

MUTUAL PROPOSAL
August 20, 2025
SRP CONTRACT UPDATES

ARTICLE VII -- WORKING CONDITIONS

SECTION A-S Same

SECTION T – ~~JOB SHARING~~ Job Sharing

The Board and the Union recognize the need to allow increased flexibility in finding and successfully completing college courses, as well as maintaining a family focus. The district shall provide a job sharing program as follows:

Job sharing is the employment of two (2) SRP performing the duties and responsibilities of one individual. Job sharing is not designed to be permanent part-time employment or to provide opportunity for individuals to work for another employer.

Two (2) benefit earning SRP who wish to share one position must first request and obtain the approval of their principal/supervisor. Upon approval of the principal/supervisor, the request for job sharing must be sent to the Director of Employee Relations and the President of USEP for approval. If approved, two (2) SRP may participate in the job sharing program for the next school year. Upon approval of the principal, the two (2) SRP may request to extend job sharing ~~for additional years to a maximum of five (5) years~~. Job sharing will be approved in one-year periods.

Reasons for a SRP requesting to job share may include the following:

- a. Childcare.
- b. Medical condition of the SRP or immediate family member. Immediate family shall mean husband, wife, child, father, mother, brother, sister, or other close relative or member of his/her household.
- c. Advanced study leading toward a higher degree.
- d. College work leading toward certification in education.
- e. Other stated reasons.

SRP approved for job sharing must agree to the following conditions of employment:

- a. Each SRP must work one-half (1/2) day of the benefit earning position. The schedule of duties and assignments shall be made by the principal/supervisor. Any changes must be approved by the principal/supervisor.
- b. Each SRP shall be credited with four (4) one-half (1/2) days of Sick Leave in proportion with the hours of the position, at the end of the first month of employment each year and shall earn one-half (1/2) day of Sick Leave each month thereafter. Sick Leave will be credited each pay period until the yearly allotment is reached. Each SRP shall be allowed up to six (6) one-half (1/2) days of personal leave. Such leave will not be cumulative and shall be deducted from accrued sick leave when used.
- c. Each SRP in a vacation earning position shall earn vacation according to Article VIII, Section B-5.
- d. Each SRP shall receive the appropriate contributions for the Florida Retirement System and social security.
- e. Each SRP will be paid as shown on the appropriate salary schedule.
- f. For the purposes of seniority and credit on the salary schedule, assignments for each SRP will constitute more than one-half of the school year thus entitling each SRP to one year of service.
- g. One SRP will receive full benefits, health, and flexible benefits, as provided by the district. The other SRP will sign a waiver of such benefits.
- h. Should one of the two SRP job sharing have to vacate his/her position during the year due to

unavoidable circumstances, the remaining SRP will assume that position. However, in cases where a replacement for the vacating job sharing SRP can be found who is approved by the principal/supervisor, the Director of Employee Relations, and the President of USEP, the position may continue as a job sharing position.

- i. Upon return from an approved job sharing position of no more than one (1) year, a SRP shall be placed in the same position held upon applying for said job sharing position if such position exists. Any SRP who is hired for the purpose of replacing an individual who is job sharing will be notified upon employment that employment is for the period of the job share and will sign a condition of employment letter which states that they will be terminated at the end of the period. In the event the SRP does not return from his/her job sharing position or extends the job sharing agreement beyond one (1) year, the person occupying the position shall continue in the position.
- j. If a job share is extended beyond one (1) year, upon completion of the job share one (1) of the two (2) SRP will be laid off in accordance with Article VII, Section D, of the SRP Master Contract.
- k. Other working conditions and benefits as stipulated in the SRP Master Contract may not be applicable and subject to waiver based upon the needs of the students, school, or position. Such waivers shall be agreed to by the Director of Employee Relations and the President of USEP.

SECTION U – ~~MONITORING OF PRE-K STUDENTS ON BUSES~~ Monitoring of Pre-K Students on Buses Same

SECTION V – ~~TRANSPORTATION COMMITTEE~~ Transportation Committee Same

END OF ARTICLE VII

KR
For the Board

8/20/25
Date

Hyun M Cwalle
For the Union

8/20/25
Date