

**Best and Final**

**BOARD COUNTER PROPOSAL #2**

**April 28, 2022**

**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 2021-2022 ~~2020-2021~~ 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, an SRP must be in paid duty status one day more than one-half (1/2) of his/her work year. However, in the event an SRP is reassigned or promoted, credit will be given if that person would have received credit in either position.
4. Pay dates for the 2021-2022 ~~2020-2021~~ school year and the number of paychecks will be negotiated during the 2021-2022 ~~2020-2021~~ 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 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**

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For the Board

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Date

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For the Union

\_\_\_\_\_  
Date