

**PROPOSED 2023-24 CLASSIFIED BARGAINING UNIT**  
**PROPOSED CONTRACT LANGUAGE CHANGES**

**Note:** Below are the actual proposed changes to your Classified Bargaining Unit Agreement. Only those articles or sections containing changes are included. You may assume that any language that does not appear below remains unchanged. Please take the time to read all the proposed changes very carefully.

**Key:** Underlined text is new contract language  
~~Strikethrough~~ text is existing contract language that is to be deleted  
Regular text is existing contract language that is to remain as is  
Language that does not appear below is not being altered or deleted

**ARTICLE IX – SALARIES**

A. Salary Schedules

Employees covered by this Agreement will be paid on the Classified Salary Schedule attached as Appendix A.

Each employee will receive an automatic 0.5% retention adjustment on July 1<sup>st</sup> of any school year for the prior years' service. Service of one day more than one half of the work year constitutes a year of service.

~~2022-23~~ 2023-24 Salary Computation:

The overall ~~2022-23~~ 2023-24 salary agreement for classified employees, unless noted below, will be a ~~7.5%~~ 4.0% in addition to the previously received .5% retention supplement and an additional one-time payment of ~~\$1,500~~ 2% of the employee's normal annual salary, to be paid in December of 2023.

All classified employees will be paid no less than the district minimum wage of \$15.00 per hour. ~~For those employees having their salary adjusted to the \$15.00 per hour minimum wage, the increase from their former wage to the new \$15.00 minimum will count as part of their 7.5% increase.~~

The following supplements will be modified as indicated below. These changes take effect upon ratification and are not retroactive.

Day custodians CS1 +10%

Small School Head (less than 8 custodians) CS1+25%

Large School Head (8 or more custodians) CS1+40%

This is the classified salary agreement for this school year. It is fully retroactive to July 1, 2023.

<p>Senior Head CS1+45%</p> <p><u>Late Shift Lead Custodians: \$50 per month extra</u></p>	<p>Positions that were previously known as “key man” will now receive \$50 per month to perform the extra duties</p>
<p><b><u>ARTICLE XXVIII - DURATION OF AGREEMENT</u></b></p> <p>A. This Agreement shall be effective as of July 1, <del>2022</del> 2023 and shall continue in effect until June 30, <del>2024</del> <u>2026</u>. This Agreement may be extended only in writing.</p> <p>B. This Agreement may not be assigned by either party.</p> <p>C. This Agreement is subject to salary and benefit re-openers for the <u>2024-25</u> and <del>2023-24</del> <u>2025-26</u> school years.</p> <p>Contract language can only be reopened for negotiation if mutually agreed to by the parties.</p> <p>IN CONSIDERATION OF THE MUTUAL COVENANTS THIS AGREEMENT IS MADE AND ENTERED INTO THIS <del>FIFTEENTH TWENTY EIGHTH</del> DAY OF <del>FEBRUARY</del> <u>NOVEMBER</u> <del>2022</del> <u>2023</u>, BY AND BETWEEN THE SARASOTA CLASSIFIED/TEACHERS ASSOCIATION AND THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA.</p> <p>_____</p> <p>Rex Ingerick President, Sarasota Classified/ Teachers Association, Inc.</p> <p>_____</p> <p>Barry J. Dubin Executive Director, Sarasota Classified/Teachers Association, Inc.</p> <p>_____</p> <p>Karen Rose Chairperson of the School Board of Sarasota County, Florida</p> <p>_____</p> <p>Terry Connor Superintendent of Schools</p>	<p>This extends the Classified Bargaining Unit Agreement for an additional year. As always, there will be yearly salary and benefit re-openers.</p>

<p><b>APPENDIX - A</b></p> <p><b><u>TRANSPORTATION</u></b></p> <p><b>Group <del>SSP3</del> <u>SSP 6</u></b> - School Bus Attendants</p> <p><b>Group <del>SSP5</del> <u>SSP 11</u></b> - School Bus Drivers</p> <p><u>All drivers and bus attendants hired prior to January 8, 2024 will have their salary grandfathered and will receive all raises and supplements in concert with other members of the Classified Bargaining Unit.</u></p> <p><b><u>FOOD SERVICE</u></b></p> <p><b>Group FS1</b> - Food Service Assistant I (Food Service Worker)</p> <p><b>Group FS2</b> - Food Service Specialist (grandfathered employees only)</p> <p><b>Group FS3</b> - Food Service Assistant II (Main Dish Cook)</p> <p><b>Food Service Manager Intern</b> - FS3 schedule + 7%</p> <p><b>Food Service Manager</b> - 0 - 400 meals - FS3 schedule + 30%</p> <p style="padding-left: 40px;">401 - 800 meals - FS3 schedule + 35%</p> <p style="padding-left: 40px;">More than 800 meals - FS3 schedule + 42%</p> <p><b><u>Manager and Main Dish Cook serving charter schools in addition to regular assignment:</u></b></p> <p style="padding-left: 20px;"><u>Main Dish Cook</u>      \$1,500 per year</p> <p style="padding-left: 20px;"><u>Managers</u>      \$3,000 per year</p>	<p>This change lowers slightly the salary lane for new bus drivers from the previous \$25 per hour minimum. It will not affect any existing employees.</p> <p>Food service managers and main dish cooks whose kitchens also provide services to charter schools will receive an addition supplement.</p>

**APPENDIX D - TRANSPORTATION PROGRAM**

~~This language is subject to re-negotiation at the request of either party until a period of thirty days after the final resolution of Leo vs. School Board of Sarasota County Lawsuit.  
These changes will not take effect until the first day of the 2017-18 school year.~~

B. Block Time

1. Transportation routes (including the round up plus 30 minutes) will be in the following block times:

~~4.0 – 5.0~~ 6.0

~~5.1 – 6.0~~

6.1 – ~~7.0~~ 8.0

~~7.1 – 8.0~~

Once a block is selected, employees required to work beyond such block time shall be compensated at the applicable rate.

This change decreases the number of block time groupings