur within ten days (up from 5) Adds bus assistants to uniform policy. 22.4 Increases monthly tool allowance by \$25 per month for automotive mechanics.	40-43
23	No changes	
24	<u>Insurance Benefits</u> . (No increase in premiums or copays.) Eliminates waiver of HI premium clause for workers out on total disability. Clarifies process for retiree benefits under FL statutes.	48-49
25-27	No changes	
28	<u>Duration</u> . Sets terms of contract through 2024. (With annual reopeners on wages, insurance, general provisions and departmental operations.	52
Appendix A	Adds Bus Assistant Grade 5, upgrades Transportation Dispatcher from 11-13	54
	Health Insurance. TA. Showing no premium increase.	
	Wages. Document showing 3.25% increase and increase in minimum and maximum pay rates.	

For information regarding the vote, please contact Rebecca "Beckie" Dean at rdean2250@gmail.com
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Respectfully submitted, Richard "Mac" MacDonald
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