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7-1-1985

# Broward County, Florida, School Board and Federation of Public Employees, a Division of District 1, Pacific Coast District, Marine Engineers Beneficial Association, AFL-CIO Addendum (1985)

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Broward County, Florida, School Board and Federation of Public Employees, a Division of District 1, Pacific Coast District, Marine Engineers Beneficial Association, AFL-CIO Addendum (1985)

**Location**

Broward Co., FL

**Effective Date**

7-1-1985

**Expiration Date**

6-30-1988

**Number of Workers**

Unknown

**Employer**

School Board of Broward County, Florida

**Union**

Federation of Public Employees, a Division of District 1, Pacific Coast District

**NAICS**

61

**Sector**

Local government

**Item ID**

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**Comments**

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ADDENDUM TO THE

CONTRACT

BETWEEN

THE FEDERATION OF PUBLIC EMPLOYEES  
(FACILITIES SERVICE, MAINTENANCE & TRANSPORTATION)

AND

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

JULY 1, 1985 - JUNE 30, 1988

FEDERATION OF PUBLIC EMPLOYEES  
AND  
THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

1986-87

ARTICLE IV, SECTION B

Probationary Employee - For purposes of this contract, a probationary period shall be one hundred (100%) of the number of workdays of the employees assigned calendar. For example, an employee assigned to a 261 day calendar shall have a 261 day probationary period. An employee assigned to a 189 day calendar shall have a 189 day probationary period.

Probationary employees shall be eligible for insurance coverage after completing their forty-fifth (45th) workday. Probationary employees shall accrue sick leave and employees on a 261 day calendar shall accrue vacation after completing their forty-fifth (45th) workday. Said employees during the 1986-87 school year shall not be able to utilize their sick leave until after their forty-fifth (45th) workday. Effective the 1987-88 school year, probationary employees shall not be able to utilize their sick leave until after the ninetieth (90th) workday. Said employees may not utilize vacation leave until the completion of their probationary period. Should the employee be terminated prior to completion of their full probationary period, all leave shall be returned to the School Board.

During said probationary period, the Board may suspend, discipline or discharge a probationary employee for any reason whatsoever except for lawful union activities, and no claim will be made by him/her or by the Federation of Public Employees that the action was improper. During the probationary period, the affected employee is not entitled to any representation nor may he/she file a grievance under this contract, nor under the School Board policy grievance procedure. The only exception to this rule is for disciplinary action which is a result of lawful union activity.

ARTICLE IV, SECTION L

The School Board shall provide the Federation of Public Employees a copy of all bargaining unit job descriptions. Prior to the school making any official change of unit job descriptions, a copy of said revised job descriptions shall be provided to the Federation of Public Employees for their input. The Federation of Public Employees shall have the opportunity to address the School Board regarding proposed revisions of unit job descriptions.

ARTICLE VI, SECTION E

The School Board agrees that any unit member who is temporarily assigned by his immediate administrator to a position higher than his normal job classification shall receive additional remuneration for the time worked in the higher classification, equal to the position to which he is temporarily assigned, provided that he has performed the duties of the temporary assignment for a period not less than twenty-seven (27) workdays during the school year in which the temporary assignment is made.

ARTICLE V, SECTION M

The School Board shall furnish the Federation of Public Employees a list of all eligible and new bargaining unit members on a monthly basis. The printout shall include the name, work location, rate of pay, social security number, seniority date and home address.

SALARY SCHEDULE

1986-87 SCHOOL YEAR

BUS DRIVERS

<u>LEVEL</u>	<u>HOURLY RATE</u>
0	\$6.25
1	\$7.00
2	\$8.20
3	\$9.00
4	\$9.70

All bus drivers on pay levels 0, 1, 2 and 4 at the conclusion of the 1985-86 school year shall remain on the same level on the 1986-87 salary schedule. Bus attendants on Step 3 at the conclusion of the 1985-86 school year shall move to Step 4 on the 1986-87 salary schedule.

Lead Drivers: .15¢ more than the base hourly rate paid to the highest driver supervised. Lead drivers shall also be required to work extended hours as required by the Director of Transportation.

BUS ATTENDANTS

<u>LEVEL</u>	<u>HOURLY RATE</u>
0	\$5.25
1	\$5.75
2	\$6.15
3	\$6.80

All bus attendants on pay levels 0, 1 and 3 at the conclusion of the 1985-86 school year shall remain on the same level on the 1986-87 salary schedule. Bus attendants on Step 2 at the conclusion of the 1985-86 school year shall move to Step 3 on the 1986-87 salary schedule.

Bus drivers and attendants shall be employed for 180 driving days or the 180 day student calendar, plus three (3) paid conference days and six (6) paid holidays. Drivers in training shall be paid at the rate of \$3.35 per hour.

Drivers and attendants on probation shall be paid at level 0. No employee shall receive a salary level increase on the bus driver or bus attendant salary schedule unless it is called for in the 1986-87 contract.

Bus drivers and bus attendants who are hired during the 1986-87 school year shall be paid at Step 0 of the 1986-87 salary schedule with no step advancement.

MAINTENANCE AND OPERATIONS DEPARTMENT

1986-87

TRADES	HOURLY RATE			
	I	II	III	IV
Boiler Mechanic	9.63	10.76	12.01	13.14
Business Machines Mechanics	9.13	10.26	11.40	12.53
Cafe & Industrial Arts Repairperson	9.68	10.81	11.95	13.08
Glass Trimmer Mechanic	9.50	10.63	11.77	12.90
Hardware Mechanic	9.76	10.90	12.03	13.17
Mechanical Plant Operator	10.04	11.18	12.31	13.44
Pest & Weed Control Operator	9.49	10.62	11.76	13.01
Roofer	9.34	10.47	11.61	12.90
Sewer Mechanic	9.61	10.75	11.88	13.02
Sheet Metal Mechanic	9.76	10.90	12.03	13.17
Assistant Manager-Stockroom	9.25	10.39	11.52	12.66
Assistant Pest & Weed Control Operator	6.77	7.96	9.09	10.23
Utility Serviceperson	8.22	9.35	10.49	11.62
Garage Serviceperson	8.51	9.66	10.85	12.05
Helper	6.87	8.00	8.77	9.55
Laborer	5.42	6.56	7.35	8.10
Laundry Attendant	4.75	5.88	6.47	7.07
Mail Clerks	6.13	7.26	9.01	10.76
Mowing Machine Mechanic	8.89	10.03	11.17	12.30
Paint & Body Serviceperson	6.47	7.60	8.73	9.87
Small Mower Operator	6.13	7.26	8.40	9.55
Sprinkler Mechanic	9.61	10.75	11.88	13.02
Stock Clerk	7.72	8.86	9.99	11.12
Stock Clerk, Price and Inventory	8.66	9.79	10.93	12.06
Stockroom Serviceperson	6.97	8.10	9.30	10.53
Tire Repairperson	6.86	7.80	9.13	10.26
Tractor-Mower Operator	6.81	7.94	10.28	10.53
Truck Driver	7.93	9.06	10.20	11.33
Water Treatment Serviceperson	8.00	9.14	10.27	11.41

Advancement from Step I to Step II in a specific position shall be based on: Completion of twelve (12) months of continuous on-the-job employment.

Advancement from Step II to Step III in a specific job shall be based on: Completion of twelve (12) months of continuous on-the-job employment.

Advancement from Step III to Step IV in a specific job shall be based on: Completion of twelve (12) months of continuous on-the-job employment.

TRADES-CERTIFICATION LADDER	HOURLY RATE		
	I	II	III
	A/C and Refrigeration Mechanic	11.17	12.31
Carpenter	10.90	12.03	13.17
Electrician	11.17	12.31	13.44
Electronic Technician	11.17	12.31	13.44
Glazier	10.63	11.77	12.90
Heavy Equipment Operator	10.55	11.69	12.82
Mason/Tile Setter	11.17	12.31	13.44
Painter	10.63	11.77	12.90
Plumber	11.17	12.31	13.44
Welder	10.63	11.77	12.90

Advancement from Step I to Step II in a specific position shall be based on: Completion of twelve (12) month of continuous on-the-job employment.

Advancement from Step II to Step III in a specific job shall be based on: Completion of twelve (12) months of continuous on-the-job employment.

FACILITIES PERSONNEL	HOURLY RATE			
	I	II	III	IV
Assistant Head Facilities Serviceperson (High School & Vocational Center)	8.35	9.48		
Assistant Head Facilities Serviceperson (Middle School & Exceptional Child Center)	8.20	9.33		
Head Facilities Serviceperson (Middle, Exceptional Child Center)	9.02	10.16		
Head Facilities Serviceperson (High School & Vocational Center)	9.68	10.81		
Head Facilities Serviceperson (Elementary School)	8.75	9.88		
Head Facilities Serviceperson (Grounds & Minor Repair Elementary/ Middle)	9.43	10.56		
Facilities Serviceperson (Days)	5.05	6.30	7.09	7.91
Facilities Serviceperson (Nights)	5.15	6.40	7.19	8.01
Facilities Serviceperson & Grounds Maintenance	6.62	7.76	8.27	8.76
Pool Operator	5.86	6.99	7.80	8.59
School Site Repairperson	7.16	8.29	9.43	10.56
Yardperson	6.12	7.25	8.38	9.53

Advancement from Step I to Step II in a specific position shall be based on: Completion of twelve (12) months of continuous on-the-job employment.

Advancement from Step II to Step III, if applicable, in a specific job shall be based on: Completion of twelve (12) months of continuous on-the-job employment.

Advancement from Step III to Step IV, if applicable, in a specific job, shall be based on: Completion of twelve (12) months of continuous on-the-job employment.



TRADES	HOURLY RATE					
	I	II	III	IV	V	VI
	Automotive and Truck Mechanic	11.88	13.02	13.14	13.26	13.40
Paint and Body Mechanic	11.88	13.02	13.14	13.26	13.40	13.56

Advancement from Level 1 to Level VI is set forth in Appendix A, Certification Incentive Program for Automotive Mechanics and Paint and Body Mechanics.

APPRENTICE SCHEDULE	Completion of Program				
	Entry	1	2	3	
A/C and Refrigeration Mechanic	8.10	8.76	9.53	10.39	11.17
Carpenter	7.90	8.64	9.39	10.03	10.90
Electrician	7.90	8.64	9.39	10.03	11.17
Electronic Technician	7.90	8.64	9.39	10.03	11.17
Mason/Tile Setter	8.10	8.64	9.65	10.39	11.17
Painter	7.69	8.43	9.17	9.90	10.63
Glazier	7.69	8.43	9.17	9.90	10.63
Plumber	8.10	8.87	9.65	10.39	11.17
Roofer	6.73	7.35	8.04	8.69	9.34
Heavy Equipment Operator	7.52	8.36	9.08	9.82	10.55
Welder	7.69	8.43	9.17	9.90	10.63

Apprentices complete the program and enter the journey person trade at Step I.

Leadman Hourly rate will be \$.15 per hour more than the base rate paid to the highest man/woman supervised.

Foreman Hourly rate will be \$.25 per hour more than the base hourly and the differential paid to the highest paid leadman or mechanic supervised.

Lead Facilities Serviceperson - Elementary A night facilities serviceperson shall be designated by the elementary principal to serve as night lead person. The lead person shall be compensated an additional \$.15 per hour more than their base hour.

Night Differential All personnel starting work after 1 p.m. (local time) will be paid \$.10 per hour night differential over the present day rate. No adjustments will be made for temporary summer schedules.

Part-Time Permanent Employees Will be paid in accordance with the above salary schedule.

Apprentices All Trades Rate shall be established in accordance with apprenticeship program approved by the Federation and the School Board.

## APPENDIX A

### Certification Incentive Program for Automotive Mechanics (Journeyman) and Paint and Body Mechanic (Journeyman)

The purpose of this program is to encourage and promote the highest standards of truck and automobile service in the Broward County School District through certified testing conducted by the National Institute for Automotive Service Excellence through the Educational Testing Service.

The incentive program is subject to the following criteria:

- (1) Eligibility - Eligibility for the incentive program is limited to employees in the classification of Automotive Mechanic (Journeyman) and Paint and Body Mechanic (Journeyman).
- (2) Testing - The following service area tests conducted by the National Institute for Automotive Service Excellence are applicable under the incentive program:
  - (a) Automotive Mechanic (Journeyman)  
Tests:
    1. Gasoline engines or diesel engine
    2. Drive train
    3. Brakes
    4. Suspension and steering
    5. Electrical systems
  - (b) Paint and Body Mechanic (Journeyman)  
Tests:
    1. Body repair
    2. Painting and refinishing
    3. Electrical systems
    4. Suspension and steering
- (3) Training - The School Board through its Adult Education Vocational and Technical office will provide training classes to assist employees in passing the exam.
- (4) Step Advancement - Advancement from Step I to Step V on the salary schedule for Automotive Mechanics and Paint and Body Mechanics shall be as follows:  
  
Step I - entry level  
Step II - after one (1) year of complete service.  
Step III - certified in one (1) service area.  
Step IV - certified in two (2) service areas.  
Step V - certified in three (3) service areas.  
Step VI - certified in four (4) service areas.

Advancement to a higher step shall occur when proof of certification in a service area is submitted by the employee to the School Board.

In order to maintain their step level, mechanics must comply and meet the recertification requirements of NIASE.

- (5) Step advancement for the incentive program shall not be utilized for purposes of computing the hourly rate for leadman or foreman.
- (6) Automotive Mechanics and Paint and Body Mechanics shall remain on Step I during their probationary period. Once the probationary period has been satisfied, the employee shall be eligible for step advancement after one (1) year of service.

## APPENDIX B

### Transportation

#### Perfect Attendance Award

To reward bus drivers and bus attendants who exercised particular care in the maintenance of their personal health and job attendance during the 1985-86 school year, the School Board and the Federation of Public Employees provide a perfect attendance award. Bus drivers and bus attendants who worked the full school year without any absenteeism and missed route time shall be eligible for the award. Bus drivers and bus attendants who had perfect attendance during the 1985-86 school year shall receive a certificate of recognition and a check in the amount of one hundred dollars (\$100.00).

The perfect attendance award is a one time benefit for bus drivers and bus attendants who had perfect attendance during the 1985-86 school year. This award shall not be applicable to bus drivers and bus attendants in the future school years, including 1987-88, unless specifically called for in the agreement.

## APPENDIX C

### Maintenance & Facilities Servicepersons

#### Perfect Attendance Award

To reward maintenance and facilities service personnel who exercised particular care in the maintenance of their personal health and job attendance during the 1985-86 school year, the School Board and the Federation of Public Employees provide a perfect attendance award. Maintenance and facilities service personnel who worked the full school year without any absenteeism as listed in ISI 1137 print-out, dated September 30, 1986, shall be eligible for the award. Maintenance and facilities service personnel shall receive a certificate of recognition and a check in the amount of one hundred dollars (\$100.00).

The perfect attendance award is a one-time benefit for maintenance and facilities service personnel who had perfect attendance during the 1985-86 school year. This award shall not be applicable to maintenance and facilities service personnel in future school years, including 1987-88 unless specifically called for in the agreement.

## APPENDIX D

### Transportation Safety Award

To reward excellence in safe driving, the Federation and the School Board agree to establish a safe driving award. To qualify for the award, a driver shall meet the following criteria:

1. Have been employed during the 1984-85, 1985-86 and 1986-87 school years. The driver must drive a minimum of one hundred and sixty (160) days during each of these three (3) school years.
2. A driver shall have earned an accident-free record (i.e. preventable accident) and not been charged with a moving violation by the Transportation Department or any law enforcement officer during the 1984-85, 1985-86 and 1986-87 school years. The accident-free record will include the driver's record in both school operated and privately operated vehicles.

Failure by a driver to report infractions (i.e., accidents, tickets, etc.) to his/her immediate supervisor will disqualify the driver from the safety award program for the 1986-87 school year and the following school year, if applicable.

For the 1986-87 school year, the parties agree to establish a fund containing twenty thousand dollars (\$20,000) for the purpose of funding the safe driver award program. Bus drivers who qualify for the safe driving award at the conclusion of the 1986-87 school year shall receive a one-time stipend. The dollar amount for each stipend will be determined by dividing the twenty thousand dollar (\$20,000) fund by the number of bus drivers who qualify for the award.