

BOARD ECONOMIC COUNTER PROPOSAL #1

November 13, 2019

ECONOMIC PROPOSAL

School Related Personnel Economic Proposal 2019-2020

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 2019-2020 school year as follows:

1. Salaries for 2019/2020

~~\$2,169,458~~ ~~\$3,255,611~~ \$2,339,470 will be provided to improve SRP compensation for the 2019-2020 school year as follows:

- I. ~~\$2,027,500~~ ~~\$2,703,334~~ \$1,872,375 to provide a salary increase of ~~three percent (3.0%)~~ ~~four percent (4.0%)~~ three percent (3.0%) of base salary to all eligible SRP, exclusive of all supplements provided the SRP earned a year of service credit for the 2018-2019 school year.
- II. The SRP Compensation Committee will again be convened to provide input in the implementation of the new salary structure, which occurred during the 2017-2018 school year. The newly created salary ranges, as opposed to the former step schedules, were 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 2018-2019 rates except as provided in this proposal. (see Addendum E)
- 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 2019-2020 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, 2019, 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~~.
- VI. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2019-2020 school year, the increased contribution amount is approximately \$141,958.

2. Salaries for 2020/2021

Additional funds will be provided to improve compensation for the 2020/2021 school year as follows:

- I. ~~\$2,088,325~~ The District will to provide a salary increase of three percent (3%) of base salary to all eligible SRP, exclusive of all supplements provided the SRP earned a year of service credit for the 2019-2020 school year. Payment of these amount is contingent upon the District receiving at least a 3% increase to its Base Student Allocation through the 2020-2021 Florida Education Finance Program. Should the Base Student Allocation provided to the District for the 2020-2021 school year be less than 3%, this provision shall be void and the parties agree to return to the bargaining table to negotiate a replacement provision. Should the Base Student Allocation provided to the District for the 2020-2021 school year be more than 3%, both parties agree to return to the bargaining table to negotiate if and/or how this provision will be amended.
- II. For the 2020-2021 school year, an additional total amount of approximately \$1,392,217 will be made available to further improve SRP salaries. The availability of these funds is contingent upon the District realizing the approximately \$15,600,000 in salary savings associated with the allocation reductions identified in its two year salary plan by implementing an alternative scheduling model for secondary teachers. Should the total amount produced for employee salary increases through these efforts be greater or less than the total projected, the \$1,392,217 listed above shall be pro-rated up or down accordingly. Distribution of the salary funds associated with this provision shall be addressed through the 2020-2021 collective bargaining process. In the event additional funding becomes

available outside of the Florida Education Finance Program (FEFP), both parties agree to return to the bargaining table to negotiate the distribution of the funds.

2. Other Considerations – None (Total of \$552,277) \$467,095

- a) ~~Instructional Assistants~~ the Board will pay \$276,684 to increase all Instructional Assistants an additional .25 cents/hour.
- b) ~~Senior Bus Drivers~~ the Boars will pay any school bus drivers with 14 or more years of District service an additional .50 cents/hour for a total of \$26,508.
- c) ~~Occupational & Physical Therapy Assistants (OTA/PTA's)~~ the Board will pay all OTA/PTA's an additional \$1.00/hour for a total of \$16,335.
- d) ~~Mileage Reimbursement~~ this rate will be increased from the current .38 cents/mile to .50.
- e) ~~Pasco Service Incentive~~ the Board will pay each SRP with 10 or more years of service a \$250 bonus to recognize their dedication and commitment to the District. This would result in 931 SRP in this category (estimated) and the total paid would be \$232,750.
- a) \$197,188 to reclassify all Instructional Assistants (IA, IA DHH ESE, IA ESOL, IA ILS, IA PE, IA Pre-K, IA Spec. Adult Ed. Prog.) currently on Pay Grade S04 to Pay Grade S05.
- b) \$187,734 to reclassify all Instructional Assistants (IA ESE, IA DJJ) currently on Pay Grade S05 to Pay Grade S06.
- c) \$82,173 to reclassify all Data Entry Operators and Student System Data Entry Operators currently on Pay Grade S07 to Pay Grade S08.

3. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$25,843 for the 2019-2020 school year.

4. Fringe Benefits

The Board agrees to contribute \$7,021.53 per eligible employee (an increase of \$235.65 from 2019), toward the cost of the health insurance benefit package for the 2020 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 2021 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 2020 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.

END OF ECONOMIC PROPOSAL

For the Board

Date

For the Union

Date

BOARD COUNTER PROPOSAL #1

November 13, 2019

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - Salary Schedule and Remunerations

1. The regular salary structure, which consists of multiple pay grades and a placement schedule, attached as Addendum E, shall be adhered to for all SRP. The SRP Compensation Committee will meet to review and provide input regarding implementation of the new structure, which was created and implemented during the 2017-2018 school year. The newly created salary ranges, as opposed to the former step schedules, will serve as the starting point for negotiations and be integrated as part of any salary increases for the 2017-2018 school year and beyond.
2. Placement within the pay grades shall follow the rules outlined in the SRP Placement Guidelines, entitled Addendum E.
3. Through 11. - SAME

SECTION B - Fringe Benefits

1. The Board agrees to contribute an annual rate of no more than \$7,021.53 (an increase of \$235.65 from 2019), toward the cost of the benefits package for the 2020 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 - SAME

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 - SAME

END OF ARTICLE XI

For the Board

Date

For the Union

Date

BOARD COUNTER PROPOSAL #1

November 13, 2019

ADDENDUM A -- RULES GOVERNING THE SALARY SCHEDULE

1. All SRP shall be paid according to their job title, salary pay grade, and the rules governing that position. The parties created and implemented one SRP salary structure, consisting of multiple pay grades and a placement schedule during the 2017-2018 school year. The SRP Compensation Committee will meet to review and provide input regarding implementation of the new salary structure during the ~~2018-2019~~ 2019-2020 school year. The newly created salary ranges, as opposed to the former step schedules, will be integrated as part of any salary increases for the 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.
4. Pay dates for the ~~2018-2019~~ 2019-2020 school year and the number of paychecks will be negotiated during the ~~2018-2019~~ 2019-2020 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, however as part of the new salary structure these payments will now be part of the employee's base salary and no longer treated as a supplement. (see Addendum E) Effective July 1, 2016, the Service Factor/Longevity concept was ~~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.

END OF ADDENDUM A

For the Board

Date

For the Union

Date