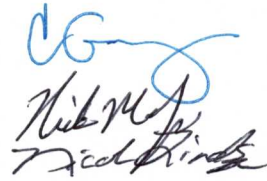


ARTICLE VIII – NO CHANGES



SENIORITY

VIII.1 TYPES OF SENIORITY

- A. "Seniority" shall accumulate from the employee's permanent date of hire with the Escambia County School District. The permanent date of hire shall be the date when the employee is hired for a position within the Union of Escambia ESP bargaining unit. Years earned under the Civil Service System shall count as additional years in calculating "District Seniority".
- B. "Departmental seniority" shall accumulate from the employee's permanent date of hire within a specific department.
- C. "Shop seniority" shall accumulate from the employee's permanent date of hire within a specialized skill area.
- D. "Classification seniority" shall accumulate from the date of appointment to the employee's classification and shall be utilized only when all other factors are equal among the applicants.
- E. "Work site seniority" shall accumulate from the date of permanent assignment to a specified work site or center.
- F. Where employees are hired on the same date, their seniority order shall be determined by lottery among all employees hired on that date. Employees hired prior to the 1995-96 year who were assigned seniority order alphabetically by last name among others hired on the same date, shall maintain that place in the seniority rankings, regardless of any name change which may subsequently occur.

VIII.2 SENIORITY PROVISIONS

- A. The Board shall maintain and post an up-to-date, step pay grade seniority roster, including name and date of hire, and shall forward a copy to the Union semi-annually.
- B. Mechanics, Maintenance Workers and Custodial Workers shall be allowed to choose their work shift by seniority in the work area assigned by the immediate supervisor.
- C. Seniority shall prevail in cases of involuntary transfers and/or District reassignments, bidding, shift assignments, extra duty assignments, length of work day and annual leave scheduling (unless stated otherwise in Article XII – Hours and Working Conditions).
- D. Seniority shall prevail in transfer providing related knowledge, technical ability and training is essentially equal.

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- E. Seniority shall prevail in promotion provided technical training, knowledge and related experience are essentially equal. Pertinent factors such as performance ratings, attendance and disciplinary records for the past two (2) years shall be a consideration.

- F. Resignations and similar breaks in service, except approved leaves, shall constitute a break in seniority. Seniority after a break in service shall begin from the most recent date of permanent hire.