



CONTRACT RATIFICATION BALLOT FOR 2018-19 CONTRACT YEAR

Ballots due: Wednesday, July 25, 2018
5:00 pm ~ OESPA Office

The OESPA/OCPS CBLT reached a tentative agreement on compensation for the **2018-19** contract year. The agreement includes compensation, no changes to insurance premiums and language changes in Articles X, XV, XVI, XVII and Appendices A-3 & B-3.

All classified employees are eligible to vote regardless of membership in the union. *If you have questions you may call OESPA at 407 299-3313 or Labor Relations at 407 317-3337 option 1.*

Please cast your vote and return this ballot to the OESPA office via one of the following options: *1) Courier Route #6, 2) U.S. mail at 1020 Webster Avenue – Orlando, FL 32804 or 3) hand deliver to 1020 Webster Avenue – Orlando, FL 32804.*

All ballots must be returned to the OESPA office no later than **5:00 p.m. on Wednesday, July 25, 2018**. Ballots will be counted in the **PREO Room on the 5th Floor** of the Ronald Blocker Educational Leadership Center, **on Wednesday, July 25, 2018** beginning at 3:30 p.m. Counting is open to the public. Check your work location's courier pick-up date to ensure your ballot arrives at the OESPA office **by Wednesday, July 25, 2018**.

Article X, A, 5 – Advertisement

- All vacant classified positions will be advertised for seven calendar days, excluding paid holidays and periods of district-wide shut down. Vacancy advertisements shall include a link to the job description, the salary information and veterans' preference. The union shall have access to all vacancy notifications via the OCPS website.

Article X, A, 8 & 9 – Vacancies

- Employees interviewed for positions shall be notified in writing if they are not selected and by written or verbal offer if they are selected for the position.
- If an employee accepts a position, the employee shall provide, in writing, a two week notice to his/her current supervisor of their acceptance of the new position. A less than two week notice may be accepted if mutually agreed to between the two supervisors involved in the employee's transfer. The two week notice shall apply to transfers and/or promotions.

Article X, H, 3 & 4 – Layoff

- Employees identified for layoff shall be placed in the same title they held when they were laid off. If that title is not available, the employee shall be placed in a position title they held within the 3 year period immediately before the layoff. If neither of these titles are available, Employment Services will assign the laid off employee to a vacant position for which the employee is qualified.
- The laid off employee will be placed on the recall list for the position title they held at the time of the layoff. Accepting a placement into a paygrade less than the paygrade the employee held at the time of the layoff does NOT remove them from the recall list.
- The laid off employee shall remain on the layoff list until the position title from which they were laid off becomes available or for one year from the date of their layoff, whichever is first.

Article XV – Wages – A (Year One, 2018-2019)

- All classified employees will receive a 4% (or a minimum of \$.50) increase added to their hourly rate of pay.
- A 2% increase shall be added to the minimum hourly rate of all paygrades 3 – 18.
- Employee's hourly rate will be adjusted so their percentage above the minimum in the new structure will be the same as their percentage above the minimum in the current structure. No adjustment will exceed 5% above the range minimum of the employee's paygrade in accordance with up to 5% work experience credit practice.
- The new minimum wage for OCPS employees in a benefit position is \$10.20 per hour.
- All range maximums were increased by 4%.
- No increase will be less than \$.50 per hour. The maximum per hour increase will be \$1.22.
- To receive the structure adjustment and/or the 4% increase, employees must be in a benefited position, worked one-day over half the 2017-18 school year and be in an active employment status on the day the raises are paid.

Article XV – Wages – A (Year Two, 2019-2020)

An average 4% salary increase will be offered for the 2019-2020 contract year and subject to the following:

- If the anticipated revenue from the Second Calculation of the FEFP will result in an increase in per student funding from the 2018-2019 Fourth Calculation, then the average increase of 4% will be made effective at the beginning of the 2019-2020 school year. If anticipated revenue increases are more than or less than 4% increase in per student funding, the parties shall negotiate to apply any available funds to salary increases.
- It is understood that the term “anticipated revenue increases” as used herein refers to FEFP revenue increases not required to be spent for other purposes, as is calculated based upon per student increases in weighted FTE funding.

Article XV – Wages – A, B

This section was reordered for better sequence and to make it easier to understand.

Beginning July 1, 2018, Military experience credit will be treated like work experience credit. It will retro pay back to the beginning work year in which it is submitted, for the first year of employment, only. If it is submitted after the first year of employment, wages will be adjusted on the pay period after the DD2 form is submitted.

Article XVI – Fringe Benefits –

This Article was changed to make the dates current with the 2018-2019 plan year.

Article XVII, G, 1 – Military Leave

In accordance with Florida Statute 115.07, military leave of absence shall not be in excess of 240 hours (30 8-hour days).

Appendix A-3 – Classified Salary Schedule

The classified salary schedule was adjusted at the minimum by 2% and at the maximum by 4%.

Appendix B-3 – Transportation Services

The combo route incentive pilot program will not be renewed. This section was eliminated from the contract.

Memorandums of Understanding - MOU

- \$500 mid-year retention bonus was awarded to all classified employees hired in benefited positions by December 22, 2017 and in an active employment status on the date the bonus was paid. Bonus paid in January, 2018
- A \$710 My Brother's Keeper Coordinator Supplement was paid to classified employees in designated schools who served as coordinators for the My Brother's Keeper program. This was for 2017-18 year only.
- A \$1,000 UniSIG recruitment/retention bonus was paid to employees within the Ed-para family at Evans, Jones and Oak Ridge for the 2017-18 school year.
- A \$500 SIG recruitment/retention bonus was paid to classified employees at Wheatley for the 2017-18 school year.
- \$100 referral bonus will be paid to any OCPS employee who refers an applicant who becomes a new OCPS bus operator or mechanic (Fleet Tech). This pilot ends June 30, 2019.

OESPA RECOMMENDS A YES VOTE