

**Negotiations between**  
**The School Board of Brevard County**  
**And the**  
**International Union of Painters and Allied Trades (IUPAT),**  
**DC 78, Local 1010/Brevard County**

**Article 1 - Recognition**

**1.04** - A "Lead Worker" category may be created by the Board in any of the classification titles listed in Article 1.02. An employee designated as a "Lead Worker" shall be paid at ten percent (10%) above his/her regular rate for the duration of the lead worker appointment. The creation of a lead worker category and the selection of an employee to fill any lead worker appointment shall be within the total discretion of the Board. Except as otherwise provided herein, a Lead Worker shall only lead workers within his/her job classification. The selection of an employee to fill a Lead Worker appointment shall not be made for the purpose of granting a pay increase to such employee. Employees so assigned shall perform necessary job functions including the leading of other employees in his/her job classification. Employees who lead as described herein must perform additional functions and responsibilities of a lead for no less than four (4) other employees in order to receive the pay increase. Lead designations shall be annually submitted in writing by the Supervisor or the Administrator for approval to Human Resources Services showing what additional responsibilities and functions will be required. The requirement for the Lead Worker to lead in his/her own job classification may be waived when it is necessary to cross job classifications due to the requirements of the work involved and is shown in the written description of duties.

**1.041** Bus drivers, who are designated temporarily as Leads for the purposes of assisting in other assignments, including CDL training, shall receive an increase of ten percent (10%) of his/her salary for the duration of such appointment

**1.042** A "Certified Lead Custodian" may be appointed for each secondary school, subject to the provisions of article 1.04.

**1.043** Food and Nutrition Services (FNS) Bakers, Cooks and Interns may be designated temporarily as Leads for the purpose of assisting in the absence of the site Cafeteria Manager. Leads would be responsible overseeing the daily kitchen operation along with completing the end-of-day paperwork and daily deposit. Lead designation requires a written request being submitted to the FNS Director for approval.

## **Article: 3 Responsibility**

**3.03** It is expressly understood and agreed:

1. When an emergency confronts the schools, notification of the closing of schools will be released for broadcast over local radio and television stations as soon as possible.
2. When the schools are officially closed by the superintendent, the workdays may be rescheduled and, if so, leave days previously arranged by a support staff employee will not be deducted for such day.
3. The Union shall be notified by the superintendent (or designee) when an emergency exists which may necessitate the closing of a school(s).

## **Article 7 - Transfers**

**7.01** Any employee who has been working at a work location for at least twelve (12) consecutive months or for his/her entire prescribed work year, whichever shall be lesser, shall have the right to apply for a transfer to another work location within the same job classification. Qualified employees requesting a transfer shall be given full consideration for vacant positions prior to hiring new employees. If an applicant applies for at least five (5) positions and is not granted an opportunity to interview, he/she has the right to meet with a representative from the office of Professional Standards and Labor Relations along with a union representative.

## **Article 13 – Leave of Absence**

**13.09 PARENTAL LEAVE** Up to 5 (five) days of paid parental leave shall be granted to any member of the bargaining unit within 30 (thirty) days of the date of delivery or adoption of a child.

- a. Such leave shall only be available during the employee's work/contract year.
- b. This leave cannot be banked or sold.
- c. An application for leave accompanied by a written statement from a licensed medical physician verifying the pregnancy and setting forth the estimated date of birth shall be submitted to the principal or supervisor no later than five (5) calendar weeks prior to estimated date of the child's birth. In the case of adoption, a written application for such leave shall be submitted to the principal or supervisor within two (2) calendar weeks after approval for adoption by the recognized agency or source.
- d. Members of the bargaining unit may not participate in sick leave buy back in any year in which they use this parental leave.

## **Article 19 – Employee Benefits**

**19.07** – The Board will offer the Brevard Public Schools Health Plan.

**19.08 - 4.** Dual position employees are defined as holding two (2) regularly established positions at the same time. Employees holding 2 part-time generating positions totaling more than twenty-five (25) hours per week are eligible for benefits.

## **Article 28 – Bus Drivers**

**28.01** Bus drivers shall be in three (3) classifications: Regular, part-time and standby.

**28.011** Regular bus drivers shall be assigned to established routes as their primary assignment. They may be assigned other departmental work as the needs of the district clearly require. They shall not be assigned other departmental work as their primary assignment. When drivers are not transporting students to and from school, Supervisors can assign drivers other duties as needed, which may include cleaning of restrooms or mowing of grass.

**28.04** Prior to the assignments of routes each normal school year, routes by administrative area of the district shall be posted in each bus compound. Wherever such information is known at the time of posting, the following shall be included: out-in time, bus number, route number, and school(s) served. Such information is subject to change, as the needs of the district require. A driver may, at his/her option, apply for any such posted routes. The assigning of a route or unassigned route position shall be done based on seniority with the most senior driver being selected from the list of applicants. Drivers on leave or who are otherwise not physically present during the period of route posting and selection shall not be allowed to participate in the selection process, with the following exceptions: if a driver is called for jury duty or is otherwise subpoenaed; or if a summons or subpoena is received by a driver's dependent minor when the circumstances make it necessary for the driver to accompany his/her minor dependent to the court proceedings. If a driver is not present for any other reason, that driver will be placed last on the seniority list and will not be allowed to select a route. The route selection process shall only apply to route assignments at the beginning of the normal school year. Drivers who are assigned routes using the process described in this paragraph shall not be reassigned to a different bus route except with the affected driver's agreement or for non-arbitrary reasons. When a permanent change is made in a bus assignment for a route, the driver may request a written reason(s) for such change.

**SALARY** A \$500 bonus will be provided to all benefit eligible employees. A half share of bonus will be provided for employees not benefit eligible. Employees who have retired or separated from BPS prior to the date of Board approval, are not eligible for the bonus. In order to qualify, individuals must be employed by October 1, 2020.