

Memorandum of Agreement
Temporary Assignment of Higher-Title Duties
(Supplemental Compensation)

The parties recognize there may be times due to temporary vacancy, whether due to resignation or absence, bargaining unit members will be asked to temporarily perform higher title responsibilities. While the 2023-2027 Master Agreement makes clear the calculation for compensation when a bargaining unit member is permanently reclassified to work in a higher title within the same bargaining unit, it is silent on the calculation for temporary acceptance of such duties both within and outside the bargaining unit. This agreement is intended to address the instances not addressed in the 2023-2027 Master Agreement. Therefore, the parties agree:

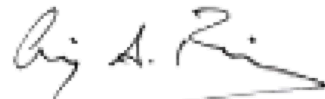
1. The same criteria used for permanent reclassification to a higher title will be used to determine qualification for temporary assignment of additional higher-title duties.
2. Assignment of additional higher non-managerial duties will result in temporary compensation using the same criteria used for permanent reclassification.
3. Assignment of higher title duties of a managerial nature/position will result in supplemental compensation at the minimum of the range of the managerial position, or fifteen percent (15%) above the bargaining unit member's current permanent position, whichever is greater, for all hours worked while temporarily assigned.
4. In the case where a bargaining unit member assumes responsibilities from a position with the same State classification level in addition to keeping their regular duties, bargaining unit members will be entitled to compensatory time at straight time for hours worked over their normal schedule if their primary job is exempt from overtime, and at time and a half for hours worked over their normal schedule if the primary job is eligible for overtime.

For the Union:



Emari DiGiorgio
SFT President

For Management:



Dr. Craig S. Bickley
Interim Chief Human Resources
Officer

Effective: February 25, 2025