

ECONOMIC PROPOSAL

2017-2018

School Related Personnel Economic Proposal

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

\$1,716,228 will be provided to improve SRP compensation as follows:

- I. \$1,716,228 to provide a salary increase of two and 45/100% (2.45%) 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. The parties will meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, 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 of salaries 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.
 - a. 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.
 - b. 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. 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.

3. Other Considerations

Potential deficiencies be addressed in a later proposal.

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%).

END OF ECONOMIC PROPOSAL

For the Board

Date

For the Union

Date

USEP COUNTER PROPOSAL #1

November 13, 2017

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 will meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, 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 salary 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 ~~\$6,642.98~~ \$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

- 1-3 SAME
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

For the Board

Date

For the Union

Date

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 will meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, 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~~ salary 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. 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 (\$0.10) per hour for Longevity so long as there is no break in service.

For the Board

Date

For the Union

Date