

## BOARD ECONOMIC COUNTER PROPOSAL #2

December 4, 2017

### ECONOMIC PROPOSAL

#### School Related Personnel Economic Proposal 2017-2018

Recognizing the important role that SRP play in the operation of the school district, the Superintendent, Board, and Union prioritized the providing of salary increases for SRP for the 2017-2018 school year as follows:

#### 1. Salaries

~~\$1,926,375~~ ~~\$1,234,011~~ ~~\$1,716,228~~ ~~\$1,346,108~~ will be provided to improve SRP compensation as follows:

- I. ~~\$1,926,375~~ ~~\$932,609~~ ~~\$1,716,228~~ ~~\$1,065,838~~ to provide a salary increase of two ~~one~~ and three-quarters ~~two percent (2.75~~ ~~1.75~~ ~~2.0~~ %) of base salary to all eligible SRP, exclusive of all supplements including Longevity and Service Factor, provided the SRP earned a year of service credit for the 2016-2017 school year.
- II. ~~\$301,402~~ ~~\$280,270~~ to convert the existing step salary schedules to the new SRP salary structure. The parties have, and will continue to meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, a placement schedule, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will again be convened to provide input in the development of the new structure, which shall be implemented during the 2017-2018 school year. The newly created salary ranges, as opposed to the current step schedules, will be integrated as part of any salary increases for the 2017-2018 school year and beyond.
- III. All supplements and differentials will continue to be paid at ~~2017-2018~~ 2016-2017 rates except as provided in this proposal.
- IV. Should there be any deviations during implementation, the Board and the Union are authorized to correct these deviations. In addition, should the District's budgetary status improve during the 2017-2018 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- V. The payment and increases shown above will be provided retroactively to July 1, 2017, 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. Other Considerations

\$495,257 for the following :

~~Potential deficiencies be addressed in a later proposal.~~ \$93,436 to provide an additional \$1.00 per hour to Clinic Assistants currently paid according to salary schedule 10B.

\$96,390 to provide an additional \$1.50 per hour to Bookkeeper-Secretaries.

\$230,213 to increase the Bus Driver starting salary to \$13.02 per hour and to improve the Bus Driver Salary Range.

\$75,218 to provide an additional \$3.00 per hour for current Secretary II employees who have been identified as the Director's or Principal's assistant.

#### 3. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$23,268 for the 2017-2018 school year.

#### 4. Fringe Benefits

The Board agrees to contribute \$6,785.00 (an increase of \$142.02) per eligible employee, toward the cost of the health insurance benefit package for the 2018 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 funds 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, such funds will be placed in the insurance reserve/surplus account and applied towards the costs for the 2018 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 2018 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 2012-2013 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.

The District will cover the cost of additional required contributions to the Florida Retirement System in the amount of \$280,082 for the SRP bargaining unit (rate increase from 7.52% to 7.92%).

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. To receive Board contribution towards life insurance, retirees must be eligible for Board-paid health premiums.

## END OF ECONOMIC PROPOSAL

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For the Board

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Date

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For the Union

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Date

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### ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

#### SECTION A - Salary Schedule and Remunerations

1. The regular salary schedules, attached as Addendum A, shall be adhered to for all SRP until the new salary structure is developed. The parties have, and will continue to meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, a placement schedule, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will provide input in the development of the new structure, which shall be implemented during prior to the beginning of the 2017-2018 school year and any salary changes will be retroactive to July 1, 2017. The newly created salary ranges, as opposed to the current step schedules, will serve as the starting point for the negotiations-be integrated as part of any salaries increases for the 2017-2018 school year and beyond.
2. Placement on the salary schedules, entitled Addendum A, shall follow the rules attached to and included in the schedules.
3. Through 9 11 - Same

#### SECTION B - Fringe Benefits

1. The Board agrees to contribute an annual rate of no more than \$6,785.00 toward the cost of the benefits package for the 2017-2018 insurance plan year.
  - a. Same
  - b. Same
2. Through 7. - 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 Health Care Premium

1. For SRP who retire after January 1, 1997, and who were eligible for insurance benefits at the time of retirement, the Board agrees to contribute the same amount toward the retiree's health premium each year as it does toward the premium of a regular employee. The contribution will begin upon retirement and continue until the retiree is eligible to receive Medicare benefits.
2. This contribution is contingent upon the retiree meeting all of the following conditions:
  - a) thirty (30) years of service under the FRS or at least twenty-five (25) years of service under the FRS and is at least age fifty (50) at retirement;
  - b) at least twenty (20) years of service in the Pasco district;
  - c) contributes his/her Health Insurance Subsidy received from the State of Florida toward the cost of the medical premium; and,
  - d) continues to participate in a Board-sponsored health plan after his/her retirement.
3. Effective July 1, 2000, if a SRP retires as a result of full disability, funds from the insurance fund's retained earnings will be used to contribute the same amount toward the retiree's health premium (medical, dental, and vision) each year as the Board does toward the premium of a regular employee. The contribution will begin upon retirement and continue until the retiree receives Medicare benefits or until twenty-four (24) months have elapsed from the date of retirement, whichever comes first. This condition is contingent upon the retiree meeting all of the following conditions:
  - a) the SRP must have completed at least ten (10) years of creditable service under the Florida Retirement System (FRS);

- b) the SRP must have completed at least ten (10) years of service in the district;
  - c) the SRP must be approved for full disability retirement under the FRS and have provided the District with proof of application for full disability retirement under Social Security Administration;
  - d) the SRP must contribute his/her Health Insurance Subsidy received from the State of Florida toward the cost of the health premium; and,
  - e) continues to participate in a Board-sponsored health plan after his/her retirement.
4. ~~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.~~
5. 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 - SAME**

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

**SECTION I - Education Supplemental Pay Plan - Same**

**SECTION J - Employee Assistance Program (EAP) – Same**

**SECTION K – Premium Pay**

Notwithstanding the provisions of F.S. 252, Emergency Management, the District will provide the following for SRP who volunteer their services:

- a. One and one half (1.5) times the SRP's hourly rate for work performed on a normally unscheduled workday. For example, if an employee is not scheduled to work, and is called in to work, or if the employee is called back in to work on an evening during their regular workweek, or on a weekend when they are not scheduled to work.
- b. Two (2) times the SRP's hourly rate for work performed on a normally unscheduled workday during the Thanksgiving, Winter and/or Spring Breaks. The time included will run from the Saturday starting the break through the last Sunday of the break.
- c. Employees are not required to work forty (40) hours in the workweek before receiving the additional compensation.

**END OF ARTICLE XI**

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For the Board

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Date

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For the Union

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Date

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### ADDENDUM A -- RULES GOVERNING THE SALARY SCHEDULE

1. All SRP shall be paid according to their job title, salary schedule, and the rules governing that schedule. The parties have, and will continue to meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, a placement schedule, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will provide input in the development of the new structure, which shall be implemented during prior to the beginning of the 2016-2017 2017-2018 school year. The newly created salary ranges, as opposed to the current step schedules, will be integrated as part ~~serve as the starting point for the negotiations of~~ any salaries increases for the 2016-2017 2017-2018 school year and beyond.
2. Effective November 19, 1987, any SRP employed in Pasco County whose service is interrupted due to active military service shall be granted experience for a maximum of four (4) years as if he/she had been serving within the district.
3. In order to receive credit for a year of Pasco continuous service, a SRP must be in paid duty status one day more than one-half (1/2) of his/her work year. However, in the event a SRP is reassigned or promoted, credit will be given if that person would have received credit in either position. ~~A SRP who receives credit for a year of Pasco continuous service will advance one (1) step on the salary schedule.~~
4. Pay dates for the 2016-2017 2017-2018 school year and the number of paychecks will be negotiated during the 2016-2017 2017-2018 negotiations.
- 5-9. SAME

#### Service Factor:

1. All Service Factor and Longevity payments established prior to July 1, 2016, will continue to be paid at the rates which they were established. Effective July 1, 2016, ~~the Service Factor/Longevity concept~~ will be discontinued and no longer utilized going forward as both the District and Union believe employees will receive higher compensation levels by using any and/or all available monies for annual raises and other improvements.
2. ~~Employees who were eligible to receive the Service Factor and Longevity payments as of the 2007-2008 school year will continue to be paid at the 2007-2008 rates and levels. From the 2008-2009 to 2013-2014 school year, no additional Service Factor or Longevity payments were awarded. In the 2013-2014 school year, an additional step was added in lieu of Service Factor or Longevity payments. In years where no longevity or Service Factor payments were awarded, SRP were entitled to a year of service credit but were not entitled to the incremental increase in Service Factor compensation for that year of service credit.~~
3. ~~The 2007-2008 Service Factor hourly rate is equal to nine cents (\$0.09) times the number of years of Pasco District employment through 2006-2007 school year. The total annual amount is calculated by multiplying the hourly rate times the current number of hours worked daily times the current length of the individual SRP's work year. This amount will continue to be spread equally over the SRP's pay dates so long as there is no break in service.~~
4. ~~SRP eligible for the 2007-2008 Service Factor will continue to receive an additional eighty cents (\$.80) per hour for Longevity so long as there is no break in service~~
5. ~~SRP eligible for the 2014-2015 Service Factor will continue to receive an additional ten cents (\$.10) per hour for Longevity so long as there is no break in service.~~

**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