

Best and Final

January 11, 2021

INSTRUCTIONAL ECONOMIC PROPOSAL 2020-2021

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.

1. Salaries

A. Teacher Salary Increase Categorical

1. During the 2020 Legislative Session, the Florida Legislature created the Teacher Salary Increase Allocation through House Bill (HB) 641 and funded this new allocation with \$500 million in line item 92 of the General Appropriations Act (HB 5001). 80% of these funds were allocated to increase the minimum base salary for Florida Education Finance Program (FEFP) funded full-time K-12 classroom teachers and pre-kindergarten teachers. The remaining 20% of these funds were allocated to provide salary increases for FEFP funded instructional personnel (excluding substitutes and instructional assistants/paraprofessionals) who did not receive an increase from the 80% allocation, as well as those classroom and pre-kindergarten teachers who received less than a 2% increase from the 80% allocation.
2. In total, Pasco county received \$13,311,929 through the Teacher Salary Increase categorical on the FEFP. Of this total amount, \$1,212,301 has been allocated to the District's charter schools based on the Florida Department of Education's calculation methodology for funding the District, leaving \$12,099,628 for the District's use. \$1,923,322 then needed to be reserved to cover the required employer benefit withholdings, leaving a total of \$10,176,306 to be appropriated directly into the paychecks of eligible employees. The 80% allocation of salary dollars is therefore \$8,141,045, with the 20% allocation amounting to \$2,035,261.
3. In accordance with the 80% requirement of this appropriation, approximately \$8,336,648 will be provided to increase the minimum full-time classroom teacher's salary to \$44,820. Of this total amount approximately \$8,129,762 will come directly from the categorical and \$206,886 will come from grants and other funding sources that are currently being used to pay for the salaries of classroom teachers. The minimum full-time classroom teacher's salary referenced in this section is based on a traditional 196-day contract with 7.5 hours contracted per day. Teachers contracted for additional days and/or hours per day have their salaries adjusted proportionally to their contract terms.
4. In accordance with the 20% requirement of this appropriation, approximately \$2,143,288 will be provided to increase the salaries of all instructional personnel who earned a year of service credit for the 2019-2020 school year but did not receive an increase of at least 1.525% as a result of 80% appropriation above to a total of 1.525%. Of this total amount approximately \$2,028,364 will come directly from the categorical and \$114,924 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.
5. Approximately \$1,980,708 will be provided to cover the 18.9% employee benefits costs associated with the above salary increases. These costs include the District's required contributions to each employee's Florida Retirement Service account, Federal Social Security and Medicare contributions, and state Workers Compensation and Unemployment insurance coverage. Of this additional amount \$1,919,886 will come directly from the categorical and \$60,822 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.
6. The definitions articulated in HB 641, HB 5001, and Chapter 1012 of Florida Statutes are to be applied as required to all relevant terms in this proposal.

B. Additional Salary Increases and Other Salary Expenditures

1. Approximately \$670,824 will be provided to increase the minimum full-time salary all instructional personnel not covered by the Teacher Salary Allocation to \$44,820. Of this total amount approximately \$502,631 will come from the general fund and \$168,211 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel. The minimum full-time instructional employee salary referenced in this section is based on a traditional 196-day contract with 7.5 hours contracted per day. Teachers contracted for additional days and/or hours per day have their salaries adjusted proportionally to their contract terms.
2. In addition to the amount provided through the Teacher Salary Increase Categorical, the District will provide an additional amount of approximately \$2,025,407 to increase the salaries of all instructional personnel who earned a year of service credit for the 2019-2020 school year but did not receive an increase of at least 3.000% as a result of Teacher Salary Increase Categorical appropriation to a total of 3.00%. Of this total amount approximately \$2,012,920 will come from the general fund and \$12,487 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.
3. Approximately \$509,588 will be provided to cover the 18.9% employee benefits costs associated with the above salary increases. These costs include the District's required contributions to each employee's Florida Retirement Service account, Federal Social Security and Medicare contributions, and state Workers Compensation and Unemployment insurance coverage. Of this additional amount \$475,439 will come from general revenue and \$34,149 will come from grants and other funding sources that are currently being used to pay for the salaries of instructional personnel.
4. To more accurately reflect the annual salary of teachers currently receiving position-specific supplements, and prior to the application of any of the increases contained in this proposal, the following supplements will be added into the base salary of teachers occupying the corresponding instructional position. In addition, any requirement to work an additional half-hour per day that is directly attached to any of the supplements listed below will be eliminated upon ratification of this agreement.
 - a. Assessment Coordinator - \$1568
 - b. Behavior Specialist - \$1568
 - c. Certified School Counselor - \$1568
 - d. Instructional Trainer Coach - \$1568
 - e. FDLRS Resource and Child Find Resource Teacher - \$1568
 - f. School Nurse - \$1568
 - g. School Social Worker - \$1568
 - h. Speech Language Pathologist (BA – Non-Certified) - \$1568
 - i. Speech Language Pathologist (Masters Certified) – Reduced by \$1568 to \$1498
 - j. Speech Language Pathologist (Masters Certified/CCC) – Reduced by \$1568 to \$3432
 - k. Learning Design Coach - \$1568
 - l. Intervention Specialist - \$1568
5. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2020-2021 school year, the increased contribution amount is approximately \$3,996,012 based on existing, pre-raise payroll.
6. The District will also 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. For the 2020-2021 school year, Critical Shortage for the purposes of differentiated pay is defined as: Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - High School Math, Teacher - Middle School Math, Certified School Counselor: Elementary, Middle and High, Teacher - Varying Exceptionalities, Teacher – Intellectual Disabilities, School Psychologist, School Nurse, and Speech Language Pathologist. 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.
7. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2020, onto the instructional salary range.

8. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided documentation from HREQ that will reflect their base salary for the 2020-2021 school year.
9. Instructional employees hired after July 1, 2018, will be paid year-round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
- C. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2019-2020 school year.
- D. The payment and increases shown above will be provided retroactively to July 1, 2020, 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.
- E. Should the District's budgetary status improve during the 2020-2021 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- F. The Board and Union agree to meet and work to identify strategies to address instructional salary compression concerns and other perceived salary equity issues created by the state mandated Teacher Salary Increase Categorical.

2. Additional Compensation for Teachers Providing Additional Instruction

For the 2020-2021 school year, 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 \$5,500 annually, or \$2,750 on a semester basis. Full time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this supplement. Secondary classroom teachers who are hired on or after July 1, 2020, and who sign a condition of employment to teach the equivalent of six instructional periods per day, shall be paid the supplement amount listed above.

3. Fingerprint Retention Fees

The Board will continue to pay fingerprint retention fees for teachers, estimated to be \$36,065 for the 2020-2021 school year.

4. Fringe Benefits

The Board agrees to contribute \$7,174.89 (an increase of \$153.36 from 2020) per eligible employee, toward the cost of the health insurance benefits package for the 2021 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. For the 2020-2021 school year, the District will continue to offer the annual health risk assessment incentive of up to \$250 per employee.

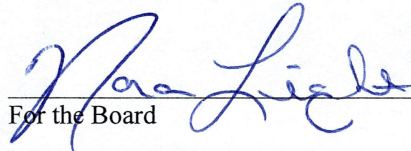
Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will be placed in the insurance reserve/surplus account applied towards the insurance costs and/or reserve for the 2020 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 2019 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.

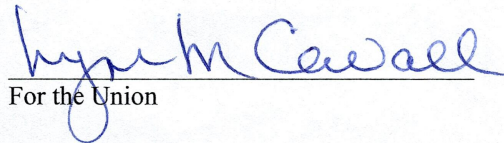
Effective with the 2013-2014 school year, employees receiving the District's health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package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

5. Duration of Economic Offer

Due to the need to expend some of the grant-funded portions of the salary increases included in this economic proposal prior to the end of the District's fiscal year, any tentative agreement to the terms of this economic proposal shall only be valid until May 31, 2021. Should employee ratification of the entire collective bargaining agreement not occur on or before this date, both parties understand that this tentative agreement shall be null and void and a new tentative agreement will need to be negotiated based on the funding available at that time.


For the Board

1-11-21
Date


For the Union

1-11-21
Date