

Best and Final

BOARD ECONOMIC COUNTER PROPOSAL #1

January 11, 2021

ECONOMIC PROPOSAL

School Related Personnel Economic Proposal 2020-2021

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 2020-2021 school year as follows:

1. Salaries for 2020/2021

\$2,145,477 will be provided to improve SRP compensation for the 2020-2021 school year as follows:

- I. **\$1,925,737** 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 2019-2020 school year.
- II. All supplements and differentials will continue to be paid at 2019-2020 rates except as provided in this proposal. (see Addendum E)
- III. 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 2020-2021 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- IV. The Board and the Union agree to meet and work to identify strategies to address SRP salary compression concerns and other perceived salary equity issues created by the passage of the minimum wage ballot initiative in Florida. The SRP Compensation Committee will be convened to provide input regarding both the compression issue and future salary initiatives.
- V. 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.
- VI. 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 **\$1,167,825**.

2. Other Considerations — \$219,740 for the following:

- I. **\$219,740** to reclassify all employees currently on Pay Grade S02 to Pay Grade S03 (Classroom Assistants, Custodians, Early Childhood Programs Health Assistants, Group Leaders, Lunchroom Monitors and Transportation Assistants). After all employees on the new Pay Grade S03 receive their 3% base salary increase, the \$219,740 will bring any employee on the new Pay Grade S03, who is not at least at the \$10 per hour rate, to at least \$10 per hour in anticipation of Florida's new minimum wage rate which goes into effect on September 30, 2021.

3. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be **\$25,486** for the 2020-2021 school year.

4. Fringe Benefits

The Board agrees to contribute **\$7,174.89** per eligible employee (an increase of \$153.36 from 2020), toward the cost of the health insurance benefit 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

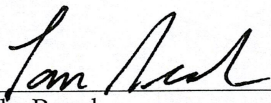
contribute towards the insurance reserve account for the self-insured benefits contained in the health insurance benefit package. In order to balance the insurance budget, the District Insurance Committee agreed that effective January 1, 2014, the annual \$150 per employee flexible benefit would be replaced 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 2022 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 2021 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

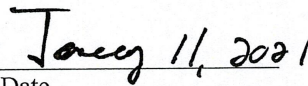
In addition, the alternative "opt-out" program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health insurance plans. The amount of this "opt-out" will be \$1,200.

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.

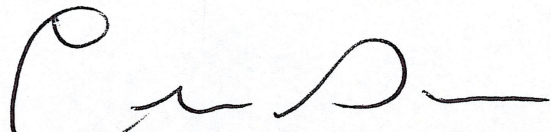
END OF ECONOMIC PROPOSAL



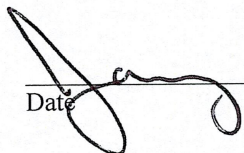
For the Board



Date



For the Union



Date