

Addendum to the Master Contract

between

School Board of Okaloosa County

and

**Okaloosa Education Staff
Professionals**

Agreement reached at the table June 23, 2021

ARTICLE 7 - WORKING CONDITIONS.

D. Health and Safety

8. Drug and/or alcohol testing will be conducted for employees under the following circumstances:

1. An employee may be subject to drug testing when reasonable suspicion is determined under applicable laws that the employee is using or has used drugs.

2. An employee shall be subject to a drug screen immediately following a work-related accident or injury.

Refusal to submit to a drug/alcohol test following a work-related accident or injury shall subject the employee to loss of workers' compensation benefits.

I. Additional Working Conditions for Assistants, Clerks and Secretaries

3. In the event a substitute teacher cannot be found for a teacher the District may then ask a paraprofessional, if they wish to be considered as a substitute teacher. The paraprofessional who volunteers or is used during an emergency or after all other viable options have been exhausted will, ***after having worked at least 25 minutes***, be paid ~~\$7.00~~ ***\$7.75*** per hour in addition to the regular salary ***payable in 15-minute increments.***

L. Process for Submitting Job Description Changes/Upgrades

4.

f. Employees who have upgrade submissions denied by the committee in 2 consecutive years shall not submit upgrade requests for that position again for 3 years unless job responsibilities change.

ARTICLE 13 – COMPENSATION

C. Insurance

9. The Board provided health, long term disability, dental, and life insurance program will be reviewed prior to ~~May~~ ***October*** 1st of each year by the Benefits Oversight Group. Members of this group (Chief Negotiator for the Board, District Finance Officer, Chief Negotiator for the Association, and the Association President) will review any proposed changes to the above-named insurance plans (benefits or premiums). Changes to any of the above-named plans will be negotiated at the table.

SALARY SCHEDULE

Step plus .5% general improvement

Additional Adjustments:

Drop lowest 2 steps from each paygrade

Add 1 Step to the top of each paygrade