

## Article II – RECOGNITION

~~The Board hereby recognizes the Association as the sole and exclusive bargaining agent for all employees listed below defined in the certification instrument (Case RC 98-047: Certification No. 1261) ordered by the Florida Public Employees Commission on the 7th day of June: Entered the 7th day of June, 1999, in Tallahassee, Florida.~~

- A. The Board hereby recognizes the Association as the sole and exclusive collective bargaining representative for employees in the unit described in Certification Number 1261 as ordered and amended by the Florida Public Employees Relations Commission. ~~Citrus County School Board~~ employed in the following classifications:

**INCLUDED:** Accounting Analyst; Administrative Aide; Administrative Secretary (except those listed in Attachment A); Assistant Bookkeeper WTC - Business Office; Attendance Assistant; Bookkeeper, District; Bookkeeper, Elementary; Bookkeeper, Middle / High School; Bookkeeper, WTC; Budget and Cost Specialist - Food Services; Business Office & Financial Aid Specialist – WTC; Buyer - Food Services; Career Advisor, Technical College; Computer Lab Aide / Paraprofessional; Computer Network Specialist; Construction Strategies Facilitator; Data Secretary; Database Support Specialist; Dispatcher, Maintenance; District Secretary (except those listed in Attachment A); Educational Sign Language Interpreter Levels 1, 2, and 3; Educational Sign Language Interpreter Non-Leveled; Exceptional Student Education Aide / Paraprofessional; Facilities and Construction Analyst; Financial Aid Specialist, Technical College; Guidance Secretary; Health Room Attendant; Information Technology Desk Clerk; Job Coach; Lead On-Site Helper (Childcare); Lead Systems Support Specialist Camera and Electronic Locks Technician; Lead Systems Support Specialist Security and Low Voltage Systems; Maintenance Analyst; Marine Science Station Office / Kitchen Manager; Media Aide / Paraprofessional; Network Support Specialist; Network Systems Engineer; Occupational Therapy Assistant; Office Clerk; On-Site Helper; Payroll Analyst (except those listed in Attachment A); Personnel Analyst (except those listed in Attachment A); Physical Therapy Assistant; Planning and Growth Management Technician; Programmer / Analyst - Food Service; Project Leader, Network; Project Leader, Support; Purchasing Agent for WTC; Purchasing Agent Maintenance; Purchasing Analyst; Registrar; School Nurse, Licensed Practical Nurse Level; School Office Clerk; School Secretary; School Technology Specialist; Secretary / Bookkeeper – TRC; Student Assistance Facilitator for ESE Students; Student Database Specialist; Student Health Facilitator; Student Systems Analyst; Student Systems Specialist; Switch Board Operator; Systems Support Specialist Building Management Systems; Systems Support Specialist Camera and Electronic Locks Technician; Teacher Aide / Paraprofessional, Classroom; Technology Support Specialist; Technology Systems Specialist; Transportation Analyst.

**EXCLUDED:** All supervisory or managerial employees; all confidential employees; all employees having investigatory conflicts (Attachment A); all certified instructional employees; all classifications not specifically included.

Accountant;	Database Support Specialist;	Programmer/Analyst — (with Exceptions);
Accountant Technician; — Food Services;	Dispatcher;	Purchasing Agent;
Accounting Clerk;	District Secretary;	Registrar, High School;
Administrative Aide;	Educational Interpreter;	School Nurse, Licensed — Practical Nurse Level;
Administrative Secretary — (with Exceptions)	Extended Day Care Site — Supervisor;	School Office Clerk, Elementary/Middle/High;
Aide/Paraprofessional;	Financial Aid Specialist;	School Secretary;
Assistant Bookkeeper;	Guidance Secretary;	Senior Accountant — (with Exceptions);
Assistant Route Manager;	Health Room Attendant;	Student Assistance — Facilitator;
Attendance Assistant;	Job Coach;	Switchboard Operator;
Bookkeeper;	Network Support Specialist;	Systems Specialist;
Bus Aide;	Occupational Therapy — Assistant (Certified);	Systems Support Specialist;
Business Office & Financial — Aid Specialist;	Office Clerk;	Technology Support — Specialist;
Business Office Manager;	On-Site Helper — (Child Care);	Transportation Information — Clerk;
Buyer;	Parent Facilitator;	User Support Specialist;
Computer Network Specialist;	Personal Analyst — (with Exceptions);	Web-Based Information — Specialist;
Construction Strategies — Facilitator;	Physical Therapy Assistant;	
Data Secretary;	Planning and Growth — Management Technician;	
Data Technician—Food — Services;	Program Coordinator; — Technical Center;	

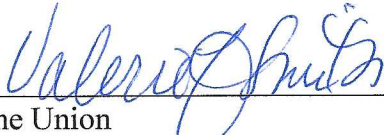


- A. ~~EXCLUDED: All supervisory managerial or confidential employees, all employees having an investigatory conflict, all professional employees, all instructional employees, and all classifications not specifically included.~~
- B. The terms "Support Personnel", "Support Person", and "bargaining unit employee" when used hereinafter in this Agreement shall refer to all employees represented by the Association in the bargaining negotiating unit as determined by Paragraph A, above.
- ~~B. C.~~ The Board agrees not to negotiate with any Support Personnel organization other than the Association for the duration of this Agreement on matters concerning terms and conditions of employment for Support Personnel included in the bargaining unit.
- C. D. In being granted recognition as the sole and exclusive bargaining negotiating representative, the Agreement this contract shall apply to cover all Support pPersonnel in the bargaining unitDefined Unit regardless of membership in the Association; and without discrimination.
- E. The Board agrees not to negotiate individually with any Support Personnel on matters covered by this Agreement. The parties agree that this provision shall not apply to the informal grievance procedure.

TA# 4

  
For the Board

10/6/25  
Date

  
For the Union

10/6/25  
Date