

ARTICLE XIV – COMPENSATION AND INSURANCE

A. INSURANCE

1. Beginning on December 15, ~~2025~~2024, and for the duration of this agreement, the Board's contribution shall be ~~\$626.00~~ ~~\$606.00~~ per month, toward the insurance program for those employees in the bargaining unit who elect to participate in the health insurance program which becomes effective in the School System on January 1st. In the instance when an employee and the employee's spouse are both employees covered by this agreement, the Board agrees to contribute the same amount per month on behalf of each employee, without regard to whether one of the two is covered as a dependent, provided such payment does not exceed the amount of the health insurance premium.
2. Support Personnel on approved leave may continue the insurance benefits they enjoyed at the commencement of said leave for a period of one (1) calendar year from the commencement provided the employee pays all premiums due with no contribution or participation by the employer.
3. The Insurance Committee shall meet quarterly or a minimum of four (4) times a year. Additionally, two (2) members of the committee with the approval of a majority of the membership may call committee meetings. The membership of the committee shall proportionally reflect the make-up of the insurance pool.

B. SALARY

The parties agree to the salary schedules attached as Appendix A.

Effective July 1, 2017

- ~~1. All Employees on Step 0 will receive a 1.25% increase. Employees at the Top of the scale, who have not received a step, will receive a one-time bonus based on the number of contract days worked.~~
- ~~2. All employees, except those on step 0, will receive a minimum of 1.25% increase, which includes the step that has already been granted.~~

If at any time ~~throughout during~~ the duration of the contract bargaining unit employees are granted only step increases due to fiscal constraints, those bargaining unit employees at longevity as of July 1 of that year shall be granted compensation as follows:

Contract days 181 to 210 = \$400
 Contract days 211 to 236 = \$500
 Contract days 237 to 251 (or more) = \$600

C. WORK EXPERIENCE APPLIED TO PLACEMENT

All in county experience with Citrus County School Board shall be applied in placement on the Classified Support schedule.

A limit of up to five (5) years of related work experience shall be applied in placement on the Professional Technical schedules.

D. PAY SCHEDULE

Support Personnel shall receive their pay in two installments per month. Pay stubs are available online.

E. OVERTIME

~~E~~Bargaining unit employees are to report all hours worked. ~~E~~Bargaining unit employees should not begin work before the beginning of their schedule or after the end of their schedule without permission; however, if they do perform work before or beyond their schedule, they are to report it as hours worked on their time sheet or record. Overtime will be authorized or directed only when it is in the interest of the School Board and is the most practical and economical way of meeting workloads or deadlines.

All non-exempt bargaining unit employees shall be paid time and one-half their regular hourly rate of pay for all hours worked in excess of forty (40) hours in a workweek or given comp time in accordance with School Board policy and procedure.

~~E~~Bargaining unit employees shall be required to work overtime when assigned unless excused by the ~~s~~Supervisor. An employee desiring to be excused from overtime work assignments for good and sufficient reasons shall submit a request to the immediate ~~s~~Supervisor.

F. BUS DUTY~~AIDES~~

ESE aides, by job description, are the only Support Personnel ~~support staff~~ designated to ride a bus to accompany students. In the event there are not ESE aides available to ride the bus, the process will be to seek volunteers from the Support Personnel ~~support staff~~ based on student need. Administration would manage the bus ridership first through:

1. Flex time
2. Comp time
3. Overtime

If no ~~one from~~ Support Personnel ~~support staff~~ volunteers, teachers may volunteer in exchange for flex time.

G. SUMMER SCHOOL/EXTENDED SCHOOL YEAR

Individuals working during Extended School Year programs ~~Summer School~~ shall receive their normal hourly rate unless modified by a state or federal project.

H. CREST SUPPLEMENT

All instructional employees, classroom teacher aides, health room aides and secretaries/clerks assigned to CREST are eligible to receive differentiated pay in the amount of \$400 per year which will be prorated based on number of contract days completed at CREST. This payment ~~check~~ will be distributed in the employee's final check of their contract year.

I. DIFFERENTIAL PAY FOR CLINIC COVERAGE

Support Personnel assigned to cover the clinic shall receive differential pay for the time coverage is provided to ensure they are paid no less than a health room attendant with the same years of district experience. If the employee's regular base rate of pay is greater than the health room attendant with the same years of district experience, their pay shall not be diminished.

J. ATHLETIC SUPPLEMENT SCHEDULE

Support Personnel ~~Classified employees~~ who serve an additional duty role identified in Appendix B of the Instructional collective bargaining agreement shall be compensated at the hourly rate of minimum wage (time and half for hours exceeding 40 in a week), not to exceed the amount listed in the supplement schedule. Provided the employee has fulfilled all duties associated with the supplement, they shall have received no less than the bargained supplement in Appendix B of the Instructional collective bargaining agreement at the conclusion of the season.

K. CLASSROOM COVERAGE

When a substitute teacher cannot be secured to provide coverage in a teacher's absence, it may be necessary for Support Personnel ~~support staff~~ to provide classroom coverage. In any instance where Support Personnel ~~support~~ are required to cover classrooms for an absent teacher at their school, the Support Personnel ~~support employee~~ shall be compensated an additional \$2.00/hour above his/her regular rate of pay. The decision as to which Support Personnel ~~support staff~~ member will be placed in a classroom to cover in a teacher's absence, lies entirely with the Administrator ~~principal~~.

L. TRANSPORTATION ANALYSTS

Transportation Analysts with the appropriate credentials may voluntarily cover bus routes when drivers are not available. When driving regular bus routes and shuttles in morning and afternoon, the Transportation Analyst shall be compensated one (1) additional hour at their regular rate of pay. This compensation does not apply to field trips.

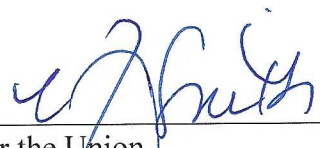
M. RETRAINING

1. The parties mutually agree to continue the support staff professional development in-service program and to cooperatively develop recommendations to refine or improve the program.
2. Professional development credit shall be granted according to established guidelines. Established guidelines may be found in the office of planning and development.

3. As minimum elements the plan shall include an application procedure, a set of criteria for evaluating the applications, a mechanism for identifying teachers and support staff professionals who need assistance in adding areas of certification which would increase their ability to serve district needs, and upgrading skills or subject matter as technology or content changes (i.e. vocational teachers or math teachers learning computers or support staff professional learning computer programs that will enhance their job skills).
4. Application forms ~~are~~ will be made available at each site.
5. The parties agree that up to \$5,000 from the Retraining line may to be used to pay for additional mentors each year as needed.

TA# 30

For the Board10/20/25

Date

For the Union10/20/25

Date