

ADDENDUM
TO THE
CLASSIFIED PERSONNEL CONTRACT

BETWEEN

THE OKEECHOBEE COUNTY SCHOOL BOARD

AND

THE OKEECHOBEE COUNTY EDUCATION ASSOCIATION
LOCAL UNION 1604

AFFILIATED WITH

THE FLORIDA EDUCATION ASSOCIATION
THE AMERICAN FEDERATION OF TEACHERS/AFL-CIO

AND

THE NATIONAL EDUCATION ASSOCIATION

JULY 1, 2016, THROUGH JUNE 30, 2017

**2016-2017 Addendum
To Classified Personnel Contract**

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ARTICLE II

C. Unchanged Prior Provisions

All details such as dates and names appearing in the existing Agreement shall be brought up to date. All other provisions of the existing Agreement not modified by the negotiation of these proposed changes and additions shall remain in full force and effect.

ARTICLE VI Employee Benefits

E. Insurance

1. Health Insurance

The Board agrees to provide all regular, full time classified employees with a basic hospitalization and health insurance program. Any anticipated changes to the hospitalization and health insurance program(s) which would result in a program less than equivalent to the existing program shall be subject to negotiations. The Board contribution in premium toward the cost of health insurance is as follows: 100% of Plan 5302; 87.2% of Plan 3769; and 65.0% of Plan 3768. Employees working less than seven (7) hours per day and who were employed after September 1, 1987, shall receive a pro-rated portion of this benefit according to the number of hours worked.

In addition to the premium contributions above, an Employee Wellness Center will be established for employees and their dependents who are currently enrolled in the Board's health insurance program. The clinic will include: free office visits, free health and wellness screenings and counseling, and a free stock medication program of commonly used prescriptions.

The above contribution rates include a \$75.00 per month premium discount for each employee who participates in a wellness initiative. To continue receiving the monthly premium discount, the following conditions must be met:

- Each newly hired employee must complete a full health risk assessment (inclusive of a biometric screening and blood draw) and at least one (1) follow-up visit to the Employee Wellness Center to discuss the results of the screening prior to December 1st of the current school year.
- Each new employee who is hired on or after November 1st through the end of the current school year shall be eligible for the premium discount but must complete the full health risk assessment and follow-up visit by December 1st of the following school year to remain eligible.
- Current employees who have never completed the full health risk assessment and follow-up appointment will remain ineligible until compliance with the next eligibility cycle during the following school year.
- Current employees who have completed the full health risk assessment and follow-up appointment will remain eligible for the premium discount through the 2018-19 school year.

Employees who fail to participate will not be eligible for the monthly premium discount.

ARTICLE VII Employee Rights

A. Classified Personnel Rights

In employment, job assignment and employee/employer relations, no procedure shall discriminate against any applicant or employee on the basis of membership in the Okeechobee County Education Association #1604.

There shall be no reprisal against any employee for processing a grievance or participating in the grievance procedure.

Any person sustaining injury as a result of any violation by the Okeechobee County School Board of this provision shall be entitled to apply to a court of competent jurisdiction for appropriate relief injunctive or otherwise as set forth in Florida Statutes 447.17.

ARTICLE VIII Employment Conditions

AA. Employee Sick Leave Bank *(Continued)*

COMMITTEE FOR EMPLOYEES SICK LEAVE BANK

MEMBERSHIP

The committee shall have a total of six (6) members. The committee shall be composed of two (2) teachers, two (2) classified personnel appointed by the Association President, and two (2) members appointed by the School Superintendent.

Both parties agree to convene the Sick Leave Bank Membership Committee immediately upon ratification. The committee will meet in an effort to resolve the following issues/concerns:

- Reevaluate current Sick Leave Bank policies and procedures
- Consider implementing a Sick Leave Authorization Policy to donate accrued sick leave to friends who are School Board employees
- Reevaluate current policy regarding donating accrued sick leave to family members who are School Board employees
- Consider impact of the absences on the essential job functions of the employee.

The committee will make recommendations to both bargaining teams no later than October 28. Both bargaining teams will reconvene to review the findings and negotiate possible changes.

ARTICLE IX Leaves of Absence

J. Bereavement Leave

Classified personnel may be granted two (2) days of Bereavement Leave with pay in the event of the death of the employee's spouse, parent, step parent, father-in-law, mother-in-law, son-in-law, daughter-in-law, child, step child, legally adopted child, brother, sister, grandmother, grandfather, or grandchild. After the two (2) days, the employee will be allowed to use accumulated sick leave, personal leave with pay, or personal leave without pay contingent upon approval of immediate supervisor when it is determined the needs of the school can be met.

Classified personnel will be allowed to use accumulated sick leave, personal leave with pay, or personal leave without pay, as approved by the immediate supervisor, in the event of the death of the employee's foster parent, foster child, step brother, aunt, uncle, step sister, current spouse's step parent, current spouse's foster parent, current spouse's grandparent, sister-in-law, and brother-in-law.

ARTICLE XI Salaries

C. Pay Periods

All classified employees shall be paid on a semi-monthly basis and shall receive twenty-four (24) equal payments.

Effective January 1, 2017 all pay will be issued through Direct Deposit.

Each check represents work for the previous pay period. Normally there is about a one (1) week time period between the end of the pay period and payday. Persons starting late in the pay period, and whose employment papers have not been signed by the employee, may not receive a check for the first payday after commencing employment. Should a check not be issued on the payday following employment, the subsequent check will reflect time worked in the preceding pay period.

When a payday falls on or during a school holiday, school calendar vacation period, or weekend, classified personnel shall receive their paychecks on the last previous workday.

Deductions for Association dues, life insurance, health insurance, credit union, United Way, and annuities shall be divided equally according to the number of paychecks.

Classified personnel who work 196 days according to the Classified Pay Grade Summary Sheet (Article XI.E) shall receive the equivalent of one (1) paycheck at the conclusion of the fourth work day or August 15, whichever is later, provided that all required information is on file in the Human Resource Office by August 1. Three (3) paychecks shall be issued on May 15, two (2) checks shall be issued on May 31, and one (1) final paycheck shall be issued no later than June 15.

Classified personnel who work 187 or 190 days according to the Classified Pay Grade Summary Sheet (Article XI.E.) shall receive paychecks on the same dates as Classified Personnel who work 196 days provided that all required information is on file in the Human Resource Office by August 1.

Classified personnel who work 213 or 229 days according to the Classified Pay Grade Summary Sheet (Article XI.E.) shall receive the equivalent of one (1) paycheck on August 15, provided that all required information is on file in the Human Resource Office by August 1. Three (3) paychecks shall be issued on June 30.

ARTICLE XI Salaries

D. Classified Salary Schedules

2016 - 2017 Okeechobee County Schools Classified Salary Schedule

Steps	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4
1				
2	0.00	0.00	0.00	0.00
3	0.00	0.00	0.00	0.00
4	10.30	11.95	13.10	15.75
5	10.55	12.25	13.45	16.15
6	10.80	12.55	13.80	16.55
7	11.05	12.85	14.15	16.95
8	11.30	13.15	14.50	17.35
9	11.55	13.45	14.85	17.75
10	11.80	13.75	15.20	18.15
11	12.05	14.05	15.55	18.35
12	12.30	14.35	15.90	18.95
13	12.55	14.65	16.25	19.35
14	12.80	14.95	16.60	19.75
15	13.05	15.25	16.95	20.15
16	13.30	15.55	17.30	20.55
17	13.55	15.85	17.65	20.95
18	13.80	16.15	18.00	21.35
19	14.05	16.45	18.35	21.75
20	14.30	16.75	18.70	22.15
21	14.55	17.05	19.05	22.55
22	14.80	17.35	19.40	22.95
23	15.05	17.65	19.75	23.35
24	15.30	17.95	20.10	23.75
25	15.55	18.25	20.45	24.15
26	15.80	18.55	20.80	24.55
27	16.05	18.85	21.15	24.95

District Longevity Stipend for Top Step Only	Amount
0-7 years	\$2,150
8-12 years	\$2,200
13-17 years	\$2,250
18-22 years	\$2,300
23-27 years	\$2,350
28+ years	\$2,400

Employees moving to the top step of the salary schedule in the 2016-2017 school year are entitled to step movement only and are not eligible to receive a longevity stipend.

ARTICLE XI Salaries
E. Classified Salary Schedules

2016-2017

Classified Pay Grade Summary Sheet

PAY GRADE	SLOT GROUP	POSITION	BEGINNING STEP	DAYS WORKED*	HOURS WORKED
1	A	Bus Aides	8	187	Varies
1	B	Clerk/Clerical Aide	8	249	7.00
1	C	Clerk/Clerical Aide/Media Aide	8	196	7.00
1	D	Custodian II/Perm Sub	7	249	7.50
1	E	Food Service Van Driver	4	190	6.00
1	F	Food Service Workers	4	190	4.00
1	G	Food Service Workers/Perm Sub	4	190	6.00
1	H	Food Service-Assistant Manager	5	190	7.00
1	I	Health Aide	8	196	7.00
1	J	Inst. Aide/Parapro/Monitor	8	196	7.00
1	K	Inst. Aide/Parapro/Monitor	8	249	7.00
1	L	Perm. Sub Teacher Non-Certif.	8	196	7.00
1	M	Perm. Sub Teacher Non-Certif.	8	249	7.00
1	N	Security Monitor	8	196	7.00
2	A	Custodian I	8	249	7.50
2	B	Data Processor	4	229	7.50
2	C	Data Processor	4	249	7.50
2	D	District Office Bookkeeper	4	249	8.00
2	E	District Office Bookkeeper	4	229	8.00
2	F	District Office Secretary	4	249	8.00
2	G	District Office Secretary	4	229	8.00
2	H	Interpreters Certified	7	196	7.00
2	I	Interpreters Non-Certified	4	196	7.00
2	J	School Bookkeeper	4	249	7.50
2	K	School Bookkeeper	4	229	7.50
2	L	School Bookkeeper	4	213	7.50
2	M	School Receptionist	4	213	7.50
2	N	School Secretary	4	249	7.50
2	O	School Secretary	4	229	7.50
2	P	School Secretary	4	213	7.50
2	R	Transportation Routing Specialist	4	249	8.00
2	S	Transportation Training Specialist	4	249	8.00
3	A	Advocate	6	213	8.00
3	B	Attendance Officer	4	187	7.50
3	C	Bus Driver Type 1	4	187	4.00
3	D	Bus Driver Type 3/Perm Sub	4	187	6.00
3	E	Maintenance (General)	4	249	8.00
3	F	Maintenance Specialist 2	4	249	8.00
3	G	Mechanic's Helper/Perm Sub	4	249	8.00
3	H	Warehouseman	4	249	8.00
3	I	Executive Secretary, Transportation	7	249	8.00
3	J	Executive Secretary, Finance	5	249	8.00
3	K	Okeechobee High School Bookkeeper	5	249	7.50
4	A	Maintenance Assistant Foreman	4	249	8.00
4	B	Maintenance Specialist 1	4	249	8.00
4	C	Mechanic	4	249	8.00
4	D	Technology Specialist	4	249	8.00

*See Article XI, J.

ARTICLE XI Salaries

**F. Classified Supplemental Salary Information
2016 -2017**

Classified Supplemental Salary Information

No experience shall be allowed for any work-related courses or programs taken while enrolled as a secondary student in which high school credit is received.

One (1) step on the schedule shall be granted for each year of related experience up to a maximum of five (5) years. Two (2) years of college credit (60 semester hours) may count as one (1) step on the schedule. However, combined college credit and related experience may not exceed a total of five (5) steps on the schedule. Notwithstanding the above, no new employee hired will be placed on a step, based on experience, above current board employees with equal experience.

Current employees moving from one job position into another position within the same pay grade column shall remain on the same step or the beginning step of the new position whichever is higher. Current employees moving from one job position into another position and moving to a different pay grade column shall be granted the greater of *either*, (1) the maximum years of verified, related experience and/or college credit for placement on the schedule as would be granted for any new hire coming into the District, *or*, (2) a lateral move based upon the employee's current step if moving to a lesser pay grade. New hires to the District have a time period of ninety (90) days from their initial date of hire to provide verification for *all* work-related experience. This includes experience verification for the initial position into which the employee is hired as well as experience the employee may want the District to consider for future job positions. Work experience verification is the responsibility of the employee. No experience will be granted that is not disclosed on the original employment application. All new hires will be notified in writing of the need to include and to verify all work experience for future positions in the initial application for employment.

Supplement	Amount
Head Mechanic	\$1,800.00 per year
High School Head Custodian	\$2,448.00 per year
Middle School Head Custodian	\$1,224.00 per year
Elementary School Head Custodian	\$ 684.00 per year
Food Service Workers (4 hours)	\$ 180.00 per approved course up to 6 courses
Food Service Workers (6 hours)	\$ 180.00 per approved course up to 6 courses
Food Service - Assistant Manager	\$ 180.00 per approved course up to 6 courses
Assistant Manager at Base Kitchen-Satellite Schools	\$ 288.00 per year
Leader Teacher Aide for Pre-Kindergarten Program	\$ 770.00 per year
Leader Elementary Computer Aide, Art, Credit Retrieval & Remediation and Other Aides in Free-Standing Classrooms	\$1,000.00 per year
Paraprofessionals or Aides who are assigned to change diapers/perform catheterization	\$1,000.00 per year
Paraprofessionals who hold a 2-year college degree or have passed the Para-Pro Test and work in the classroom with students as part of their regular assignment	\$1,000.00 per year
Paraprofessionals who hold a 4-year college degree and work in a free-standing classroom	\$2,000.00 per year
Aides assigned to teachers of Intensive Emotional Behavior Disorder, Extended 9 th Grade, Secondary School Discipline Program students, NBA	\$ 500.00 per year
Migrant Advocates with 4 year college degree	\$1,000.00 per year
Mechanics – for each ASE Certification (up to 7)	\$ 250.00 per year
IT Dispatcher	\$1,200.00 per year
Non-Probationary, 6-Hr., Permanent Sub Bus Drivers	\$ 900.00 per year

ARTICLE XI Salaries

F. Classified Supplemental Salary Information *(Continued)*

Food service workers shall be paid the supplement on a pro-rated basis beginning the next regularly scheduled payroll period following submission of paperwork verifying completion of the coursework.

Paraprofessionals or aides who are assigned to change diapers shall be given annual training by the District regarding proper procedures for this job duty.

Bus Driver Type 1/Bus Driver Type 3/Perm Sub/Bus Aide

Bus drivers and bus aides for in-town field trips will receive \$12.00 per hour with a minimum of two (2) hours pay. Bus drivers and bus aides for out-of-town field trips will receive \$45.00 per trip or \$12.00 per hour, whichever is greater. On over-night trips bus drivers and bus aides will receive \$45.00 per trip or \$12.00 per hour for actual driving time whichever is greater, plus per diem or subsistence.

If a driver misses their regular run because of a field trip, the driver will receive no less than their daily rate of pay or \$50.00 per trip or \$12.00 per hour whichever is greater.

Any out-of-town trip pay will include a half-hour pre-trip and a half-hour post-trip to allow for the driver's pre- and post-trip inspections.

Bus drivers and bus aides will receive \$13.00 per hour for time over their normal work day.

Type 1 - route maximum of 4 hours including 1/2 hour pre and post trip inspection, paperwork and travel.

Type 3 - route maximum of 6 hours including 1/2 hour pre and post trip inspection, paperwork and travel.

ARTICLE XI Salaries

G. Salary Schedule – Differentiated Pay

2016 - 2017

**OKEECHOBEE COUNTY SCHOOL BOARD
 SALARY SCHEDULE IB
 DIFFERENTIATED PAY**

POSITION	ALLOCATION	2016 - 2017 AMOUNT
High School Athletic Director	1	5,000
Middle School Athletic Director	2	1,550
Varsity Football Coach	1	5,000
Assistant Varsity Football Coach	5	2,730
JV / 9th Grade Football Coach (Payment: if participating, 80% Fall / 20% Spring)	4	2,100
Weight Lifting Coach	1	1,300
Varsity Flag Football	1	1,300
Assistant Varsity Flag Football	1	650
JV Flag Football	1	1,000
Varsity Soccer Coach	2	2,900
JV Girls/Boys Soccer Coach / Asst. Varsity Soccer Coach	2	1,710
Middle School Soccer Coach	2	1,700
Middle School Assistant Soccer Coach	2	850
Varsity Basketball Coach	2	3,200
JV Basketball Coach	2	2,100
9th Grade Basketball Coach / Asst. Varsity Basketball Coach	2	1,600
Middle School Basketball Coach	4	1,600
Middle School Assistant Basketball Coach	4	875
Varsity Baseball Coach / Softball Coach	2	3,200
Assistant Varsity Baseball Coach / Softball Coach	2	2,175
JV Baseball Coach / Softball Coach	2	2,100
9th Grade Baseball Coach / Softball Coach	2	1,600
Varsity Track Coach	2	2,700
Varsity Cross Country Coach	1	1,800
Assistant Varsity Track and Field Coach	1	1,750
Varsity Tennis Coach	2	1,600
Varsity Wrestling Coach	1	3,200
Assistant Varsity Wrestling Coach	1	1,600
Varsity Golf Coach	2	1,600
Varsity Volleyball Coach	1	3,200
Assistant Varsity Volleyball Coach	1	1,600
JV Volleyball Coach	1	1,750
9th Grade Volleyball Coach	1	1,500
Middle School Volleyball Coach	2	1,600
Middle School Assistant Volleyball Coach	2	800
Varsity Bowling Team	1	1,600
Varsity Swimming Coach	1	2,500
Assistant Varsity Swimming Coach	1	1,700
High School Agriculture Teacher	2	1,700
Freshman Campus Agriculture Teacher	1	1,700

ARTICLE XI Salaries

G. Salary Schedule – Differentiated Pay (Continued)

	ALLOCATION	2016 - 2017 AMOUNT
High School Band Director	1	5,000
Assistant High School Band Director	1	2,000
Varsity Cheerleader Sponsor	1	3,200
JV Cheerleader Sponsor	1	1,300
9 th Grade Cheerleader Sponsor	1	1,000
High School Auxiliary	1	1,400
Senior Class Sponsor	2	1,500
Junior Class Sponsor	2	1,300
Sophomore Class Sponsor	2	500
Freshman Class Sponsor	2	500
High School Student Council Sponsor	1	1,100
High School Yearbook Sponsor	1	1,400
High School Journalism Sponsor	1	1,150
High School HOSA Sponsor	1	500
High School Drama Sponsor	1	1,700
High School Drama Assistant Sponsor	1	680
High School Academic Team Sponsor	2	500
High School Audio/Visual Coordinator	1	700
Freshman Campus Student Council Sponsor	1	650
Freshman Campus Journalism Sponsor	1	650
Middle School Agriculture Teacher	2	1,700
Middle School Band Director	2	1,700
Middle School Pep Squad Sponsor	2	600
Middle School Steppers Coach	2	550
Middle School Student Council Sponsor	2	800
Middle School Yearbook Sponsor	3	800
Elementary Yearbook Sponsor	5	600
Elementary Student Council Sponsor	6	350
K-5 Split Class to Meet Class Size Reduction	10	750
Teachers of Intensive Emotional Behavior Disordered Students	4	1,000
Teachers: Middle School Discipline Program	1	1,000
Teachers: High School Discipline Program	1	1,000
Teachers: Critical Shortage Areas	215	600
Teachers: Highest Poverty Area School	55	400
Teachers: Title I Schools (Not Including Highest Poverty)	250	100
Teachers: Schools That Earned an "F" or 3 Consecutive "D's"		100
District Math/Computer Contact Person	1	1,000
District Science Contact / Science Fair Person	1	1,300
Department Head, Grade & Pod Chairman, Team Leader	72	1,400
Peer Teacher/Mentor Teacher	40	1,400
Middle School Department Head	14	1,400
Osceola 5 th Grade Department Head	1	1,050
School Level Computer Contact Person	29	700
Teacher Serving as Bus Driver, Alt. Prog/SED Center	2	1,300
High School Dean	2	3,100
Middle School Dean	3	1,700
ROTC Drill and Ceremony Coach	2	1,300
ROTC Competition Coach	2	1,170
Wellness Champion	2	500

*Normal: If a school wishes to deviate from the normal allocation, such request shall be made in writing to the Superintendent.

ARTICLE XI Salaries

H. Classified Salary Schedule No. 30

**2016 - 2017
Okeechobee County School Board
Salary Schedule No. 30
After School and Summer Program - Classified Personnel
Inservice Participation – Classified Personnel**

Part-Time Non-Certified Instructors and Dropout Recruiters.....	\$10.00 per hour
After School Daycare Leaders	\$15.00 per hour
After School Program Aides.....	\$9.00 per hour
Summer School Program Aides and Summer Food Service Workers	\$12.00 per hour
Summer School Bus Drivers and Bus Aides	\$12.00 per hour
Migrant Advocate Extended Day or Weekend Work	\$12.00 per hour
All Translation Services	\$12.00 per hour
Other Classified Personnel Services	\$12.00 per hour
(As approved by the Superintendent)	

*Inservice Participation – Non-Instructional Personnel..... \$8.05 per hour
 **Classified Personnel as Inservice Instructors \$24.00 per hour

*During time other than the normal work day.

**Instructors shall be paid for one (1) additional hour of planning for each eight (8) hours of inservice instruction.

I. Classified Salary Schedule No. 34

**2016 - 2017
Okeechobee County School Board
Salary Schedule No. 34
Part-Time Pay For Athletic Events**

If volunteers are not used, the following pay scale will be used for athletic events:

Okeechobee High School

Workers for Volleyball Matches and Soccer Games	\$23.00 per match/game
Workers for Baseball and Softball Games.....	\$23.00 per game
Workers for Basketball Games, Clock Operator & Official Bookkeeper..	\$23.00 per game
Workers for Wrestling Meets.....	\$23.00 per meet or \$110.00 for all day tournament
Football Game Workers, Ticket Takers	\$40.00 per game
Football Game Coordinator.....	\$50.00 per game
Varsity Football Time Keepers.....	\$41.00 per game*
JV Football Time Keepers.....	\$29.00 per game*
Varsity and JV Football Score Keepers	\$40.00 per game

*Set by FHSAA

Compensation for Game Workers for District, Regional or State meets, as well as classic, jamboree and invitational, is determined by the Florida High School Activities Association.

Middle Schools

All Sports Workers	\$15.00 per game/match
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Note: New 2011-2012 rates will take effect upon ratification.

ARTICLE XII **Miscellaneous**

B. Secret Ballots

The Association building representative or designee shall be present when any secret ballot is tabulated unless an electronic survey is used. If voting is conducted electronically the building representative will be given a print out of the results upon request.

Memorandum of Agreement
between
The Okeechobee County Education Association #1604
and
The School District of Okeechobee County
Classified Personnel Units

Re: Recruitment Bonus

An agreement has been reached between the Okeechobee County Education Association #1604 and the School Board of Okeechobee County regarding Recruitment Bonuses.

Recruitment Bonuses will be paid in the following manner:

Current Classified Employees - Effective July 1, 2016, current Classified employees will be eligible to receive a one-time \$350 bonus for recruiting an instructional staff member. Eligibility for this bonus will be conditional on the requirements listed above for the new hire and will be earned at the same time the newly hired employee earns his/her bonus. The newly hired employee will be asked to submit a form at the time of hire naming the individual eligible to receive the recruiting bonus.

This Memorandum of Agreement will expire June 30, 2020, unless otherwise negotiated.

For the Board:



Ken Kenworthy
Superintendent
Okeechobee County School Board

8/16/16
Date

For the Association:



Lisa Harwas
President
Okeechobee County Education Association #1604

8/16/16
Date

Memorandum of Agreement
between
The Okeechobee County Education Association #1604
and
The School District of Okeechobee County
Classified Personnel Units

Re: Recruitment Bonus

An agreement has been reached between the Okeechobee County Education Association #1604 and the School Board of Okeechobee County regarding Recruitment Bonuses.

Recruitment Bonuses will be paid in the following manner:

Current Classified Employees - Effective July 1, 2016, current Classified employees will be eligible to receive a one-time \$350 bonus for recruiting an instructional staff member. Eligibility for this bonus will be contingent upon the new hire completing the necessary hiring documents, presenting a teaching certificate or statement of eligibility and remaining employed for a minimum of thirty school days. The newly hired employee will be asked to submit a form at the time of hire naming the individual eligible to receive the recruiting bonus.

This Memorandum of Agreement will expire June 30, 2020, unless otherwise negotiated.


For the Board:



Ken Kenworthy
Superintendent
Okeechobee County School Board

9/1/16
Date

For the Association:



Lisa Harvas
President
Okeechobee County Education Association #1604

9/1/16
Date

Memorandum of Agreement

between

The Okeechobee County Education Association #1604
Classified Personnel Unit

and

The School District of Okeechobee County

Re: Article XI.-F. Salaries

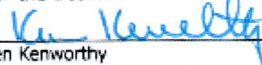
The Okeechobee County Education Association #1604 (OCEA), Classified Personnel Unit, and the School Board of Okeechobee County (Board) have agreed to amend the Article XI.-F., Salaries, as shown below.

ARTICLE XI Salaries

F. Classified Supplemental Salary Information

Current employees moving from one job position into another position ~~either~~ within the same pay grade column shall remain on the same step or the beginning step of the new position whichever is higher. ~~Current employees moving or~~ from one ~~column~~ job position into another ~~position and moving to a different pay grade column~~ shall be granted the greater of either, (1) the maximum years of verified, related experience and/or college credit for placement on the schedule as would be granted for any new hire coming into the District, or, (2) a lateral move based upon the employee's current step if moving to a lesser pay grade. New hires to the District have a time period of ninety (90) days from their initial date of hire to provide verification for all work-related experience. This includes experience verification for the initial position into which the employee is hired as well as experience the employee may want the District to consider for future job positions. Work experience verification is the responsibility of the employee. No experience will be granted that is not disclosed on the original employment application. All new hires will be notified in writing of the need to include and to verify all work experience for future positions in the initial application for employment.


For the Board:



Ken Kenworthy
Superintendent of Schools
Okeechobee County School Board
7/12/16

Date

For the Association:



Lisa Harwas
President
Okeechobee County Education Association #1604
7/12/16

Date

**Memorandum of Agreement
between
The Okeechobee County Education Association #1604
and
The School District of Okeechobee County
Classified Personnel Unit**

Re: Work Hours and Salary Amounts for Classified Personnel at Seminole and Everglades Elementary Schools for 2016-17

An agreement has been reached between the Okeechobee County Education Association #1604 (OCEA) and the School Board of Okeechobee County (Board) regarding work hours and salary amounts paid to employees at Seminole and Everglades Elementary Schools for the 2016-17 school year. For the 2016-17 school year only, the specific provisions as outlined in this MOA will supersede any existing relevant provisions of the Classified Contract for employees at Seminole and Everglades Elementary Schools that directly relate to employee hours worked per student day and salary amounts paid under respective employee salary schedules.

Classified personnel designated to work beyond their normal work hours on student days will be compensated at their hourly rate of pay. Classified employees who work more than 40 hours per week will be paid overtime in accordance with the Fair Labor Standards Act. Classified personnel who are not specifically designated to work additional time each day will work regular hours as found under the current Classified Contract and be paid accordingly. During days in which students are not in attendance at school, current Contract provisions shall apply, including regular hours of work and rates of pay.


Any additional changes regarding implementation of this Memorandum of Agreement affecting terms and conditions of employment shall be negotiated.

For the Board:

For the Association:



Ken Kenworthy
Superintendent of Schools
Okeechobee County School Board






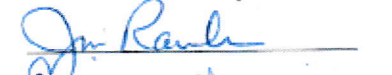

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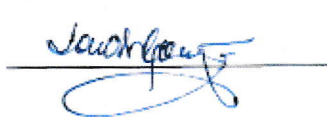
7/12/16
Date

ARTICLE XIII Signature Page


**ASSOCIATION NEGOTIATING TEAM
UPON TENTATIVE AGREEMENT**

<u>SIGNATURE</u>	<u>DATE</u>
	9/13/16
	9/13/16
	9/13/16
	9/13/16
	9/23/16

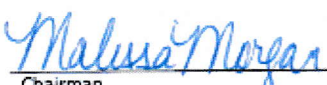
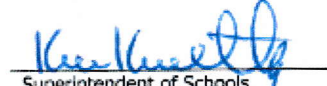
**BOARD NEGOTIATING TEAM
UPON TENTATIVE AGREEMENT**

<u>SIGNATURE</u>	<u>DATE</u>
	9/13/16
	8/29/16
	9/13/16

ATTEST UPON RATIFICATION

<u>SIGNATURE</u>	<u>DATE</u>
 President Okeechobee County Education Association #1604	10/17/16

ATTEST UPON RATIFICATION

<u>SIGNATURE</u>	<u>DATE</u>
 Chairman Okeechobee County School Board	10/17/16
 Superintendent of Schools Ex-Officio Secretary to the Okeechobee County School Board	10/17/16