

BESPA Proposal #1
District Counter Proposal #1
September 29, 2025

ARTICLE 19
Compensation

19.1 All employees covered by this agreement shall be paid in accordance with job classification and recognized experience from the wage schedules included in this agreement. Increases are not automatic but will be determined through negotiations. ~~For the 2024-2025 school year all employees who are actively employed on the date of the 2024-2025 contract ratification will receive a raise of 5%. Such raise will be retroactive to July 1, 2024.~~

19.2 A. Upon initial employment, employees shall be notified of and may be granted verified related experience up to ~~fifteen (15)~~ **twenty-five (25)** years including up to six (6)* years of military service as verified on the DD-214. More than one-half (1/2) of the number of days in the contract period during the school year must be completed to be entitled to a year's credit.

***Note: Military service credit was increased from 3 years to 6 years during the 2021-2022 school year.**

~~B. Current employees may also apply to receive up to fifteen (15) years of credit on the salary placement schedule for related years of experience including years that have been used by the employee to qualify for retirement, whether in Florida or outside the State.~~

~~To apply, current employees shall:~~

- ~~1. Complete an application with their current supervisor within 60 days of the date of contract ratification in 2021-2022. The application will then be forwarded by the supervisor to HR for review. The window for current employees will close permanently at the end of 60 days.~~
- ~~2. Provide all of the requisite documentation required on the application. Incomplete applications will not be eligible for review/consideration. Each current employee requesting an additional experience review may submit ONE application during the 60-day window.~~

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B. Reclassification (2025-2026)

1. Current employees will be reclassified according to the Classification & Paygrades for Educational Support Personnel (Appendix D).

- a. Position Title changes will be assigned based on the Evergreen study classification recommendations and confirmation of current responsibilities, as necessary. Position Title changes will be effective following reclassification confirmation and Board approval of the new job description, if applicable.**
- b. Current employees will be placed on the new Support Placement Schedule using BDS Years of Service, up to 25.**
- c. During the reclassification process, all employees who are actively employed on the date of contract ratification who do not benefit from being replaced will receive a \$250 salary increase.**

19.3 Employees assigned beyond a forty (40) hour work week shall be compensated at time and one-half their regular hourly rate of pay. All over time hours must be approved ahead of time by the Superintendent or his designee.

19.4 Employees shall be paid as per agreement with Union as follows:

- A. All full-time, twelve (12) month employees will receive twenty-four (24) equalized payments on the sixteenth and the last calendar day of each month. All other employees shall be paid twice monthly on the sixteenth and the last calendar day of each month.
- B. All full-time, twelve (12) month employees with properly approved and authorized voluntary deductions, including union dues, will be deducted over twenty-four (24) payments.

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- C. Beginning in the 2024-2025 school year, all newly-hired Bay District Schools Bus Drivers and Bus Paraprofessionals will receive a twenty (20) check payment cycle. All current School Bus Driver and Bus Paraprofessional employees on the twenty-four-check payment cycle will be grandfathered in and allowed to keep the twenty-four-check payment cycle.
- D. In the event of a rate change during the fiscal year, the new rates will be deducted from the remainder of the payments from the date of notification.
- D.E. Employee's payment report shall reflect the actual number of hours worked and the amount of paid/unpaid leave utilized.

19.5 Compensatory time shall be:

- A. Only granted for assigned duty or for other activities pre-approved by the principal or supervisor
- B. Granted only for activities that are beyond the assigned, everyday duties of the employee and extend beyond the assigned workday
- C. Used at times when the employee has no student supervisory responsibilities and with the prior approval of the principal or supervisor.

Compensatory time not used by the last workday of the school fiscal year shall be forfeited. Compensatory hours may not be used as payout at termination.

TA date: _____

BDS Chief Negotiator: _____

BESPA President: _____

MSSU Executive Director: _____

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APPENDIX C

Support Placement Schedule

**shown as hourly rate*

<u>Pay Grade</u>	<u>Years of Experience</u>				
	<u>0-5</u>	<u>6-10</u>	<u>11-15</u>	<u>16-20</u>	<u>21-25</u>
<u>3-101</u>	<u>15.00</u>	<u>15.50</u>	<u>16.00</u>	<u>16.50</u>	<u>17.00</u>
<u>3-102</u>	<u>15.50</u>	<u>16.00</u>	<u>16.50</u>	<u>17.00</u>	<u>17.50</u>
<u>3-103</u>	<u>16.00</u>	<u>16.50</u>	<u>17.00</u>	<u>17.50</u>	<u>18.00</u>
<u>3-104</u>	<u>16.50</u>	<u>17.00</u>	<u>17.50</u>	<u>18.00</u>	<u>18.50</u>
<u>3-105</u>	<u>17.00</u>	<u>17.50</u>	<u>18.00</u>	<u>18.50</u>	<u>19.00</u>
<u>3-106</u>	<u>17.50</u>	<u>18.00</u>	<u>18.50</u>	<u>19.00</u>	<u>19.50</u>
<u>3-107</u>	<u>18.00</u>	<u>18.50</u>	<u>19.00</u>	<u>19.50</u>	<u>20.00</u>
<u>3-108</u>	<u>18.50</u>	<u>19.00</u>	<u>19.50</u>	<u>20.00</u>	<u>20.50</u>
<u>3-109</u>	<u>19.00</u>	<u>19.50</u>	<u>20.00</u>	<u>20.50</u>	<u>21.00</u>
<u>3-110</u>	<u>19.50</u>	<u>20.00</u>	<u>20.50</u>	<u>21.00</u>	<u>21.50</u>

**Full-time, twelve-month employees will have the hourly rate converted to an annual salary. The salary will be determined by multiplying the hours per day times the number of contract days for the current fiscal year.*

TA date: _____

BDS Chief Negotiator: _____

BESPA President: _____

MSSU Executive Director: _____

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