

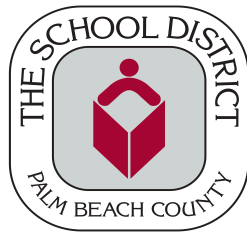
Tentative Agreement

Between

**The School Board of
Palm Beach County, Florida**

And

**Service Employees International Union/Florida
Public Services Union**



January 1, 2025 - December 31, 2025

Negotiations for the
2024-2025 School Year

Service Employees International Union/Florida Public Services Union (SEIU/FPSU)
Collective Bargaining Agreement Negotiations – School Year 2024-2025
Proposed Language by Section for District Management

Contract: ☒ Regular ☒ Supervisory ☒ Paraprofessional II/ECP

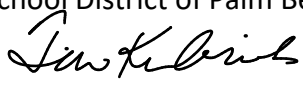
ARTICLE 1 Preamble (Regular - page 11, Supervisory and Para II/ECP - page 10)

This Comprehensive Agreement is entered into by the School District of Palm Beach County, Florida and the SERVICE EMPLOYEES INTERNATIONAL UNION/FLORIDA PUBLIC SERVICES UNION (SEIU/FPSU), and was ratified by SEIU/FPSU (Regular/Supervisor/Paraprofessional II/ECP) on the ~~13th~~ ____ day of ~~December~~_____, 202~~2~~⁴5 and adopted by the School Board on the ~~7th~~ ____ day of ~~December~~_____, 202⁴5.


The Parties agree that nothing herein prohibits the opening of negotiations by either party in September of 202⁴5 for ~~a~~ successor negotiations, to be effective ~~in~~ on January 1, 202⁴6, prior to the expiration of the Agreement. The Parties further agree that nothing herein prohibits SEIU/ FPSU from negotiating with the District in 202⁴5 on the additional costs of health premiums for calendar year ~~2026~~ and on other mutually agreed upon benefit changes in coalition bargaining with the other employee organizations recognized by the District's School Board as provided herein.

Unless otherwise stated herein, this Agreement shall be effective upon ratification by SEIU/FPSU and approval of the District's School Board and shall continue in effect through December 202⁴5.

In WITNESS WHEREOF, the aforesaid Parties have hereunto executed this Agreement on the ____ day of _____, 202⁴5.

Tentative Agreement:
School District of Palm Beach County:


Tim Kubrick, Chief Human Resources

Date: 5/29/2025
SEIU/FPSU:


Mark Floyd, Chief Negotiator

Service Employees International Union/Florida Public Services Union (SEIU/FPSU)
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ARTICLE 9 – Salary Plan/Benefits - Section 1 - Wages (Regular - pages 25-26, Supervisory - pages 23-24, Para II/ECP -page 24)

Proposed Language

The Parties agree to ~~increase the Pay Rates in Appendix A by 5.0% to the maximum effective January 1, 2024. The Parties also agree to increase continue maintaining~~ the progression between pay range minimums ~~of to~~ at least 3.25% in Appendix A. The January 1, 202~~4~~⁵ 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, 202~~5~~⁶ 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.

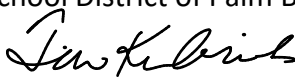
The Parties agree that effective January 1, 202~~4~~⁵; the annual Pay Rates of all employees shall be increased by ~~\$1.00 per hour or 4%, whichever is greater the agreed upon percentage in the table below.~~ Each employee who remains an employee of the District in this bargaining unit on the date the School Board adopts this Agreement, will be paid the negotiated increase effective January 1, 202~~4~~⁵. 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.

Tier	Years	Percentage Increase
1	0—1.99	4.50%
2	2—5.99	5.00%
3	6—9.99	5.25%
4	10+	6.00%

~~*based on years of continuous service in a regular position in the District~~

~~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.~~


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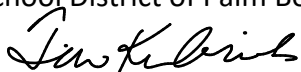
Contract: ☒ Regular ☒ Supervisory ☒ Paraprofessional/ECP

a) Each employee's current annual Pay Rate that is not red-lined will receive the applicable wage increase set forth above effective January 1, 202~~4~~5. If after receiving the negotiated wage increase effective January 1, 202~~4~~5, the employee's new Pay Rate is greater than the new maximum annual Pay Rate after it is increased ~~by 5.0%~~ effective January 1, 202~~4~~5, the employee's new Pay Rate will be considered to be red-lined when wage 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 is increased ~~by 5.0%~~ effective January 1, 202~~4~~5, will have his/her current annual Pay Rate increased as set forth in applicable subsections A, B, or C effective January 1, 202~~4~~5 and will no longer have his/her annual base salary considered to be red-lined.

c) An employee whose current annual Pay Rate is red-lined, and whose new annual Pay Rate is determined to exceed the maximum annual Pay Rate after that maximum annual Pay Rate is increased ~~5.0%~~ effective January 1, 202~~4~~5, will continue to have his/her current annual Pay Rate redlined and will not receive an increase to his/her current 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. Said employee will continue to be paid at his/her current redlined annual Pay Rate until such time in the future an annual Pay Rate is negotiated for that employee that is not greater than the maximum Pay Rate at that time. Such employees will be paid a one-time and non-recurring bonus equal to the appropriate Pay Rate increase he/she would have received if his/her Pay Rate were not red-lined. This bonus, minus standard deductions, will be computed for all days worked and to be worked (including paid holidays, if any, and paid leave days) for the period of January 1, 202~~4~~5 through the end of the 202~~4~~5 calendar year or the employee's last day of paid employment with the District whichever occurs first. To be eligible for a bonus payment, the employee must remain with the District in this bargaining unit on the date the School Board approves this Agreement.

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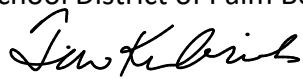
Contract: ☒ Regular ☒ Supervisory ☐ Paraprofessional II/ECP

ARTICLE 11 - SECTION 4 Standby Duty (Regular - page 34, Supervisory - page 35)

Proposed Language

An employee assigned to the Department of Facilities Services or School Food Service who is designated by that Department as a standby employee, but who is not required to remain on the employer's premises shall be provided with ~~a District pager or~~ a District cellular phone for the period of time the employee continues to be assigned to standby duty and shall receive a supplement of 10% of the employee's regular rate of pay for the days assigned to standby duty. Employees assigned to standby duty are required to be available at all times while assigned. In the event the employee is contacted to report to a District facility after his/her regular work hours or on a weekend and the employee responds in a timely manner, the employee will be paid at his/her regular hourly rate the greater of two (2) hours of work or the actual number of additional hours required to respond to the pages or calls received that day.


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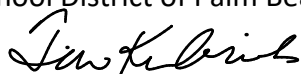
Contract: ☒ Regular ☐ Supervisory ☐ Paraprofessional/ECP

Article 14 / Section 13: Study Committee on Becoming ESE Certified Bus Drivers and ESE Attendants (Regular- page: 44)

Proposed Language

~~The Parties agree to investigate and make recommendations on the feasibility and practicality of establishing a District program for the ESE Certification of Bus Drivers and the ESE Certification of Bus Attendants and, if established, to recommend the amount of an annual supplement(s) to be paid to Drivers and Attendants who successfully complete the Program and obtain District Certification (ESE Certified Bus Driver or ESE Certified Bus Attendant) when said ESE Certified Bus Drivers are assigned to drive ESE routes and when ESE Certified Bus Attendants are assigned to work ESE routes.~~

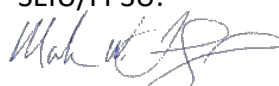
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Article 18 / Section 5: Alternative Grievance Procedure (Regular - Page: 50)

Article 14 / Section 5: Alternative Grievance Procedure (Para II- Page:41)

Article 16 / Section 5: Alternative Grievance Procedure (Supervisory Page: 42-43)

Proposed Language

~~The Parties agree to pilot for the term of this agreement an Alternative Grievance Procedure for rendering Step III Grievance decisions. To implement this alternative procedure an Alternative Grievance Committee will be established. The Committee will be composed of three managerial employees, three employee representatives, one alternate managerial employee and one alternate employee representative. Non-voting members will include a representative from the Departments of Labor Relations, a representative from the Department of Human Resources, and a representative of the bargaining unit.~~

~~The Parties agree to the following Alternative Step III Grievance Procedure:~~

~~If the employee or bargaining agent appeal a Step II decision to the Committee, the Department of Labor Relations shall schedule a meeting of the Committee at a mutually agreeable time not more than ten (10) days from date such request is received. The bargaining agent shall be advised, in writing, as to the date of the proposed meeting and have the right to send one observer to the proceeding if the bargaining agent is not involved in the actual representation of the aggrieved employee(s).~~

~~Within ten (10) days of the Step III meeting, the Committee shall render a decision which shall be immediately communicated by the Director of Labor Relations in writing to the bargaining agent. Copies will be sent to the aggrieved employee and the employee's immediate supervisor.~~

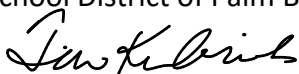
~~If the bargaining agent or employee rejects the decision of the Committee, any appeal of the decision must be received by the Department of Labor Relations within ten (10) days of receipt of the decision.~~

~~If the Parties mutually agree, the grievance may be submitted to a mediator selected from a panel provided by the Federal Mediation and Conciliation Service (FMCS).~~

~~See Appendix C for Grievance Form.~~

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Appendix A (Regular - page 82, Supervisory - page 72, Para II/ECP - page 75)

Proposed Language:

FPSU Salary Schedule
Pay Rates by Job Level

Proposed

APPENDIX A

SALARY SCHEDULE ¹
Effective January 1, 2025

		6		7		8		9		10		11		12		13		14		15		16		17		
Days	Hrs	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Days
180	8	21,816	37,613	22,525	40,479	23,257	43,546	24,012	46,858	24,793	50,429	26,337	53,223	29,116	58,392	31,809	62,842	34,776	67,623	38,030	72,764	41,601	78,308	44,222	82,224	180
182	6	16,543	28,524	17,081	30,697	17,636	33,023	18,209	35,535	18,801	38,243	19,972	40,361	22,080	44,281	24,122	47,655	26,371	51,281	28,839	55,179	31,547	59,384	33,534	62,354	182
182	8	22,058	38,031	22,775	40,929	23,515	44,030	24,279	47,379	25,068	50,990	26,630	53,814	29,440	59,041	32,163	63,540	35,162	68,374	38,452	73,572	42,063	79,178	44,713	83,138	182
187	4	11,332	19,538	11,700	21,027	12,080	22,620	12,473	24,340	12,878	26,195	13,680	27,647	15,124	30,332	16,523	32,643	18,064	35,127	19,754	37,797	21,609	40,677	22,971	42,711	187
187	8	22,664	39,076	23,400	42,053	24,161	45,240	24,946	48,680	25,757	52,390	27,361	55,293	30,249	60,663	33,046	65,286	36,128	70,253	39,509	75,593	43,219	81,353	45,942	85,422	187
190	8	23,028	39,703	23,776	42,728	24,549	45,965	25,345	49,461	26,170	53,231	27,800	56,180	30,734	61,636	33,576	66,333	36,708	71,380	40,143	76,806	43,912	82,658	46,679	86,792	190
193	8	23,391	40,330	24,151	43,402	24,936	46,691	25,747	50,242	26,583	54,071	28,239	57,067	31,219	62,610	34,106	67,381	37,287	72,507	40,777	78,019	44,606	83,963	47,416	88,163	193
196	6	17,816	30,718	18,395	33,058	18,993	35,563	19,610	38,268	20,247	41,184	21,508	43,466	23,778	47,688	25,977	51,321	28,400	55,226	31,057	59,424	33,974	63,951	36,114	67,150	196
196	8	23,755	40,957	24,527	44,077	25,324	47,417	26,147	51,023	26,997	54,912	28,678	57,954	31,704	63,583	34,637	68,428	37,867	73,634	41,410	79,232	45,299	85,268	48,153	89,533	196
206	8	24,967	43,046	25,778	46,326	26,616	49,836	27,481	53,626	28,374	57,713	30,141	60,911	33,322	66,827	36,404	71,919	39,799	77,391	43,523	83,274	47,610	89,619	50,610	94,101	206
12 m	8	31,512	54,319	32,536	58,451	33,593	62,885	34,685	67,666	35,812	72,836	36,975	74,684	38,177	76,531	41,710	82,362	45,635	88,636	49,900	95,385	54,567	102,652	57,985	107,784	12 m

Starting Pay If Above Range Minimum

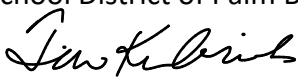
<u>School Bus Driver</u>	
<u>Hourly Minimum:</u>	<u>Annual Pay</u>
\$20.65	\$29,736

<u>Educational Interpreter</u>	<u>190 Annual</u>
Educ Interpreter I	\$29,260
Educ Interpreter II	\$35,112
Educ Interpreter III	\$44,308
Educ Interpreter IV	\$54,568
EI IV with BA/S & RID	\$61,788

¹ Salary Schedule changes to reflect:

- Minimum 3.25% progression between grades
- Increase 4% to pay range maximums


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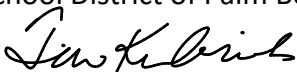
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Remove the following expired Appendices:

~~Appendix D Health Services Facilitator~~
~~Appendix E Food Service Manager Supplements (Supervisory)~~
~~Appendix E Bonus Payment~~
~~Appendix F Education Incentive Awards~~

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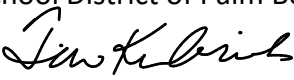
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District Management has identified several spelling errors in the existing SEIU Collective Bargaining Agreements. We propose correcting typographical errors as part of our commitment to maintaining clear and accurate contractual language. These adjustments are purely administrative and will not change any provisions' content, meaning, or intent. The chart below outlines the SEIU Contract, Article location, page number, the current spelling/grammar error, and the proposed corrected spelling.

This proposal is presented for mutual agreement and acknowledgment by both parties to ensure the contractual language remains precise and error-free.

SEIU Contract	Article/Title	Page Number	Current Spelling	Proposed Corrected Spelling
Paraprofessional II/ECP	FINGERPINTING MOU	9, 74	FINGERPINTING	FINGERPRINTING
Paraprofessional II/ECP REGULAR SUPERVISORY	ARTICLE 9 SALARY/BENEFITS Section 1 C	25 (PARA) 26 (REGULAR) 24 (SUPERVISORY)	non-reoccurring	non-recurring
Paraprofessional II/ECP REGULAR SUPERVISORY	ARTICLE 18 SICK LEAVES Section 14 Permanently and Totally Disabled Employees	49 (PARA) 57 (REGULAR) 49 (SUPERVISORY)	cancelled	canceled
Paraprofessional II/ECP	Article 3 RECOGNITION	12	SEIU	SEIU
Paraprofessional II/ECP	ARTICLE 5 Section 2 UNION RIGHTS AND PRØVILEGES	16	PRØVILEGES	Privileges
Paraprofessional II/ECP	ARTICLE 5 Section 3 UNION RIGHTS AND PRØVILEGES	17	PRØVILEGES	Privileges
Paraprofessional II/ECP	ARTICLE 6 EMPLOYEE RIGHTS Section 2 Work Related information	20	WORKER'S	WORKERS'

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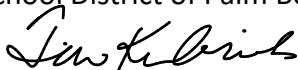
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Collective Bargaining Agreement Negotiations – School Year 2024-2025
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SEIU Contract	Article/Title	Page Number	Current Spelling	Proposed Corrected Spelling
Paraprofessional II/ECP	ARTICLE 13 DISCIPLINE OF EMPLOYEES (PROGRESSIVE DISCIPLINE) (cont'd)	37	EMLOYEES	EMPLOYEES
Paraprofessional II/ECP	ARTICLE 19 IN THE LINE-OF-DUTY LEAVE/WORKER'S COMPENSATION (cont'd)	50	WORKER'S	WORKERS'
Paraprofessional II/ECP	ARTICLE 32 NONDISCRIMINATION /HARRASSMENT (cont'd)	58	HARRASSMENT	Harassment
REGULAR	Classification Schedule Bargaining Group B	16	EXLCUED	EXCLUDED
REGULAR	ARTICLE 14 TRANSPORTATION WORKING CONDITIONS (cont'd) Section1A Provisions for Bidding on School Bus Routes (cont'd)	39	Section1A	Section 1A
SUPERVISORY	FPSU F – Classification Schedule	14	Structur	Structural
SUPERVISORY	ARTICLE 10 SUPPLEMENTS AND MERIT PAY AND PAYROLL PRACTICES SECTION 2- Food Service Manager Supplements	28	months	month
SUPERVISORY	SECTION 5 General Procedures After Confirmed Positive Test and Return to Duty	70	fist-time	first-time


Tentative Agreement:
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Date: 5/29/2025

SEIU/FPSU:



Mark Floyd, Chief Negotiator











SEIU_FPSU - Tentative Agreement (FY25)

Final Audit Report

2025-05-29

Created:	2025-05-29
By:	Diomedis Ramos Cruse (Diomedis.Ramoscruse@palmbeachschools.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAArpXdWqUgzskn3hy3Q_B1rDy1KWzxOkh-

"SEIU_FPSU - Tentative Agreement (FY25)" History

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-  Document shared with Diane Wyatt (diane.wyatt@palmbeachschools.org) by Diomedis Ramos Cruse (Diomedis.Ramoscruse@palmbeachschools.org)
2025-05-29 - 4:18:02 PM GMT
-  Email viewed by mfloyd@mierzwalaw.com
2025-05-29 - 4:29:39 PM GMT
-  Signer mfloyd@mierzwalaw.com entered name at signing as Mark W. Floyd
2025-05-29 - 7:18:46 PM GMT
-  Document e-signed by Mark W. Floyd (mfloyd@mierzwalaw.com)
Signature Date: 2025-05-29 - 7:18:48 PM GMT - Time Source: server
-  Document emailed to Timothy Kubrick (timothy.kubrick@palmbeachschools.org) for signature
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-  Email viewed by Timothy Kubrick (timothy.kubrick@palmbeachschools.org)
2025-05-29 - 7:51:50 PM GMT
-  Document e-signed by Timothy Kubrick (timothy.kubrick@palmbeachschools.org)
Signature Date: 2025-05-29 - 7:53:11 PM GMT - Time Source: server
-  Agreement completed.
2025-05-29 - 7:53:11 PM GMT