

## ARTICLE 1 RECOGNITION

### Section 1 – Bargaining Unit Definition.

A. The School Board of Lake County, Florida, hereinafter called the “Board,” recognizes the Service Employees International Union, FPSU, Florida Public Service Union, hereinafter called the “Union,” as the exclusive bargaining representative for all non-instructional personnel in the school district known and designated as the School District of Lake County, Florida. **In this Agreement, the non-instructional personnel shall be defined as those employees included in the unit as certified by the Public Employees Relations Commission (PERC) on April 3, 1996 (Case No. RC 95-058 and Case No. RC 95-059).**

B. The Union recognizes the Board as the duly constituted legislative body and agrees to bargain collectively only with the chief executive officer of the Board or his designee.

C. For the duration of this Agreement, and for so long as the titles and/or functions shall exist, the Board recognizes the Union as the exclusive bargaining agent for non-instructional personnel who are on or who have been on contract to the Board during the duration of this Agreement in those positions, as determined by the Public Employees Relations Commission, listed below:

**BLUE AND WHITE COLLAR EMPLOYEES and SUPERVISORY EMPLOYEES**  
**Case No. RC-95-058 and CASE No. RC-95-059**  
**PERC Certification No. 1131 and 1132**

### JOB CLASSIFICATIONS AND PAY GRADES

<u>Job Classification</u>	<u>Traditional Pay Grade</u>
Appliance Technician	C12
Apprentice Mechanic	C06
<del>Boiler Technician</del>	<del>C13</del>
<del>Building Automation Technician</del>	<del>C15</del>
Building Maintenance Technician	C09
Building Services Technician	C10
Bus Assistant I	C03
<del>Bus Assistant II</del>	<del>C03</del>
<del>Bus Driver</del>	<del>C10</del>
<del>Buyer I</del>	<del>C13</del>
<del>Cabinet Maker</del>	<del>C11</del>
Campus Monitor	C03
<del>Carpenter</del>	<del>C10</del>
Central Warehouse Delivery Driver	C08

Central Warehouse Inventory Assistant	C08
<del>Central Warehouse Manager</del>	<del>C13</del>
<del>Certified Assistant Purchasing Agent</del>	<del>C13</del>
Clerical Assistant I	C04
Clerical Assistant II	C05
Compliance Specialist –Title Services	C15
Computer Laboratory Assistant	C06
<del>Computer Operator</del>	<del>C08</del>
Custodian	C04
<del>Data Entry Operator</del>	<del>C07</del>
Dishwasher	C05
<del>Driver/Trainer</del>	<del>C11</del>
<del>ELC Assistant Site Coordinator</del>	<del>C07</del>
<del>ELC Management Specialist</del>	<del>C14</del>
<del>ELC Site Coordinator</del>	<del>C11</del>
<del>Electrician</del>	<del>C13</del>
Electronics-Life Safety Technician	C13
Exceptional Student Education Clerical Assistant II	C06
<del>Facilities Assistant</del>	<del>C08</del>
Family School Liaison	C05
Food Service Assistant	C05
<del>Food Service Assistant Manager</del>	<del>C07</del>
Food Service Assistant Unassigned	C05
<del>Food Service Manager I</del>	<del>C14</del>
<del>Food Service Manager II</del>	<del>C15</del>
<del>Food Service Manager III</del>	<del>C16</del>
<del>Food Service Office Manager/Trainer</del>	<del>C16</del>
Grounds Worker II	C06
Grounds Worker III	C08
Grounds Worker IV	C10
Grounds Worker V	C11
<del>Grounds Worker VI</del>	<del>C12</del>
<del>Head Custodian I</del>	<del>C07</del>
<del>Head Custodian II</del>	<del>C08</del>
<del>Head Garage Mechanic</del>	<del>C14</del>
Health Assistant	C06
Help Desk Technician	C08
Human Resource Specialist	C09
<del>HVAC Technician</del>	<del>C13</del>
<del>HVAC Technician Apprentice</del>	<del>C08</del>
Industrial Assistant	C09
Inventory Assistant	C08
<del>Irrigation Technician</del>	<del>C10</del>
<del>IS Quality Assurance Analyst</del>	<del>C15</del>
<del>Lead Driver/Liaison</del>	<del>C11</del>
<del>Lead Grounds Technician</del>	<del>C13</del>

<b>Lead Logistics Specialist</b>	<b>C13</b>
<b>Lead Maintenance Technician</b>	<b>C16</b>
<b>Lead Painter</b>	<b>C10</b>
Locksmith	C10
Logistics Specialist	C08
Maintenance Inventory Assistant	C08
Maintenance Technician	C11
<b>Maintenance Warehouse Manager</b>	<b>C13</b>
<b>Maintenance Worker I</b>	<b>C04</b>
<b>Maintenance Worker III</b>	<b>C07</b>
<b>Master Diesel Mechanic</b>	<b>C12</b>
<b>Master Paint &amp; Body Technician</b>	<b>C12</b>
<b>Mechanic</b>	<b>C13</b>
Mechanic – Apprentice	C06
<b>Paint &amp; Body Technician</b>	<b>C13</b>
<b>Painter</b>	<b>C08</b>
Parts Employee	C07
<b>Parts Manager</b>	<b>C13</b>
Plant Operations Assistant	C08
<b>Plant Operations Manager/Trainer</b>	<b>C13</b>
<b>Plasterer – Mason</b>	<b>C10</b>
<b>Plumber</b>	<b>C12</b>
Procurement Support Specialist	C11
Production Assistant	C13
Property Control Assistant	C08
Property Control Specialist	C11
Receptionist/Switchboard Operator	C05
Records Specialist	C08
<b>Refrigeration Technician</b>	<b>C13</b>
<b>Relief Bus Driver</b>	<b>C10</b>
<b>Roofer</b>	<b>C10</b>
Safety and Security Technician I	C12
School Bus Video System Technician	C12
School Secretary	C08
Secretary I	C06
Secretary II	C08
Self-Care Assistant	C03
<b>Service Manager</b>	<b>C17</b>
<b>Sign Language Interpreter – Level I – Apprentice</b>	<b>C15</b>
<b>Sign Language Interpreter – Level II – Provisional</b>	<b>C16</b>
<b>Sign Language Interpreter – Level III – Provisional +36</b>	<b>C17</b>
<b>Sign Language Interpreter – Level IV – Proficient</b>	<b>C18</b>
<b>Sr. ELC Site Coordinator</b>	<b>C13</b>
<b>Student Mentor Advocate</b>	<b>C11</b>
<b>System User Specialist</b>	<b>C08</b>
<b>Take Stock in Children Mentor/Advocate</b>	<b>C11</b>

Teacher Assistant, HQ	C06
Technology Support Technician I	C12
<b>Therapeutic Support Assistant</b>	<b>C08</b>
<del>Transportation AC Mechanic</del>	<del>C13</del>
Transportation Clerk	C06
Unassigned Bus Assistant I	C03
Unassigned Custodian	C04
Upholsterer Technician	C08
Virtual Learning Lab Facilitator	C06
<del>Water/Wastewater Technician</del>	<del>C15</del>

**Computer Professionals**

<del>Audio Visual Technology Supt. Tech II</del>	<del>CCP100</del>
<del>Computer Support Specialist</del>	<del>CCP100</del>
<del>Network Administrator</del>	<del>CCP300</del>
<del>Programmatic Technical Analyst</del>	<del>CCP100</del>
<del>Programmer Analyst</del>	<del>CCP200</del>
<del>Senior Programmer Analyst</del>	<del>CCP300</del>
<del>Technology Support Technician II</del>	<del>CCP100</del>

**Job Classification**

**Specialized Pay Grade**

<u>Audio Video Technology Support Technician II</u>	<u>S05</u>
<u>Building Automation Technician</u>	<u>S09</u>
<u>Bus Driver</u>	<u>S02</u>
<u>Central Warehouse Manager</u>	<u>S08</u>
<u>Data Entry Operator</u>	<u>S01</u>
<u>Driver Trainer</u>	<u>S04</u>
<u>ELC Assistant Site Coordinator</u>	<u>S01</u>
<u>ELC Management Specialist</u>	<u>S05</u>
<u>ELC Site Coordinator</u>	<u>S02</u>
<u>Electrician</u>	<u>S06</u>
<u>Food Service Assistant Manager</u>	<u>S02</u>
<u>Food Service Manager I</u>	<u>S07</u>
<u>Food Service Manager I Unassigned</u>	<u>S07</u>
<u>Food Service Manager II</u>	<u>S08</u>
<u>Food Service Manager III</u>	<u>S09</u>
<u>Food Service Office Manager/Trainer</u>	<u>S12</u>
<u>Head Custodian I</u>	<u>S01</u>
<u>Head Custodian II</u>	<u>S02</u>
<u>Head Garage Mechanic</u>	<u>S12</u>
<u>HVAC Technician</u>	<u>S06</u>

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<u>Lead Driver Liaison</u>	<u>S04</u>
<u>Lead Grounds Technician</u>	<u>S12</u>
<u>Lead Locksmith</u>	<u>S12</u>
<u>Lead Logistics Specialist</u>	<u>S12</u>
<u>Lead Maintenance Technician</u>	<u>S12</u>
<u>Lead Refrigeration Technician</u>	<u>S12</u>
<u>Maintenance Warehouse Manager</u>	<u>S08</u>
<u>Mechanic</u>	<u>S06</u>
<u>Network Administrator</u>	<u>S20</u>
<u>Paint and Body Technician</u>	<u>S06</u>
<u>Parts Manager</u>	<u>S08</u>
<u>Plant Operations Manager/Trainer</u>	<u>S08</u>
<u>Plumber</u>	<u>S06</u>
<u>Programmatic Technical Analyst</u>	<u>S05</u>
<u>Programmer Analyst</u>	<u>S19</u>
<u>Refrigeration Technician I</u>	<u>S02</u>
<u>Refrigeration Technician II</u>	<u>S06</u>
<u>Senior ELC Site Coordinator</u>	<u>S04</u>
<u>Senior Programmer Analyst</u>	<u>S20</u>
<u>Service Manager</u>	<u>S15</u>
<u>Sign Language Interpreter I</u>	<u>S13</u>
<u>Sign Language Interpreter II</u>	<u>S14</u>
<u>Sign Language Interpreter III</u>	<u>S15</u>
<u>Sign Language Interpreter IV</u>	<u>S16</u>
<u>Technology Support Technician II</u>	<u>S13</u>
<u>Transportation AC Mechanic</u>	<u>S06</u>
<u>Unassigned Bus Driver</u>	<u>S02</u>
<u>Water/Wastewater Technician</u>	<u>S09</u>

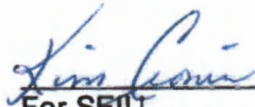
**Section 2 – Modified or New Jobs.**

Classifications of and amendments to the bargaining unit as defined above shall be by mutual consent of the Board and the Union or, in case of a dispute, by determination of the Florida Public Employees Relations Commission.

**Section 3 – Agreement to Negotiate.**

The ratified Agreement shall be the document that governs wages, hours and terms and conditions of employment for employees in the bargaining unit. To the extent that provisions of any handbook, rulebook, and manual or administrative directive conflict with the provisions of this Agreement, this Agreement shall prevail.

 8-25-23  
For the Board

 8-28-23  
For SEIU