

# FPSU - Variable Pay

## Transportation Employees (B,F)

NIASE - National Institute for Automotive Service Excellence

NIASE tests and certifies automobile and heavy duty truck technician and body repairers and painters.

To be eligible for the incentive pay program, employee:

- a. Must have 2 or more years full-time experience (or equivalent) to be verified by ASE as an automotive technician or in body/paint repair.
- b. Must be employed by the District in one of the following positions:
  - Equipment Mechanic I, II or III (regular)
  - Paint and Body Mechanic I or II (regular)
  - Mechanic Foreperson I, II or III (supervisory)
  - Paint and Body Foreperson (supervisory)
- c. Must be certified by ASE and by successfully completing one or more of the ASE tests.
- d. Must be re-certified as required by ASE to keep credentials current and valid.

Eligible employees receive incentive of \$175 for each test passed up to a maximum of 4 tests in any one calendar year, cumulative to a maximum of 15. This pay shall continue to be paid as long as certification is maintained and proof of certification or recertification is filed with District Department of Transportation. Incentives shall be paid out the last pay date of December provided valid proof is on file by December 1 for each year the program remains in effect. ASE certification registration and test administration costs are paid by the District for up to 4 tests per year.

## Custodial Employees (B)

A supplement shall be paid for leadership responsibilities to those employees designated to assist a Custodial Foreperson in custodial staff management as follows: (paid out year round over 26 pay periods)

		<b>Annual</b>	<b>Bi-weekly</b>
Leadperson	Reporting to Foreperson II	\$550	\$21.15
Leadperson	Reporting to Foreperson III	\$650	\$25
Leadperson	Reporting to Foreperson IV	\$1,000	\$38.46
Leadperson	Reporting to Foreperson V	\$1,500	\$57.69

Custodians providing services for agencies renting or leasing school facilities shall earn time and one-half for the time services are performed. Custodians providing set-up and custodial services for community school functions shall be entitled to additional hours to complete their regularly assigned duties.

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## **Attendance Incentive (B,D)**

**Employees must work minimum of 11 compensable days of the month to be eligible for incentive. Incentive pay is earned each month, provided employee is not absent for any reason that month. Paid out on the last pay date of the month immediately following the month in which it was earned.**

- > An attendance pay incentive of **\$0.70** per hour is available to eligible custodial employees.
- > An attendance pay incentive of **\$0.35** per hour is available to eligible food service employees.
- > An attendance pay incentive of **\$0.50** per hour is available to eligible FPSU unit D employees.
- > An attendance pay incentive of **\$1.00** per hour is available to Bus Attendants

If assigned to work in summer months, employees are eligible for an incentive pay supplement under the same conditions as during the contract year.

## **Bus Drivers Incentives (B)**

Bus Drivers are eligible for \$175 per month supplement provided:

- a. The Bus Driver is not absent for any reason during the one month period.
- b. There are no motor vehicle violations with conviction or accidents while operating a bus.
- c. The requirements in both A and B above are maintained each month.

For the month of September, the August attendance record will be included. For the month of May, the June attendance record will be included. August and June are considered as extensions of the months of September and May respectively.

The incentive supplement is paid out on the last pay date of the month following the month in which the incentive pay is earned.

Bus Drivers that work during the summer school session receive merit pay supplement of \$175 on or by August 30 of each year.

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## Additional Bus Drivers Provisions (B)

If a field trip requiring school bus transportation is cancelled, the Bus Driver shall be notified of the cancellation as soon as possible. If the Bus Driver is already enroute to the District, the employee shall receive 2 hours compensation.

Bus Drivers and Attendants that conduct a trial run of their routes prior to the regular school year shall receive 3 hours compensation.

Bus Drivers and attendants that conduct a trial run of their summer school routes prior to the summer school session shall receive 3 hours compensation.

Bus Drivers that are given additional assignments that are before or after their regular work hours shall receive the greater of 2 hours pay or actual hours worked, including travel time.

Bus Drivers who complete pre-employment driver training component (38 hours) shall receive a 1 time payment of \$100 on their first anniversary date, provided the Department certifies the employee's performance as satisfactory.

## Standby Pay (B,F)

Standby pay applies to FPSU Maintenance & Plant Operations and Custodial Staff

Employees receive 10% of their regular rate of pay for the days assigned to standby duty.

If required to respond after regular work hours or on the weekend, employee shall be paid the greater of 2 hours at their regular rate of pay or the actual # of hours required to respond.

After regular work hours on any day other than Saturday or Sunday, if employee is able to correct the problem at a District site via computer and the web without having to physically report to the site, employee shall be paid 2 hours at their regular rate of pay. If the employee can show that the # of corrections made that day required more than 2 hours, then the actual hours work shall be paid at the employee's regular rate of pay.

If the same occurs on a Saturday or Sunday, employee is paid 3 hours rather than 2 hours. (Unless the employee can show that the corrections required a greater # of actual hours.)

Should the addition of standby pay cause the employee's total hours worked that workweek to exceed 40, then all additional hours over 40 hours shall be paid out at the employee's rate for overtime pay (which is 1.5 times their regular rate of pay).

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## Paraprofessionals (D)

### Para-Pro Assessment Exam, College Credit & Associate Degree

Eligibility: Employees assigned to Title I schools as Paraprofessional II or Behavior/Physical Needs Asst II.

Employees who successfully complete the PARA-PRO Assessment Exam AND have 30 - 59 hours of college credit, OR have completed 60 college hours OR an Associate Degree qualify to work in a Title I school as a Paraprofessional II or a Behavioral/Physical Needs Assistant II. The employee's salary level shall be increased from 7 to 9. The employee shall be placed on a step that ensures a minimum of 3% increase over their current salary or the new minimum, whichever is greater. The employee must remain in a Title I school assignment in order to continue receiving pay for level 9.

### Special Needs Aides

Employees regularly assigned to serving medically complex students shall be paid an annual supplement of \$1000. Medically complex care may include, but is not necessarily limited to, maintaining gastronomy tubes, observing the use of nebulizers, lifting immobile students, finger stick for use of glucometers, oral suctioning and suctioning of tracheotomy tubes, changing diapers, catheterization, and colostomy bags and other similar functions. The supplement will be recommended by the Principal and approved by the ESE Coordinator upon successful completion of employee training; requires that the PBC Public Health Unit nurse confirm that there is an ongoing need for said procedure.

Employees regularly assigned to serving severely emotionally handicapped or severely behaviorally handicapped (SEH/SBH) students are eligible for a \$500 annual supplement. As with medically complex, the Principal recommends and the ESE Coordinator provides approval. Both the medically complex and SEH/BEH Aides supplements are paid over the contract year.

### Educational Interpreter Stipends

\$500	Educational Interpreter I
\$1,000	Educational Interpreter II
\$2,000	Educational Interpreter III
\$3,000	Educational Interpreter IV
\$4,000	Educational Interpreter IV (Registry of Interpreters for the Deaf - RID)

Supplement payment occurs after the end of the school year for all eligible employees. For full stipend, eligible employees must have worked for the District for the entire school year. A prorated stipend will be based on 1/190 of the stipend for each day on paid status during the school year. Interpreters test each year to ensure they have maintained existing credential(s) or have obtained a higher credential during the school year. ESE Department submits to Payroll an eligibility list requesting stipend payments each June at the close of the school year.

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## Paraprofessional II's Incentive Pay

Paraprofessional II's are entitled to annual supplemental allowances in accordance with the following schedule. Periodic refresher courses may be required for continuing the supplements.

Level I - Basic
High School Diploma
3 years in District system
60 In-service Points
6 sem hrs or 2 courses in Adult and Vocational Educ
\$150

1 year of college	(30 sem hrs/45 qtr hrs/5 certs from a technical or Adult Educ center - each with a min 24 hrs in job-related subjects)
3 years in District system	
75 In-service Points	
\$250	

Level II - Standard
5 years in District system
2 years college (60 semester hours/90 quarter hours)
120 In-service Points
\$350

Level III - Advanced
7 years in District system
3 or more years college (90 semester hours)
120 In-service points
\$450

15 in-service points must be earned each year to maintain the supplement each year. Supplement is paid out each year in one lump sum during the month of November.

## **Temporary Duty in a Higher Classification (B,D,F)**

Upon completing 10 working days serving temporarily in a higher job class, employee will receive 10% increase to their base pay or the new grade level minimum, whichever is greater, which shall be retroactive back to the first day of assignment in the higher job classification.

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## Working Outside of Regular Schedule (B,F)

Employees called to work outside their regularly scheduled hours of duty shall receive no less than 2 hours of pay at their regular rate, or at their overtime rate if applicable.

Paid out the last pay date of the month immediately following the month in which the hours were worked.

## Annual Optional Pay-Out for Accumulated Sick Leave (B,D,F)

At the end of any school year (June 30) an employee who has accrued more than 175 unused sick days may receive payment from the District for any days in excess of 175 earned during that school year.

### **Option 1:**

Employee can elect to receive a tax sheltered annuity in the employee's name.  
Employee's daily rate the last day of the school year times 80% times # of days over 175.  
Not to exceed 20% of annual salary or \$10,500, whichever is less (IRS limitation)

### **Option 2:**

Employee can elect to receive a gross payment equal to daily rate x 80% x # of days over 175.  
Payment shall be subject to all legal withholdings and is not tax sheltered.

### **Option 3:**

Employee can elect both an annuity and a payment (both Option 1 and Option 2).  
Employee determines amount to be applied to the annuity and the remainder to be paid out.  
In any event, payout shall not result in any additional cost to the District under Option 1 or 2.