

BOARD PROPOSAL

October 11, 2023

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 \$8,240.64 (an increase of \$428.14 from 2023), toward the cost of the benefits package for the 2024 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)

1. Through 3. – SAME
4. The initial payment will be made on June 30 following the employee's DROP effective date. Subsequent payments shall be made each June 30 following the employee's DROP effective date anniversary.

Payment	Payment Date	Maximum Percentage of Accumulated Terminal Sick Leave Days
1	June 30	23.3%
2	June 30	25.6%
3	June 30	36.0%
4	June 30	50.8%
5 <u>or more</u>	June 30	86.1%
6- <u>Final</u>	Upon Separation	100.0%

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 - Employee Assistance Program (EAP) – SAME

SECTION J - Premium Pay

Notwithstanding the provisions of the F.S. 252, Emergency Management, the District will provide the following for SRP who volunteer their services:

- a. SAME
- b. SAME
- c. Two (2) One and one half (1.5) times the SRP's hourly rate for work performed during a declared emergency, in addition to any regular pay, if any, provided to all District employees during the declared emergency.

d. SAME

e. SAME

SECTION K – School Choice Preference Employee Request - SAME

END OF ARTICLE XI

For the Board

Date

For the Union

Date