

Association of Educational Secretaries and Office Professionals (AESOP)
Collective Bargaining Agreement Negotiations
Proposed Language by Article Openers by School District of Palm Beach County Management

Article 6 – Compensation and Benefits - Section A - Pay Rate Schedule

Article 6 - Compensation and Benefits - Section A (1)

Previous Language

1. The Parties agree that effective January 1, 2022, the minimum hourly pay rate will be raised 3.5% and the maximum hourly pay rate will be raised 3.5%. The January 1, 2022 minimum-maximum salary schedules are attached as Appendix A.

Proposed Language

1. ~~The Parties agree that effective January 1, 2022, the minimum hourly pay rate will be raised 3.5% and the maximum hourly pay rate will be raised 3.5%. The January 1, 2022 minimum-maximum salary schedules are attached as Appendix A.~~


The Parties agree to increase the Pay Rates in Appendix A by 3.5% to the maximum effective January 1, 2023. The Parties also agree to increase the progression between pay range minimums to at least 3% in Appendix A. The January 1, 2023 minimum-maximum salary schedules are attached as Appendix A. The Parties agree that these minimum-maximum salary schedules are not subject to further modification or change until January 1, 2024 in keeping with the Preamble of this Collective Bargaining Agreement and further agree that future modifications or changes to these minimum-maximum salary schedules will be effective on January 1 of any given year unless otherwise agreed to by the Parties.


Tentative Agreement:

School District of Palm Beach County:

AESOP:

Date: Dec 7, 2022


Timothy Kubrick (Dec 7, 2022 12:16 EST)


Jessie Brown (Dec 7, 2022 13:49 EST)


Joseph Brenner (Dec 7, 2022 13:52 EST)

Tim Kubrick, Director, Labor Relations

Jessie Brown, AESOP President

Joseph Brenner, AESOP Chief Negotiator

Association of Educational Secretaries and Office Professionals (AESOP)

Collective Bargaining Agreement Negotiations

Proposed Language by Article Openers by School District of Palm Beach County Management

Article 6 – Compensation and Benefits - Section A - Pay Rate Schedule

Article 6 - Compensation and Benefits - Section A (2)

Previous Language

- The Parties also agree that effective July 1, 2022, the minimum hourly rate of pay will be \$15 per hour. The Parties also agree to increase the Pay Rates in Appendix A to reflect increases to pay range minimums such that no employee shall earn less than \$15 per hour.

Those employees, who are no longer employees of the District on the date the School Board approves this Agreement, are not entitled to any retroactive pay.

Proposed Language

- ~~The Parties also agree that effective July 1, 2022, the minimum hourly rate of pay will be \$15 per hour. The Parties also agree to increase the Pay Rates in Appendix A to reflect increases to pay range minimums such that no employee shall earn less than \$15 per hour.~~

~~Those employees, who are no longer employees of the District on the date the School Board approves this Agreement, are not entitled to any retroactive pay.~~

The Parties also agree that, effective January 1, 2023, the annual Pay Rates of all employees shall be increased by the agreed upon percentage in the table below. Each employee who remains an employee of the District in this bargaining unit on the date the School Board adopts this Agreement, will be paid this negotiated increase effective January 1, 2023. Those individuals who are no longer employees of the District on the date the School Board approves this Agreement are not entitled to any retroactive pay.

The Parties further agree that upon ratification and Board approval of this agreement, each bargaining unit member, who is active as of the date it is approved by the Board, will receive a one-time bonus of \$1,500 or 3% of his/her base salary, whichever is greater, prior to any recurring salary increase.


Tier	Years	Percentage Increase
1	0 - 1.99	3.00%
2	2 - 5.99	3.50%
3	6 - 9.99	4.00%
4	10+	4.50%


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Article 6 – Compensation and Benefits - Section A - Pay Rate Schedule

Article 6 - Compensation and Benefits - Section A (3)

Proposed Language

3.(a) Each employee's current annual Pay Rate that is not red-lined will be increased by 3.5% effective January 1, 202~~23~~. If after receiving this negotiated Pay Rate increase of 3.5% effective January 1, 202~~23~~, the employee's new annual Pay Rate is greater than the new maximum annual Pay Rate after it is increased by 3.5%, the employee's new annual Pay Rate will be considered to be red-lined when Pay Rate increases are negotiated in the future.

(b) An employee whose current annual Pay Rate is red-lined, but whose new annual Pay Rate will not be greater than the maximum annual Pay Rate after that maximum Pay Rate is increased by 3.5% effective January 1, 202~~23~~, will have his/her current annual Pay Rate increased by 3.5% effective January 1, 202~~23~~ and will no longer have his/her annual Pay Rate considered to be red-lined.

(c) An employee whose current annual Pay Rate is red-lined, but whose new annual Pay Rate will remain greater than the maximum annual Pay Rate after the maximum annual Pay Rate is increased by 3.5% effective January 1, 202~~23~~, will continue to have his/her current annual Pay Rate red-lined and will not receive an increase to his/her current annual red-lined annual Pay Rate until such time in the future a new maximum annual Pay Rate is negotiated that is greater than the employee's current red-lined annual Pay Rate plus any negotiated increases to that employee's current red-lined annual Pay Rate. Such employees will be paid a one-time and non-reoccurring bonus equal to 3.5% of the current annual Pay Rate, minus standard deductions, computed for all days worked and to be worked (including paid leave days and paid holidays, if any) for the period of January 1, 202~~23~~ through the end of the 202~~23~~ calendar year or their last day of paid employment with the District, whichever occurs first. To be eligible for a bonus payment, the employee must remain an employee of the District in this bargaining unit on the date the School Board approves this Agreement.


(d) The Parties further agree that the new minimum-maximum Pay Rate schedules in Appendix A are not subject to further modification or change until January 1, 202~~34~~, and further agree that future modifications or changes to these minimum- maximum Pay Rate schedules will be effective January 1st of any given year unless otherwise agreed to by the Parties.


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Article 6 – Compensation and Benefits - Section B - Health, Dental, Life and Vision Insurance

Proposed Language

See attached tentative agreement resulting from coalition bargaining for health, dental, life and vision insurance. Modifications to this language were agreed to on September 30, 2022 and are effective January 1, 2023.


 Coalition Bargaining Health, Life, Dental and Vision Benefits Tentative Agreement.pdf


Tentative Agreement:

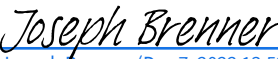
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Preamble

Proposed Language

The terms and conditions as set forth herein are effective upon the Association of Educational Secretaries and Office Professionals (AESOP) ratification and Board approval and will stay in effect until December 31, 202~~2~~³, unless otherwise provided herein or unless mutually agreed upon in writing by the Parties. Only if specifically stated will provisions be retroactive to January 1, 202~~2~~³.

Unless provided elsewhere in this Agreement, no other changes or modifications shall be made to this Agreement except that each Party has the option to reopen the Agreement as follows:

A. The Parties agree that nothing herein prohibits the opening of negotiations in 202~~2~~³ for re-openers prior to the expiration of this Agreement, or from exercising any reopener language contained in Article 6, Section B through coalition bargaining with other recognized employee organizations representing employees of the District.

AESOP and the District reserve all legal rights accorded them pursuant to Chapter 447, Florida Statutes, relating to acceptance, modification or rejection of proposals.

In witness whereof, the aforementioned Parties have executed this Agreement on the ~~1st day of June~~ 14th day of December 2022.

The Association of Educational Secretaries and Office Professionals

The School Board of Palm Beach County

Jessie Brown
President

Frank A. Barbieri, Jr., Esq.,
School Board Chairman

Joseph Brenner
Director of Organizing and Bargaining

Michael J. Burke
Superintendent

John-Anthony Boggess
Chief of Staff


Tim Kubrick
Director of Labor Relations / Chief Negotiator


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Collective Bargaining Agreement Negotiations

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Appendix A - AESOP Salary Schedule (Proposed)

AESOP Salary Schedule

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APPENDIX A

SALARY SCHEDULE ¹

Pay Rates by Job Level

Effective January 1, 2023

JOB LEVEL

Days	Hours	6		7		8		9		10		11		12		13		14		15		Days
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	
182	6	16,380	25,878	16,871	27,756	17,373	29,770	17,897	31,940	18,432	34,275	19,776	36,779	21,247	39,476	23,139	42,381	25,199	45,495	27,368	48,817	182
182	8	21,840	34,503	22,495	37,008	23,164	39,693	23,863	42,586	24,577	45,700	26,368	49,038	28,330	52,634	30,853	56,508	33,599	60,659	36,491	65,089	182
190	8	22,800	36,020	23,484	38,632	24,183	41,439	24,912	44,458	25,657	47,709	27,527	51,195	29,574	54,948	32,209	58,994	35,075	63,324	38,139	67,953	190
193	8	23,160	36,589	23,854	39,243	24,565	42,094	25,306	45,161	26,062	48,463	27,962	52,002	30,043	55,815	32,718	59,924	35,631	64,327	38,742	69,025	193
196	8	23,520	37,158	24,225	39,853	24,946	42,746	25,699	45,862	26,467	49,217	28,396	52,811	30,508	56,683	33,228	60,855	36,185	65,328	39,345	70,098	196
206	8	24,720	39,052	25,461	41,886	26,219	44,929	27,010	48,203	27,818	51,727	29,845	55,504	32,065	59,574	34,922	63,960	38,031	68,661	41,351	73,674	206
216	8	25,920	40,949	26,697	43,919	27,492	47,109	28,321	50,540	29,168	54,238	31,294	58,200	33,622	62,464	36,620	67,062	39,877	71,993	43,359	77,251	216
226	8	27,120	42,844	27,933	45,951	28,765	49,289	29,633	52,882	30,519	56,749	32,742	60,893	35,177	65,359	38,315	70,169	41,723	75,325	45,354	80,824	226
12 mo	8	31,200	44,912	32,136	48,156	33,092	51,643	34,091	55,395	35,110	59,426	36,171	63,765	37,255	68,428	40,156	73,446	43,725	78,837	47,528	84,592	12 mo
		6		7		8		9		10		11		12		13		14		15		

¹ Salary Schedule changes to reflect:

- Increases such that at least 3% progression between pay range minimums
- Increases of 3.5% all pay range maximums


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