

District Proposal #2

August 23, 2021

APPENDIX F

COVID-19

T.A.  
9/22/21  
6:03  
Dante Davis

**APPENDIX F**

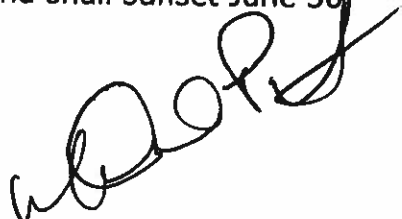

**~~COVID-19 ILLNESS OR QUARANTINE~~**

~~Support personnel who become ill or are ordered to quarantine as a result of exposure to COVID-19 shall be eligible for leave under the Emergency Sick Leave Act and will also be eligible for any applicable portions of FMLA. Medical documentation may be required. Further, no supplements, stipends, and/or incentives shall be affected negatively as a result of COVID-19 illness or quarantine.~~

~~If a second quarantine is required due to exposure to COVID-19, the support employee shall receive five (5) days of paid administrative leave. Five (5) additional days of paid administrative leave. Five (5) additional days of paid administrative leave shall be granted if a third quarantine is necessary and the employee is unable to fulfill his/her essential job responsibilities.~~

~~Subsequent quarantines for employees unable to work remotely will be covered using the employee's available paid sick leave or unpaid leave per the current BESPA/BDS Agreement.~~

~~The agreements in this Appendix shall begin July 1, 2020 and shall sunset June 30, 2021.~~

TA 6:02  
9/22/2021  
  


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New Language is identified in **boldface and is underlined**.



**Clerical/Clean Up Articles**

District Proposal #5

August 23, 2021

12.4 E. Verification of Leave

The necessary forms for verification of the reasons for absence will be available ~~in each facility office~~ **in the District's online leave request system**. ~~The immediate supervisor shall have the forms available for the employee's completion and/or signature on the day the employee returns to work.~~ Employees must complete **submit** the forms **electronically** the first day they return to work.

TA  
w. J. De  
G:01  
9/22/2021

T.A.  
G:01  
Tandra  
Davis  
9/22/21

**Clerical/Clean Up Articles**

District Proposal #4

August 23, 2021

7.3 Voluntary transfers will be accomplished in the following manner:

- A. Employees desiring voluntary transfer will submit ~~a copy of a~~ **an electronic request to transfer in the District's online application platform** form to the employee's immediate supervisor, and the district Human Resource Department, during the five (5) or four (4) days the vacancy is posted as specified in Article 8 of this agreement.
  
- B. Employees who submit a ~~written~~ request for transfer within the site where a vacancy exists shall be interviewed prior to the hiring of a new employee, subject to the following condition. If there are more than five (5) transfer requests the site manager shall review files of all requests and choose a minimum of five (5) to interview.

TA  
w.d.d. ~~PA~~  
6:00  
~~PA~~  
9/22/2021

9/22/21  
T.A. 6:50  
Sandra Davis

20.5 Bus Driver Recruitment and Retention: The Union and the Board agree that having a group of highly-trained bus drivers and substitute bus drivers is a priority for the District. To that end, the parties agree to the following:

A. A Bus Driver Recruitment and Retention Committee consisting of four (4) representatives appointed by the BESPA President and four (4) representatives selected by the BDS Transportation Director shall meet no fewer than twice during the ~~2020-21~~ school year to review current bus driver working conditions, pay, and benefits; review strategies from other districts regarding successful recruitment and retention programs; and to issue a report with recommended recruitment and retention strategies by June 30, ~~2021~~ **of each year** to the Superintendent. The recommendations in the report shall not be considered bargaining proposals and in no way will the contents of the report waive the collective bargaining requirements from Chapter 447 of Florida Statutes.

B. The Board shall post substitute bus driver vacancies on the BDS website.

Handwritten notes and signatures on the left side of the page:  
- A large handwritten 'A' with a diagonal line through it.  
- Two circles containing initials, possibly 'AB' and 'CS'.  
- The date '5:36' written vertically.  
- A large, stylized signature or scribble.

Handwritten notes and signature on the right side of the page:  
- The date '9/22/21'.  
- The date '5:36' written vertically.  
- A signature that appears to read 'Sandra Davis'.

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New language is identified in **boldface and is underlined**.

19.2 Years of Experience

A. Upon initial employment, employees shall be notified of and may be granted verified related experience up to fifteen (15) years including a ~~maximum of three (3)~~ **up to six (6)** years **of military service as verified on the DD-214**. More than one-half (1/2) of the number of days in the contract period during the school year must be completed to be entitled to a year's credit.

~~B. Current employees may also apply to receive up to fifteen (15) years of credit on the salary placement schedule for related years of experience including years that have been used by the employee to qualify for retirement, whether in Florida or outside the State.~~

~~To apply, current employees shall:~~

~~1. Complete an application with their current supervisor within 60 days of the date of contract ratification in 2021-2022. The application will then be forwarded by the supervisor to HR for review. The window for current employees will close permanently at the end of 60 days.~~

~~2. Provide all of the requisite documentation required on the application. Incomplete applications will not be eligible for review/consideration. Each current employee requesting an additional experience review may submit ONE application during the 60-day window.~~

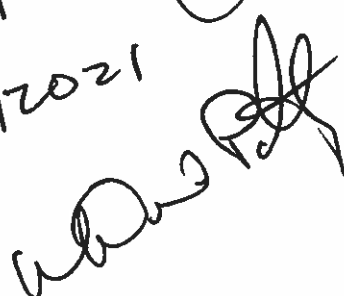

~~Current employees should note that IF additional years of related experience are granted, those years WILL NOT be retroactive but will be applied to the next full payroll window following approval if approval is granted.~~

TA  
9:32  
v. O. O. O. O. O.  
9/22/2021 (C)

T.A.  
9:32  
Jordan Davis  
9/22/21

District Counter Proposal #1  
BESPA Proposal #10  
September 22, 2021

**15.6 The Board agrees to offer a free Hepatitis vaccination clinic annually.**

TA  
9:37  
9/22/2021  
  


TA  
9:37 p.m.  
9/22/21  
Sandra Davis

Deleted language is identified with a ~~strikethrough~~.  
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District Proposal #1  
September 22, 2021

14.3 ~~Educational Support Personnel who have retired and are newly hired beginning with 2009-2010 school year shall not receive credit on the salary schedule for years of experience that have been used by the employee to qualify for retirement, whether in Florida or outside the State.~~

TA  
9:35  
9/22/2021  
(CD)

TA  
9:35  
9/22/21  
Andrea Davis



~~2020-2021-2021-2022~~  
**Differentiated Pay for  
Educational Support Personnel**

**High Risk of Personal Injury**

A. Full-time paraprofessionals (6 hours or more) at Margaret K. Lewis School in Millville, St. Andrew School, & New Horizons (schools with high risk of personal injury due to students with a history of aggressive behavior) will receive a supplement of \$535.00 to be paid in two equal installments. Those paraprofessionals working less than full-time will receive a prorated supplement amount based on the number of hours they work per day at a qualifying site. The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.

B. Full-time bus paraprofessionals who work more than half the year on routes to and/or from Margaret K. Lewis School in Millville, St. Andrews School and/ or New Horizons will receive an annual supplement of \$250 per year. To be eligible for this supplement, bus paraprofessionals must not miss more than five (5) full or partial days of work annually and be employed at the end of the school year. This will be paid in the final check of the school year.

**Autism**



Full-time paraprofessionals (6 hours or more) working in the District's specially designed classes for children with autism (excluding those at ESE center schools) will receive a supplement of \$535 to be paid in two equal installments. Those paraprofessionals working less than full-time will receive a prorated supplement amount based on the number of hours they work per day in a specially designed class for autism. The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.

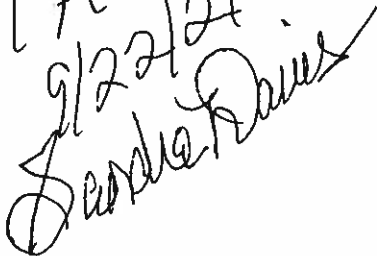
TA 9:34  
w/ [signature]  
9/22/2021  
(CA)

935 9/22/21  
Sandia Davis  
TA

7.3 Voluntary transfers will be accomplished in the following manner:

- A. Employees desiring voluntary transfer will submit a copy of a transfer form to the employee's immediate supervisor, and the district Human Resource Department, during the five (5) or four (4) days the vacancy is posted as specified in Article 8 of this agreement.
- B. Employees who submit a written request for transfer within the site where a vacancy exists shall be interviewed prior to the hiring of a new employee, subject to the following condition. If there are more than five (5) transfer requests the site manager shall review files of all requests and choose a minimum of five (5) to interview.
- C. The work site manager will take the voluntary transfer list and the list of positions available, making final determination based on the following:
  - 1. Qualifications,
  - 2. Length of service in the district,
  - 3. Preferences of the voluntary transfers and,
  - 4. An interview.
- D. Employees who are voluntarily transferred shall retain all experience credit for the purpose of their hourly wage rates and benefits as provided by this contract. However, if the voluntary transfer results in an increase of more than ten paygrades the employee may bring a maximum of ~~10 (ten)~~ **fifteen (15)** years of experience credit for the purpose of their hourly wage and benefits unless recommended for more by the Superintendent.

TA 9:35  
9/22/2021  
 

TA 9:35 AM  
9/22/21  


**20.11 BDS will pay a \$1,000 bus driver sign on bonus to drivers completing the school year who work a minimum of 90 days and are actively employed on the last day of school. This bonus will be paid at the end of the school year . This bonus is retroactive to the beginning of the 2021-2022 school year and is applicable for the 2021-2022 school year only.**

**20.12 Any support employee who recruits a bus driver who completes the 2021-2022 school year will be eligible for a \$500 bonus. Each support employee is eligible for up to five (5) recruitment bonuses. Only one recruitment bonus per eligible new hire will be paid. New bus drivers will indicate the name of the person who recruited them on their hiring recommendation in order for the employee to be eligible for the bonus. This recruitment bonus is effective upon ratification of the contract for the 2021-2022 school year and applies for this school year only.**

TA  
[Signature]  
9:37  
9/22/2021

TA 9:37  
9/22/21  
Sandra Davis

District Counter #1

BESPA Proposal #13  
September 22, 2021

5

5.22 All part-time employees who are employed for four (4) hours or more each day for five (5) days per week will be offered unlimited use of the Educators Wellness Center for \$10 per pay period through payroll deduction. ~~For the 2020-2021 school year, the new rate will begin after the first pay period following Board approval and Union ratification.~~ This benefit is for part-time support employees only.

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TA  
unavailable  
10:49  
9/22/2021



TA  
Sandra Davis  
10:49 9/22/21

*[Handwritten signatures and notes]*  
10:48 9/22/2021  
TA 10:48 9/22/21  
Sandra Hayes

**ARTICLE 19**

**Compensation**

19.1 All employees covered by this agreement shall be paid in accordance with job classification and recognized experience from the wage schedules included in this agreement. Increases are not automatic but will be determined through negotiations. For the ~~2020-2021~~ **2021-2022** school year, all employees who are actively employed on the date of the ~~2020-2021~~ **2021-2022** contract ratification and ~~were employed at least 90 days in the previous school year~~ **received an Effective or Highly Effective evaluation from the 2020-2021 school year** will receive a ~~3.0%~~ **3.5%** raise. Such raise will be retroactive to July 1, ~~2020~~ **2021**.

On July 1, ~~2020~~ **2021**, all rates on the support placement schedule will be increased by ~~2.5~~ **3.0**%.

**In accordance with the language, and intent, of ESSER II funds, all full-time employees employed on the date of Board Approval who did not already receive a "disaster pay" stipend of \$1,000 from the Governor will receive a \$1,000 disaster pay stipend from the district. Under no circumstances will an employee who received a stipend from the Governor or the District be eligible to receive another disaster relief stipend.**

**Each part-time staff member that is employed on the date of Board Approval will receive a half-share of the correlating bonus detailed above.**

19.2 Upon initial employment, employees shall be notified of and may be granted verified related experience up to fifteen (15) years including a maximum of three (3) years military. More than one-half (1/2) of the number of days in the contract period during the school year must be completed to be entitled to a year's credit.

19.3 Employees assigned beyond a forty (40) hour work week shall be compensated at time and one-half their regular hourly rate of pay. All over time hours must be approved ahead of time by the Superintendent or his designee.


19.4 Employees shall be paid as per agreement with Union as follows:

A. All full-time, twelve (12) month employees will receive twenty-four (24) equalized payments on the sixteenth and the last calendar

**12.10 A full-time employee is entitled to up to two (2) days of paid leave for bereavement, which may include making arrangements for or attending the funeral of a legally-recognized parent, spouse, sibling, or child. Two days are available for each loss.**

TA - 9/22/21  
10:49 p.m.  
Danda Davis

TA  
10:49  
W.D.W. Pak  
9/22/2021



TA  
ARTICLE 15  
Insurance

10:48  
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9/22/21  
TA Sandra Davis

15.1 The Board shall provide to full-time Educational Support Employees basic comprehensive, hospital - medical - obstetrical, major medical and group life insurance protection for a twelve (12) month period. The Board shall pay a maximum ~~per 2021 calendar year~~ of eight thousand one hundred eighty-two dollars and 92/100 (\$8,182.92) for such coverage. (Group health \$8,080.92, Group life \$102.00). In the event the Board offers an insurance plan option that costs less than the amounts referenced above, the Board will pay only the actual cost associated with that plan's design. If the employee selects a plan option whose design includes a Health Savings Account (HSA), the Board will contribute the difference between the Board's group health contribution and the cost of the employee only HSA plan to the employee's HSA **for the 2021 calendar year. The Board will pick up any increase in health insurance for the 2020-2021 school year for an amount not to exceed the increase in the Employee Only Option.**

Plans for additional coverage will be made available to the employee at his/her expense.

15.2 Ten (10) Month Personnel - The employee portion of insurance premium deductions of Educational Support Personnel will be deducted in twenty (20) installments for the ten (10) months of coverage in which employee is actually working. Beginning with the first payment in December and continuing for the next 12 payments, a deduction equivalent to 1/12 of the employee portion of insurance premiums for the two (2) months in the summer will be applied. These are titled Summer Insurance Deductions.

Twelve (12) Month Personnel - The employee portion of insurance premium deductions of Educational Support Personnel will be deducted in twenty-four (24) installments.

A schedule outlining the insurance premium deductions for the year will be detailed in the Payroll Schedule document. Any premium deducted but not needed for coverage will be refunded to the applicable individual. Bay District Schools reserves the right to make necessary adjustments to the deduction amount.

15.3 The Board shall make available, through payroll deduction, tax deferred annuity programs to all employees in the district. Such programs shall