

BOARD ECONOMIC PROPOSAL #1

September 18, 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 will be provided to improve SRP compensation for the 2019/2020 school year as follows:

- I. \$2,027,500 to provide a salary increase of 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 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.

3. Other Considerations – None

4. 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