

November 19, 2019
LOCAL UNION NO 1032 OF UNITED BROTHERHOOD OF
CARPENTERS & JOINERS OF AMERICA
MILTON, FL

TENTATIVE AGREEMENT WITH
SANTA ROSA COUNTY SCHOOL DISTRICT
MILTON, FL

This tentative agreement is to summarize the agreed upon negotiated items resulting from the on-going negotiations through November 19, 2019.

Union 1—Article 18 Seniority

Add Section 5 to read as:

"At least once per year the Board will provide the Union with a seniority roster that contains the following: name, address, phone, email, date of hire, wage rate (with pay grade and level), location assignment, and job classification for all employees covered by this agreement."

Union 2—Article 23 Union Business

"When requested by the Union, employees will be granted Union leave without pay by his/her supervisor or his/her designee to conduct Union business which can only be conducted during working hours, provided a written request is submitted prior to the time off period and such absence would not unduly hamper the operation where such officer is employed. In emergencies, the request may be submitted orally and later confirmed in writing. The Union will reimburse the District for such payments."

Union 3—Article 29 Wages

29.8 Employee paycheck stubs shall indicate the employee's current range and level. Employees who have been credited for military service and/or experience resulting in their hourly rate not falling on a negotiated rate will be assigned to a generic salary slot.

When forward movement or level increase is negotiated as part of a settlement, employees assigned to a generic salary slot will advance an amount equivalent to an employee on the salary schedule with the same amount of creditable years of



SRCSD Initial

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FLCRC Initial

service (i.e. if the employee has 15 years of experience then they will increase the percentage amount equal to an employee moving from level 15 to level 16).

Salary Increase

Move all non-probationary employees up one Level on the salary schedule.

Cost of living (COLA) increase of one percent (1%) for all levels for year 2019 - 2020.

One percent (1%) FRS eligible longevity supplement for all employees at Level 21 or higher that did not receive additional experience awarded in the 19-20 fiscal year or were employed prior to April 1, 2018. The longevity supplement will be calculated upon their current salary rate.

All salary increases will be retroactive to July 1, 2019.

Non-contractual Operational Agreements

1. The Board will notify the Union of any new hires to a position covered by this agreement upon Board approval of the employee. The notification shall contain the name, date of hire, pay range and level, job classification, and location assignment for each new employee approved

The two parties accept the proposed modifications to the master contract for the 2019-20 fiscal year.



David A. Gunter
Chief Negotiator for SRCSD

12/3/19

Date



Dale Strickland
President for CIC U.B.C.

12/3/19

Date