

PROPOSED 2024-25, 2025-26 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

TICLE XVI - PAID LEAVES

A. Categories of Paid Leaves

G. Vacation

1. Work Year

12-month employees will work a 240-day work year including 234 workdays and 6 paid holidays. All 12-month employees will work the workdays specified in the approved district calendar. The School Board will jointly form a committee with the SC/TA to recommend which 12 days will be deducted from the school calendar to reach the 240-work day requirement. That committee will be reflective of the number of employees in each affected division.

2. Vacation Days

As of July 1, 2015, all 12-month employees will earn vacation days each year as indicated below:
First 60 months of employment – 6 days
61-120 months of employment – 9 days
121+ months of employment – 12 days

This is language allows 12-month classified employees to retain “excess” vacation accrual later in the school year so that they could use them at their discretion prior to December 31.

<p>a. Accrual</p> <p>Vacation days can be accrued up to 60 for terminal pay purposes. No more than 60 <u>Sixty</u> days of vacation accrual can be rolled forward to the succeeding school year. Vacation days accrued beyond 60 days <u>at June 30</u> will be forfeited on <u>December 31st June 30th</u> of any given school year if not utilized. <u>Employees will have until December 31 to use any days above 60 that were accrued by June 30.</u></p>	
<p><u>ARTICLE XIII – TRANSFERS/PROMOTIONS</u></p> <p>A. Surplus Staff</p> <ol style="list-style-type: none"> 1. Voluntary transfers shall be sought prior to initiating any surplus of staff. 2. The employee with the least amount of appointed seniority in the system shall be surplus before a more senior employee. 3. Involuntary transfers will not be used for disciplinary reasons. 4. Employees to be surplus will be placed in accordance with those procedures outlined in Article XV, Reduction In Force. 5. When a program or school is closed or a class or group of classes is moved intact from one work site to another, the aides in that program or class will be afforded the opportunity to (a) move with their former class or program, (b) voluntarily surplus themselves, or (c) remain at their original work site if there exists a less senior aide in their salary classification. <p>In the event that not enough positions are moved to the receiving school to accommodate all aides from the former work site, aides will be offered transfers to the receiving school on a seniority basis. The most senior aide in the salary classification will be offered a transfer first and so on until the moved positions are exhausted. All remaining aides at the former work site will be surplus in accordance with those procedures outlined in Articles XIV and XV of this Agreement.</p> <ol style="list-style-type: none"> 6. <u>Should a surplus situation be created by a one-on-one aide declining to move with a student, resulting in a surplus issue at the work site, the least senior aide at the work site within the affected job classification will be surplus.</u> 	<p>This allows management to surplus the least senior employee from a work site during a school year rather than retain “excess” staff.</p>

<p><u>ARTICLE IX – SALARIES</u></p> <p>A. <u>2024-2025 Salary Settlement</u></p> <p><u>Classified employees will receive a 4.5% increase in addition to the previously received 0.5% retention supplement for a total increase of 5%. This amount will be added to an employee’s base pay.</u></p> <p><u>In addition, each classified employee will receive a one-time supplement of \$600.</u></p> <p><u>This amount will be pensionable but will not recur into future years.</u></p> <p><u>2025-2026 Salary Settlement</u></p> <p><u>Classified employees will receive a 4.5% increase in addition to the 0.5% retention supplement, if applicable, for a total increase of 5%. This amount will be added to an employee’s base pay.</u></p>	<p>This is the salary settlement. It is a two-year agreement providing for a total increase of 5% this year and 5% next year.</p>

ARTICLE XXVIII - DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, ~~2023~~ 2024 and shall continue in effect until June 30, ~~2026~~ 2027. This Agreement may be extended only in writing.
- B. This Agreement may not be assigned by either party.
- C. This Agreement is subject to salary and benefit re-openers for the ~~2024-25~~ 2026-27 and ~~2025-26~~ school years.

Contract language can only be reopened for negotiation if mutually agreed to by the parties.

IN CONSIDERATION OF THE MUTUAL COVENANTS THIS AGREEMENT IS MADE AND ENTERED INTO THIS ~~TWENTY EIGHTH~~ SIXTH DAY OF NOVEMBER ~~2023~~ 2024, BY AND BETWEEN THE SARASOTA CLASSIFIED/TEACHERS ASSOCIATION AND THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA.

This change extends the duration of the overall agreement until June 30, 2027.