

RATIFICATION PACKET

**Teamsters Local #385
EMPLOYEES CONTRACT**

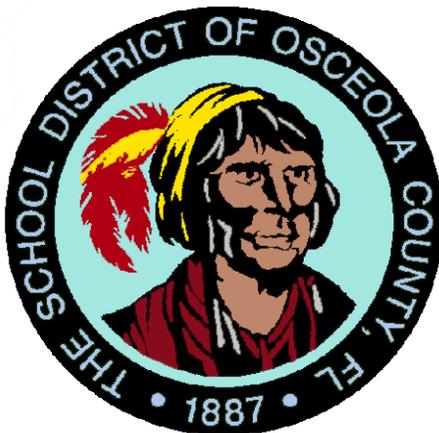
TENTATIVE AGREEMENTS

BETWEEN

THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA (OCSB)

AND

TEAMSTERS LOCAL #385



July 01, 2023, through June 30, 2024

Tentative Agreement, July 12, 2023

Pending Ratification by Both Parties

Effective July 01, 2023

**Dr. Mark Shanoff,
Superintendent**

**Courtney Bouillon,
Chief Negotiator,
Teamsters Local #385**

**Carlos Martinez,
Business Agent,
Teamsters Local #385**

(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)

Salary and Benefits Package Proposal

(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)

**The School District of Osceola County
Salaries and Benefits Package
for the 2023-24 School Year**

**between the
School Board of Osceola County, Florida, (OCSB)
and the
Teamsters Local 385 Employees**



Date of Original Proposal:	May 17, 2023
Date of Revised Proposal:	July 12, 2023
Date of Tentative Agreement:	July 12, 2023
Contract Expiration Date:	June 30, 2024

**Osceola County School Board Salary and Benefits Negotiations Proposal for the
2023-24 School Year for the Teamsters Local 385 Employees Bargaining Unit**

Recognizing the need to reward employees for their hard work despite very limited resources during unprecedented circumstances, the School Board commits to provide the Osceola County Teamsters Bargaining Unit employees the following firm offer of enumerated incentives that are contingent upon each other as a single package.

1. 2023-24 School Year Salary Negotiations

- Each Teamsters bargaining unit employee shall receive a COLA of five percent (5.0%) of the employee's base hourly rate;

2. Plan design changes to our School District's major medical Health Insurance Plan that:

- continues to provide our employees with health insurance coverage options, including a no-cost option for the individual employee;
- increases Board contribution for each employee by \$672 (9.87%) per year;
- implements innovations and enhancements to provide cost-savings and new choices for our employees and their families;
- introduces The Center for Employee Health Only Plan; and
- ensures our Health Benefits Trust Fund remains fiscally solvent to serve our employees during uncertain economic times;

3. Flexible Spending Account Match where the School Board shall match the employee's FSA savings of \$750 or more with a contribution of \$250 in order to assist the employee toward the employee's deductible;

4. Continued commitment to our School District's *Center for Employee Health*; and

5. Memoranda of Understanding upon which both parties have reached tentative agreement since the ratification of our current *Teamsters Employees' Contract* on February 1, 2021:

- **MOU re One-Time, Non-Recurring \$1,000 Inflation Supplement** [Tentative Agreement: April 24, 2023]

TENTATIVE APPROVAL

**OSCEOLA COUNTY SCHOOL BOARD
(OCSB)**



**CHIEF NEGOTIATOR FOR OCSB
Scott Knoebel**

TEAMSTERS LOCAL 385



**CHIEF NEGOTIATOR TEAMSTERS LOCAL 385
Courtney Bouillon**



**TEAMSTERS LOCAL 385
Carlos Martinez**

Date: July 12, 2023

Osceola County School Board Custodial Shoe Allowance Negotiations Proposal for the 2023-24 School Year for the Teamsters Local 385 Employees Bargaining Unit

Recognizing the need to support our custodial employees and encourage safety within the workplace, the School Board commits to provide Osceola County Teamsters Bargaining Unit employees the following firm offer.

Custodial Shoe Allowance

- This language will be added to Article 22 Section 10 of the contract between The School Board of Osceola County, Florida, and the Teamsters Local 385.
- All Custodial personnel will receive a \$100 annual non-slip work/safety shoe allowance. Basic athletic shoes are not considered an acceptable non-slip work/safety shoe. Employees receiving this incentive will be required to wear a non-slip work/safety shoe as part of their uniform.

TENTATIVE APPROVAL

**OSCEOLA COUNTY SCHOOL BOARD
(OCSB)**



CHIEF NEGOTIATOR FOR OCSB
Scott Knoebel

TEAMSTERS LOCAL 385



CHIEF NEGOTIATOR TEAMSTERS LOCAL 385
Courtney Bouillon



TEAMSTERS LOCAL 385
Carlos Martinez

Date: June 21, 2023

Prepared by: Scott Knoebel, Assistant Superintendent of School Operations & OCSB Chief Negotiator
Revised: July 12, 2023

Osceola County School Board Master Custodian Hourly Rate of Pay
Negotiations Proposal for the 2023-24 School Year
for the Teamsters Local 385 Employees Bargaining Unit

Recognizing the importance to distinguish the certification requirements for our custodial employees to obtain the Master Custodian level and the need to reward employees for their hard work despite very limited resources during unprecedented circumstances, the School Board commits to provide the Osceola County Teamsters Bargaining Unit employees the following firm offer.

Master Custodian Hourly Rate of Pay

- The base salary for custodial employees receiving the Master Custodian level (Pay Level 1BM, 1AM, and N02M) will be raised to \$15.10 per hour. This change will be reflected in the 2023-2024 Salary Schedule.

TENTATIVE APPROVAL

**OSCEOLA COUNTY SCHOOL BOARD
(OCSB)**



CHIEF NEGOTIATOR FOR OCSB
Scott Knoebel

TEAMSTERS LOCAL 385



CHIEF NEGOTIATOR TEAMSTERS LOCAL 385
Courtney Bouillon



TEAMSTERS LOCAL 385
Carlos Martinez

Date: June 21, 2023

Prepared by: Scott Knoebel, Assistant Superintendent of School Operations & OCSB Chief Negotiator

Revised: July 12, 2023

Osceola County School Board Pallbearer/Bereavement Leave Negotiations Proposal for the 2023-24 School Year for the Teamsters Local 385 Employees Bargaining Unit

Recognizing the need to support all Teamsters employees, the School Board commits to provide the Osceola County Teamsters Bargaining Unit employees the following firm offer.

Pallbearer/Bereavement Leave

- This language will be added to Article 18 of the contract located under the "Pallbearer" section on page 47 between The School Board of Osceola County, Florida, and the Teamsters Local 385.

PALLBEARER/BEREAVEMENT LEAVE

- The school principal or any department head is authorized to approve any employee's request to serve as a pallbearer or to attend the funeral of a member of their immediate family (e.g., spouse, sibling, child, parent, parent-in-law, grandparent, grandparent-in-law, domestic partner, or other member of the employee's immediate household). This leave time shall be in addition to the employee's sick leave.

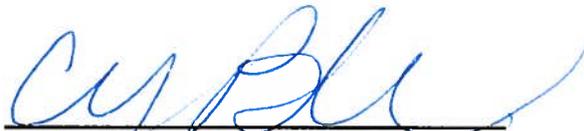
TENTATIVE APPROVAL

**OSCEOLA COUNTY SCHOOL BOARD
(OCSB)**



**CHIEF NEGOTIATOR FOR OCSB
Scott Knoebel**

TEAMSTERS LOCAL 385



**CHIEF NEGOTIATOR TEAMSTERS LOCAL 385
Courtney Bouillon**



**TEAMSTERS LOCAL 385
Carlos Martinez**

Date: June 21, 2023

Proposed Teamsters Contract Language, 2023-24

1. Custodial Shoe Allowance (Tentative Agreement 06/21/23)
 2. Master Custodian Hourly Rate of Pay (Tentative Agreement 06/21/23)
 3. Pallbearer/Bereavement Leave (Tentative Agreement 06/21/23)
-

1. Article 22 – Equipment, Uniforms and Certifications

Teamsters Proposal

Date: May 17, 2023, June 15, 2023

Section 10

- All Custodian's shall receive 6 (six) uniform shirts and pants annually at no cost to the employee. Employee is responsible to launder and maintain the ~~shirts uniforms~~. Damaged shirts will be repaired or replaced on an individual basis at no cost to the employee, at the discretion of the administrator.
- All Custodial personnel will receive an annual shoe payment of \$100.
- Athletic shoes will no longer be allowable once the shoe allowance has paid out. Agree to withdraw the inclusion of pants.

District's Response

Date: May 24, 2023, June 20, 2023

- All Custodian's shall receive 6 (six) uniform shirts annually at no cost to the employee. Employee is responsible to launder and maintain the shirts. Damaged shirts will be repaired or replaced on an individual basis at no cost to the employee, at the discretion of the administrator.
- All Custodial personnel will receive a \$100 annual non-slip work/safety shoe allowance. Basic athletic shoes are not considered an acceptable non-slip work/safety shoe. Employees receiving this incentive will be required to wear a non-slip work/safety shoe as part of their uniform.
 - Management agrees that athletic shoes will no longer be allowable once the shoe allowance has been paid out.

(TENTATIVE AGREEMENT SIGNED ON 6/21/23)

2. Article 20 – Wages and Overtime

Teamsters Proposal

Date: May 17, 2023, June 15, 2023

Section 4 – Job Class Specific and Compensation Issues

- Teamsters would like to address the compression issues caused by the \$15.00 hourly minimum rate of pay and impacts to those in the Master Custodian role. Teamsters is proposing an increase in the hourly rate of pay for a Master Custodian that would distinguish their accomplishments in certifications from the Custodian and Certified Custodian levels.

District's Response

Date: May 24, 2023, June 20, 2023

- Management recognizes the importance to distinguish the certification requirements to obtain the Master Custodian level and proposes a firm offer to raise the base salary for Master Custodians (Pay Level 1BM, 1AM, and N02M) to \$15.10 per hour. This change will be reflected in the 2023-2024 Salary Schedule.

(TENTATIVE AGREEMENT SIGNED ON 6/21/23)

3. Bereavement Leave

Teamsters Proposal

Date: June 15, 2023

- Mirror language in OCEA TA re: Bereavement leave for ease of implementation for the District.

District's Response

Date: June 20, 2023, July 12, 2023

- Article 18 Leaves (Located under Pallbearer section on page 47)
- Adjust title to: PALLBEARER/BEREAVEMENT LEAVE
- The school principal or any department head is authorized to approve any employee's request to serve as a pallbearer or to attend the funeral of a member of their immediate family (e.g., spouse, sibling, child, parent, parent-in-law, grandparent, grandparent-in-law, domestic partner, or other member of the employee's immediate household). This leave time shall be in addition to the employee's sick leave.

(TENTATIVE AGREEMENT SIGNED ON 6/21/23)

Memoranda of Understanding, 2023-24

1. 2023-24 Pay for All Hours Worked

(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)

THE SCHOOL DISTRICT OF OSCEOLA COUNTY, FLORIDA

817 Bill Beck Boulevard • Kissimmee • Florida 34744-4492
Phone: 407-870-4600 • Fax: 407-870-4010 • www.osceolaschools.net

SCHOOL BOARD MEMBERS

District 1 – Teresa "Terry" Castillo – Chair
407-577-5022
District 2 – Julius Melendez
321-442-2862
District 3 – Jon Arguello
407-433-9082
District 4 – Heather Kahoun
689-241-7822
District 5 – Erika Booth – Vice Chair
321-442-1341



Superintendent of Schools
Dr. Mark Shanoff

MEMORANDUM OF UNDERSTANDING 2023-2024 Teamsters Contact, Teamsters Local Union 385

Therefore, be it resolved that both parties agree to the following conditions for employees:

Article 19, Section 3 Paragraph A and Paragraph B Number 12 (Pay for All Hours Worked)

Purpose: To provide an update to existing language and clarification in Article 19, Section 3, Paragraph A and Paragraph B Number 12, regarding hours worked and electronic timekeeping.

Agreement: Paragraph A shall read, "*Bus drivers and attendants will be paid for 7.5 hours or time worked at their regular rate of pay in accordance with their 190 day contract year. Time and attendance will be calculated utilizing electronic timekeeping following district and industry standards.*"

Paragraph B Number 12 shall read, "*When performing these tasks and other work assignments outside the designated workday, bus drivers and attendants shall be paid their regular rate of pay, or overtime rates, whichever is applicable.*"

This MOU will sunset and the agreement language will automatically be amended to the contract upon commencement of the next official bargaining session unless otherwise negotiated. This MOU will become effective starting the date of the official signatures.

OSCEOLA COUNTY SCHOOL BOARD (OCSB)

TEAMSTERS LOCAL 385

CHIEF NEGOTIATOR FOR OCSB
Scott Knoebel

CHIEF NEGOTIATOR TEAMSTERS LOCAL 385
Courtney Bouillon

TEAMSTERS LOCAL 385
Carlos Martinez

Date: August 04, 2023

(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)

Contract Language, 2023-24

1. Custodial Shoe Allowance

2. Master Custodian Hourly Rate of Pay

3. Pallbearer-Bereavement Leave

(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)

Osceola County School Board Custodial Shoe Allowance Negotiations Proposal for the 2023-24 School Year for the Teamsters Local 385 Employees Bargaining Unit

Recognizing the need to support our custodial employees and encourage safety within the workplace, the School Board commits to provide Osceola County Teamsters Bargaining Unit employees the following firm offer.

Custodial Shoe Allowance

- This language will be added to Article 22 Section 10 of the contract between The School Board of Osceola County, Florida, and the Teamsters Local 385.
- All Custodial personnel will receive a \$100 annual non-slip work/safety shoe allowance. Basic athletic shoes are not considered an acceptable non-slip work/safety shoe. Employees receiving this incentive will be required to wear a non-slip work/safety shoe as part of their uniform.

TENTATIVE APPROVAL

**OSCEOLA COUNTY SCHOOL BOARD
(OCSB)**



CHIEF NEGOTIATOR FOR OCSB
Scott Knoebel

TEAMSTERS LOCAL 385



CHIEF NEGOTIATOR TEAMSTERS LOCAL 385
Courtney Bouillon



TEAMSTERS LOCAL 385
Carlos Martinez

Date: June 21, 2023

(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)

Osceola County School Board Custodial Shoe Allowance Negotiations Proposal for the 2023-24 School Year for the Teamsters Local 385 Employees Bargaining Unit

Recognizing the importance to distinguish the certification requirements for our custodial employees to obtain the Master Custodian level and the need to reward employees for their hard work despite very limited resources during unprecedented circumstances, the School Board commits to provide the Osceola County Teamsters Bargaining Unit employees the following firm offer.

Master Custodian Hourly Rate of Pay

- The base salary for custodial employees receiving the Master Custodian level (Pay Level 1BM, 1AM, and N02M) will be raised to \$15.10 per hour. This change will be reflected in the 2023-2024 Salary Schedule.

TENTATIVE APPROVAL

**OSCEOLA COUNTY SCHOOL BOARD
(OCSB)**



**CHIEF NEGOTIATOR FOR OCSB
Scott Knoebel**

TEAMSTERS LOCAL 385



**CHIEF NEGOTIATOR TEAMSTERS LOCAL 385
Courtney Bouillon**



**TEAMSTERS LOCAL 385
Carlos Martinez**

Date: June 21, 2023

(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)

Osceola County School Board Custodial Shoe Allowance Negotiations Proposal for the 2023-24 School Year for the Teamsters Local 385 Employees Bargaining Unit

Recognizing the need to support all Teamsters employees, the School Board commits to provide the Osceola County Teamsters Bargaining Unit employees the following firm offer.

Pallbearer/Bereavement Leave

- This language will be added to Article 18 of the contract located under the "Pallbearer" section on page 47 between The School Board of Osceola County, Florida, and the Teamsters Local 385.

PALLBEARER/BEREAVEMENT LEAVE

- The school principal or any department head is authorized to approve any employee's request to serve as a pallbearer or to attend the funeral of a member of their immediate family (e.g., spouse, sibling, child, parent, parent-in-law, grandparent, grandparent-in-law, domestic partner, or other member of the employee's immediate household).

TENTATIVE APPROVAL

**OSCEOLA COUNTY SCHOOL BOARD
(OCSB)**



CHIEF NEGOTIATOR FOR OCSB
Scott Knoebel

TEAMSTERS LOCAL 385



CHIEF NEGOTIATOR TEAMSTERS LOCAL 385
Courtney Bouillon



TEAMSTERS LOCAL 385
Carlos Martinez

Date: June 21, 2023

(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)