

USEP ECONOMIC PROPOSAL #2

November 9, 2016

INSTRUCTIONAL ECONOMIC PROPOSAL 2016-2017

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract. Accordingly, the Board and Union have agreed to the following:

1. Salaries

a. Salary Schedules

- 1. Salary increases for ~~2016-2017~~ 2015-2016 will be in compliance with Florida Statute 1012.22 and will be paid according to the performance pay plan and grandfathered plan as described in this proposal.
- 2. ~~\$8,817,014~~ \$6,847,500.36 will be provided for total instructional salary increases. One half of this amount, ~~\$4,408,507~~, \$3,423,750.18 will be provided for instructional employees to receive a cost of living increase of one point eight seven one and one-half percent (1.871½%) of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date on or before ~~June 10, 2016~~ June 5, 2015 will be eligible for the cost of living increase described in this paragraph.
- 3. The following formula will be used to determine the distribution of the remaining ~~\$4,408,507~~ \$3,423,750.18 made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan:
  - a. Define the number of teachers in each base category: Grandfather (GF), PFP Effective (E), PFP Highly Effective (HE). Grandfather equals 1 salary factor, PFP Effective equals 1.05 salary factors and PFP Highly Effective equals 1.4 salary factors.

~~a.b.~~ For the ~~2016-2017~~ 2015-2016 school year, summative evaluations for ~~2014-2015~~ 2013-2014 shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective. Teachers who are on the performance pay plan who received less than an Effective summative evaluation for ~~2014-2015~~ 2013-2014 will not be eligible for an increase in salary under the performance pay plan. Teachers who are on the performance pay plan who did not receive a summative evaluation for ~~2014-2015~~ 2013-2014 will receive one half of the grandfathered salary factor increase if they worked sufficient days in ~~2015-2016~~ 2014-2015 to have met the year of service requirement. Teachers who are on the performance pay plan will receive the appropriate increase for earning Highly Effective or Effective as described ~~below~~ above if they worked sufficient days in ~~2015-2016~~ 2014-2015 to have met the year of service requirement. Teachers who are on the grandfathered pay plan will receive the grandfathered salary factor increase if they worked sufficient dates in ~~2015-2016~~ 2014-2015 to have met the year of service requirement.

- ~~a.~~ Multiply the number of teachers in each category by the corresponding factor.
- ~~b.~~ Divide the total amount of funds available by the total teacher factor.
- ~~c.~~ Multiply the amount determined by the factor for each category to determine salary increase.

<u>Base Categories</u>	<u>Salary Improvement</u>
PFP if worked sufficient days but no 14-15 evaluation	\$500
Grandfathered	\$1000
PFP Effective	\$750
PFP Highly Effective	\$1001

<b>Base Categories</b>	<b>Salary Factor/Share Value</b>
PPF if worked sufficient days but no <del>14-15</del> 13-14 evaluation	.5
Grandfathered	1
PPF Effective	1.05
PPF Highly Effective	1.4

4. The District will set aside the remaining portion (approximately \$112,041) ~~continue to provide \$250,000~~ for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District from October 1, ~~2016~~ 2015 – April 30, ~~2017~~ 2016. For the ~~2016-2017~~ 2015-2016 school year, Critical Shortage for the purposes of differentiated pay is defined as: School Psychologist, Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - Health Public Service Occupation Education, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher - Technology Education.

Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers on the performance pay plan and grandfathered pay plan are eligible for these supplements.

#### **Differentiated Pay Categories/Supplements**

Title One eligible or DDD/F  
Critical Shortage

5. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, ~~2016~~ 2015, onto the instructional salary range.
6. Within 60 days of ~~Following the~~ ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided a copy of their contract that will reflect their base salary for the ~~2016-2017~~ 2015-2016 school year.
- b. Except as otherwise noted, supplement schedule amounts will remain the same as during the ~~2015-2016~~ 2014-2015 school year.
- c. The payment and increases shown above will be provided retroactively to July 1, ~~2016~~ 2015, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason other than retirement.

#### **2. Additional Compensation for Secondary Teachers Providing an Additional Period of Instruction.**

For the ~~2016-2017~~ 2015-2016 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall continue to be paid a supplement of ~~\$6,000~~ \$5,000 annually, or ~~\$3,000~~ \$2,500 on a semester basis. Full time teachers at Marchman Technical College, except those employed prior to July 1, 1997, shall receive this supplement.

#### **3. Fingerprint Retention Fees**

The Board will continue to pay fingerprint retention fees for teachers, estimated to be ~~\$32,884~~ \$44,000 for the ~~2016-2017~~ 2015-2016 school year.

#### **4. Fringe Benefits**

The Board agrees to contribute ~~\$6,642.98~~ \$6,385.83 (an increase of ~~\$257.18~~ \$130.39) per eligible employee, toward the cost of the health insurance benefits package for the ~~2017~~ 2016 insurance plan year.

The Board's contribution will be used to pay those premiums associated with the fully-insured benefits contained in the health insurance benefit package, to pay all claims and administrative costs incurred and associated with the self-insured benefits contained in the health insurance benefit package, and to contribute towards the insurance reserve account for the self-insured benefits contained in the health insurance benefit package. In order to balance the insurance budget, the District Insurance Committee agreed that effective January 1, 2014, the annual \$150 per employee flexible benefit would be replaced with an annual health risk assessment incentive of up to \$250 per employee.

Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will be placed in the insurance reserve/surplus account and applied towards the insurance costs and/or reserve for the 2018 ~~2017~~ plan year. Should increases in costs for the products and services contained in the health insurance benefit package require an additional District contribution in excess of the operating dollars budgeted for the 2017 ~~2016~~ benefit year, the Board and the Union will meet to decide how to balance any such deficit.

In addition, the alternative "opt-out" program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health insurance plans. The amount of this "opt-out" will be \$1,200.

Effective with the 2013-2014 school year, employees receiving the District's health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package through the end of August of that plan year.

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For the Board

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Date

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For the Union

\_\_\_\_\_  
Date

## USEP ECONOMIC PROPOSAL

August 25, 2016

### ADDENDUM A

#### INSTRUCTIONAL SALARIES

##### Rules Governing Instructional Salaries

##### 1. Instructional Salaries

###### a. Instructional Pay Plans

Instructional Pay Plans - All teachers shall be paid according to the applicable performance pay or grandfathered pay plans, established by the economic proposal of this agreement and the rules governing its application. Both plans utilize the Instructional Salary Range, which consists of a minimum and maximum base salary. The attached placement schedule will be used to establish the starting salary for teachers hired on or after July 1, ~~2016~~ 2015.

###### b. Extended School Year Program Schedule / Summer School Schedule – Same.

###### c. Part-Time Adult Education – Same.

###### d. Part-Time Homebound Instruction – Same.

###### e. After-Hour Required ESE Activities – Same.

###### f. After-Hour Staff Development Activities – Same.

###### g. After-Hour Instructional Programs – Same.

###### h. Noncertificated – Same.

###### i. After-Hour Project Work – Same.

###### j. School Psychologists – Same.

##### 2. Differentiated Pay

The Board's salary schedules for instructional personnel allow for and provide differentiated pay as required in Florida Statute 1012.22.

Differentiated pay is provided as listed below:

Supplements for Title I eligible or DDD/F schools as provided in the economic proposal;

Supplements for Critical shortage area as provided in the economic proposal;

Supplements for advanced degrees;

Academic Supplements listed in Addendum B;

Athletic Supplements listed in Addendum B;

Supplements to instructional positions identified in Addendum C;

Compensation for additional teaching assignment beyond the regular teaching assignment as listed in Addendum A. (These additional teaching assignments include Part-Time Adult Education, Part-Time Homebound Instruction, After-Hour ESE Activities, After-Hour Instructional Programs, and After-Hour Project Work);

Extended School Year assignments;

Additional compensation for teachers working at a school covered by a Memorandum of Understanding specific to its individual circumstances, i.e. Differentiated Accountability Schools ~~Lacoochee Elementary~~.

##### 3. Teaching/Related Creditable Work Experience – Same.

##### 4. Advanced Degree/18 Hour Credit – Same.

**5. Full Year of Experience – Same.**

**6. Pay Dates**

For the ~~2016-2017~~ 2015-2016 school year, all instructional employees shall be paid in twenty-six (26) equal installments. Teachers and school psychologists on a 196 day contract shall receive their first paycheck on ~~August 26, 2016~~ September 4, 2015, their second paycheck on September 11, 2015, and subsequent paychecks will be issued at two (2) week intervals thereafter and ~~five (5) four (4)~~ paychecks on ~~May 31, 2017~~ June 10, 2016. All teachers and school psychologists on a 196 day contract will receive a ~~sixth (6<sup>th</sup>) fifth (5<sup>th</sup>)~~ paycheck on ~~June 14, 2017~~ June 24, 2016, less any unpaid leave time from the final pay period. Instructional employees who work 206 or 216 days shall receive their first paycheck on August ~~26, 2016~~ 28, 2015, and all subsequent paychecks at two (2) week intervals thereafter. Instructional employees who work 206 or 216 days will receive ~~five (5) four (4)~~ paychecks on June ~~16, 2017~~ 24, 2016.

**5. Termination Pay Dates – Same.**

**6. Daily Rate Calculation – Same.**

**9. Hourly Rate Calculation – Same.**

**10. Marchman 1.2 Salary Rate – Same.**

**11. James Irvin Education Center, and Harry Schwettman Education Center, and Achieve Centers of Pasco**

Instructors at James Irvin Education Center, and Harry Schwettman Education Center, and Achieve Centers of Pasco who work an eight (8) hour day will be paid their regular hourly rate as provided by subsection nine (9) of this section and be compensated for the additional one-half (1/2) hour.

**12. Teachers Providing an Additional Period of Instruction – Same.**

Teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of ~~\$6,000~~ \$5000 annually, or ~~\$3,000~~ \$2500 on a semester basis. Effective July 1, 2014, full time teachers employed at Marchman not covered by item 10 above will also be compensated this amount.

**END OF ADDENDUM A**

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For the Board

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Date

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For the Union

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Date

**ADDENDUM A-1**

<u>Student supervision (voluntary, non-instructional time outside of contract hours)</u>	<u>\$15.00 per hour</u>
Attending focus groups	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Training participation	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Attending user groups	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Attend vendor demonstrations	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Training delivery and facilitation (includes development)	Instructors shall receive one and one-half (1 1/2) times their regular hourly rate of pay except those provided for advanced degrees for each meeting hour taught.
Training development (no facilitation)	\$18.00 per hour
Evaluations (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Head Start Program Requirements	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
IEPs (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Screenings (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Servicing Equipment (Job-related, outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Staffings (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
ESE Testing (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Bid evaluations	\$18.00 per hour
Curriculum development	\$18.00 per hour
Curriculum mapping	\$18.00 per hour
Curriculum revision	\$18.00 per hour
Manual revisions	\$18.00 per hour
Procedure development	\$18.00 per hour
Program development	\$18.00 per hour
Test blueprints	\$18.00 per hour
Test development	\$18.00 per hour
Test review	\$18.00 per hour
Item writing	\$25.00 per approved item
Item review	\$5.00 per item

**USEP ECONOMIC PROPOSAL**  
**August 25, 2016**  
**ADDENDUM B**  
**SUPPLEMENT SCHEDULE**

1. through 7. – Same.

**SUPPLEMENT SCHEDULE**

<b>ACADEMIC SUPPLEMENTS</b>	<b>DOLLAR AMOUNT</b>
CTE Lead Teacher	1175
FBLA District Advisor	1000
Band Director:	
Middle School	2549
High School	3476
* Behavior Specialist	1568
Board Certified Behavior Analyst	1000
Choral Director	1101
Orchestra Director	1101
Department/Grade Level Chairperson/Team Coordinator/PLC Facilitator	1019
Flag Corps Sponsor	1101
* Guidance Counselor	1568
High School Class Sponsor	1101
High School Newspaper Sponsor	1101
Drama/Play Director	1101
Dance Director	1101
* Instructional Trainer/Coach	1568
Learning Design Coach	1568
* Pasco FDLRS Resource Teacher	1568
* Pasco FDLRS Child Find Resource Teacher	1568
* School Nurse	1568
* School Social Worker	1568
Senior Project Coordinator	1019
Special Olympics	
Fall	500
Winter	500
Spring	500
* Speech/Language Pathologist (BA-NON CERT)	1568
* Speech/Language Pathologist (MA-CERT)	3066
* Speech/Language Pathologist (MA-CERT / CCC)	5000
Speech/Language Pathologist Mentor	2352
Student Achievement Coach	1019
Student Council Sponsor	1101
Teacher Assistance Team (Activated)	As specified per USEP/District agreement up to 1854

Teacher Mentor	398
Vocational Agriculture Teacher	2329
Career Technical Student Organization (High School): Sponsorship (Requires District/State Competition)	1226
Career Technical Student Organization (CTSO) Middle School Sponsorship (Requires District/State Competition)	975
Participation in state competition	290
Participation in national competition	290
Yearbook Sponsor:	
Elementary School	450
Middle School	875
High School	1101

\* Identifies Required Supplements

END OF ACADEMIC SUPPLEMENT SCHEDULE

#### ATHLETIC SUPPLEMENTS

Athletic Director	4815
Summer	500
Head Football:	
Fall	3100
Spring	1376
Assistant Football:	
Fall	1515
Spring	675
Basketball	3031
Assistant Basketball	1652
Baseball/Softball	2387
Assistant Baseball/Softball	1562
Track	2387
Assistant Track	1562
Wrestling	2387
Assistant Wrestling	1562
Cross Country	1745
Golf	1469
Soccer	2387
Assistant Soccer	1562
Swimming	1745
Assistant Swimming	1104
Tennis	1469
Volleyball	2387
Assistant Volleyball	1562
Weightlifting	1469
Business Manager/Assistant Athletic Director	2019
Cheerleader Coach	2387
Assistant Cheerleader Coach	1787

END OF HIGH SCHOOL ATHLETIC SUPPLEMENT SCHEDULE



**MIDDLE SCHOOL ATHLETIC SUPPLEMENTS**

**DOLLAR AMOUNT**

Athletic Director	2003
Football	1727
Assistant Football	1160
Basketball	1452
Soccer	1452
Track	1452
Assistant Track	919
Volleyball	1452
Business Manager/Assistant Athletic Director	919
Cheerleader Coach	1452

END OF MIDDLE SCHOOL ATHLETIC SUPPLEMENT SCHEDULE

**END OF ADDENDUM B**

\_\_\_\_\_  
For the Board

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Date

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For the Union

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Date

USEP ECONOMIC PROPOSAL

August 25, 2016

ADDENDUM C

Instructional Bargaining Unit – Description

Audiologist/Itin. Teacher of the Deaf/Hard of Hearing	Teacher - Prekindergarten ESE
*Behavior Specialist	Teacher - Gifted
Career Specialist	Teacher - Intellectual Disabilities
Compliance Teacher	Teacher - Online Courses
Early Childhood Programs Coach	Teacher - Physically Impaired
Early Childhood Programs Interventionist	Teacher - Prekindergarten (Certified)
Florida First Start Resource Teacher	Teacher - Science/Environmental Education
Graduation Enhancement Resource Teacher	Teacher - Varying Exceptionalities
Graduation Enhancement Teacher	Teacher - Virtual School
Grant Resource Teacher (Grant Funded)	Teacher - Visually Impaired
Grant Resource Teacher for Inclusion	Teacher - Therapeutic Preschool
Grant Resource Teacher for Transition	Work Evaluator
*Guidance Counselor	
Homebound Teacher	
Learning Design Coach	
*Instructional Trainer/Coach	
Job Placement/Transition Specialist	
Migrant Advocate	
Orientation Mobility Specialist	
Parent Involvement Educator	
*Pasco FDLRS Resource Teacher	
*Pasco FDLRS Child Find Resource Teacher	
Pre-School Resource Teacher - ESE	
Pre-School Resource Teacher - Prekindergarten	
*Prevention/Intervention Counselor	
Resource Teacher	
*School Nurse	
School Psychologist	
*School Social Worker	
School to Career/Tech Prep Articulation Coordinator	
Special Populations Coordinator	
*Speech Language Pathologist	
Teacher - Adaptive Physical Education	
Teacher- Autism Spectrum Disorders	
Teacher - Basic Education - Academic Program	
Teacher - Basic Education - Summer Academic Program	
Teacher - Career and Technical Education	
Teacher - Deaf/Hard of Hearing	
Teacher - Emotionally Behaviorally Disabled	

\* Identifies Supplemented Positions

**END OF ADDENDUM C**

\_\_\_\_\_  
For the Board

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Date

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For the Union

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Date

**USEP ECONOMIC PROPOSAL**

**August 25, 2016**

**ARTICLE X - SALARY AND TEACHER WELFARE**

**SECTION A - Salary Schedule and Remunerations**

1. Same.
2. The placement schedule contained in Addendum A will be used to establish the starting salary for teachers hired on or after July 1, 2016 ~~2015~~.
3. through 8. – Same.

**SECTION B - Fringe Benefits**

1. Health Insurance
  - a. The Board agrees to contribute ~~\$6,642.98~~ ~~\$6,385.83~~ per eligible employee toward the cost of the benefits package for the 2017 ~~2016~~ insurance plan year.
    - i.- Same.
    - ii.-Same.
  - b. Through f. – Same.
2. Retirement – Same.

**SECTION C - Payroll Deduction for Additional Benefits – Same.**

**SECTION D - Early Retirement Monthly Benefit – Same.**

**SECTION E - Deferred Retirement Option Program (DROP) – Same.**

**SECTION F - Retiree Healthcare Premium**

1. Same.
2. Same.
3. The Board agrees to contribute the same amount toward the retiree's life insurance premium each year as it does toward the premium of an active, regular employee.
43. Any employee hired on or after January 1, 2014, will not be eligible for the benefits provided for in this section. Any employee hired prior to January 1, 2014, will continue to be eligible for the benefits provided for in this section.

**SECTION G - Meritorious Attendance Incentive Pay**

1. Retirement Incentives

The District School Board of Pasco County will provide meritorious attendance incentive pay to members of the bargaining unit at normal retirement (retirement under any established retirement plan with full or reduced benefits as provided by law) or to the bargaining unit member's beneficiaries if service is terminated by death. Meritorious attendance incentive pay shall be determined as follows:

- a. During the first three (3) years of service in a Florida school district, the daily rate of pay multiplied by 35 percent (35%) times the number of days of accumulated sick leave credited with the District School Board of Pasco County.
- b. During the next three (3) years of service in a Florida school district, the daily rate of pay multiplied by 40 percent (40%) times the number of days of accumulated sick leave credited with the District School Board of Pasco County.
- c. During the next three (3) years of service in a Florida school district, the daily rate of pay multiplied by 45 percent (45%) times the number of days of accumulated sick leave credited with the District School Board of Pasco County.
- d. During and after the tenth (10<sup>th</sup>) next three (3) years of service in a Florida school district, the daily rate of pay multiplied by 50 percent (50%) times the number of days of accumulated sick leave credited with the District School Board of Pasco County.

- e. During and after the ~~thirteenth (13<sup>th</sup>)~~ ~~fifteenth (15<sup>th</sup>)~~ year of service in the Pasco school district, the daily rate of pay multiplied by ~~100 percent (100%)~~ ~~75 percent (75%)~~ times the number of days of accumulated sick leave credited with the District School Board of Pasco County.
- ~~f. During and after the twentieth (20<sup>th</sup>) year of service in the Pasco school district, the daily rate of pay multiplied by the number of days (100 percent) of accumulated sick leave credited with the District School Board of Pasco County.~~
- g. Same.
- h. Same.
- i. Same.
- 2. Same.
- 3. Same.

**SECTION H - Group Medical Benefits Recovery Incentive Program (Indemnity - PPO and HMO Programs)**  
– Same.

**SECTION I – Employee Assistance Program (EAP) – Same.**

**END OF ARTICLE X**

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For the Board

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Date

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For the Union

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Date