

FMC/FPS Tentative Agreement  
5.2.2019

1. Current 2016-2019 Master Agreement shall be extended through June 30, 2020.
2. Holidays - V.B.1.a.1)
  - a. 1) For the ~~2016-2019~~ 2019-2020 work year each employee will have the following holidays:
    - a) - h): unchanged
    - i) Martin Luther King Jr. Day  
reletter current i) - n) to j) - o)

*Mike [Signature]*  
5-2-2019

*Jim [Signature]*  
5/2/2019  
11:30am

3. Vacations - V.C.4.

a. Maintenance employees ~~Employees hired on or after July 1, 2008~~ shall be entitled to vacation pay or days in accordance with the following schedule:

**MAINTENANCE EMPLOYEES**

i. **Employees hired before July 1, 2008:**

<u>YEARS OF SERVICE</u>	<u>12 MONTH</u>	<u>LESS THAN 12 MONTHS</u>
Less than 1 year	.5 day/month	0 days
After 1 year	10 days	8 days
After 5 years	15 days	13 days
After 10 years	20 days	17 days
After 15 years		20 days

ii. **Employees hired on or after July 1, 2008:**

<u>YEARS OF SERVICE</u>	<u>12 MONTH</u>	<u>LESS THAN 12 MONTHS</u>
Less than 1 year	.5 day/month	0 days
After 1 year	10 days	8 days
After 5 years	<del>12 days</del> 15 days	13 days
After 10 years	<del>15 days</del> 17 days	<del>17 days</del> 15 days
After 15 years	<del>17 days</del> 20 days	<del>20 days</del> 17 days

**NUTRITION SERVICES EMPLOYEES**

<u>YEARS OF SERVICE</u>	<u>LESS THAN 12 MONTH</u>
Less than 1 year	.5 day/month
After 1 year	8 days
After 5 years	10 days

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5.7.2019

*PA*  
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b. **Nutrition Services employees** ~~Employees hired on or after July 1, 2008~~ shall be entitled to vacation pay or days in accordance with the following schedule:

**MAINTENANCE EMPLOYEES**

<u>YEARS OF SERVICE</u>	<u>12 MONTH</u>	<u>LESS THAN 12 MONTHS</u>
Less than 1 year	.5 day/month	0 days
After 1 year	10 days	5 days
After 5 years	12 days	8 days
After 10 years	15 days	12 days
After 15 years	17 days	15 days

**NUTRITION SERVICES EMPLOYEES**

iii. **Employees hired before July 1, 2008:**

<u>YEARS OF SERVICE</u>	<u>LESS THAN 12 MONTH</u>
Less than 1 year	.5 day/month
After 1 year	8 days
After 5 years	10 days

iv. **Employees hired on or after July 1, 2008:**

<u>YEARS OF SERVICE</u>	<u>LESS THAN 12 MONTH</u>
Less than 1 year	0
After 1 year	5 days

  
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4. **Appendix A**

Nutrition Services:

2019-2020 School Year: Step Credit upon eligibility. Off schedule signing bonus payment equivalent to two days' pay for employees at top step, and one day's pay for employees not advancing to a new experience tier (employees who have achieved the After 1 Yr rate, but are not moving to the After 5 Yrs rate), payable the second pay in February.

Maintenance:

2019-2020 School Year: Step Credit upon eligibility.

5. **Technician Classifications:**

- A. The Classifications of HVAC, Master Plumber, and Master Electrician shall only be assigned to those employees who have retained full licensure(s) and/or certification(s) to perform said work.**
- B. Should an employee in Department Group #2, either allow their certification(s) and or licensure(s) to expire or in the event a new employee is hired and lacks the proper certification(s) and/or licensure(s) as determined by the Board, the employee shall be placed in the according "Technician" classification, i.e. HVAC.**
- C. Should any employee in a technician(s) positions listed above, obtain full certification and/or licensure as determined by the Board, then the employee shall be moved into the applicable classification. However, at any given time, the district will maintain only no more than three (3) licensed/certified HVAC mechanics, one (1) Master Plumber, and one (1) Master Electrician.**

*[Handwritten signature]*  
5.2.2019

*[Handwritten signature]*  
5/2/2019  
11/25/2019