

Best and Final

BOARD ECONOMIC COUNTER PROPOSAL #1

August 31, 2022

ECONOMIC PROPOSAL

School Related Personnel Economic Proposal 2022-2023

Recognizing the important role that SRP play in the operation and success of the school district, the Superintendent, Board, and Union prioritized the providing of salary increases for SRP for the 2022-2023 school year as follows:

1. Salaries for 2022-2023

- A. Prior to the implementation of any increases to SRP salaries, and in an effort to more clearly reflect the true hourly rate of pay for SRP, the Board will incorporate the below list of supplements, totaling approximately \$1,953,604, into eligible SRP's base rate of pay, thereby eliminating their need.
 1. Inservice 96 Point for Non-instructional supplement
 2. College Hours supplement
 3. Child Development Associate (CDA) supplement
 4. Hourly Inservice 96 Point supplement
 5. Hourly College Hour supplement
 6. Relief Custodian supplement
 7. Hourly Relief Bus Driver supplement
 8. Longevity and Service Factor Years of Service supplement
- B. After rolling in the above enumerated supplements into eligible SRP's base salary, ~~\$4,038,516~~ approximately \$4,846,219 ~~\$4,038,516~~ will then be provided to increase base salary by five percent (5.0%) ~~six percent (6.0%)~~ five percent (5.0%) to all SRP who earned a year of service credit for the 2021-2022 school year.
- C. Then, to those SRP who are still under the \$15.00 per hour rate of pay after the adjustments in A. and B. above, the Board will provide \$11,651,632 to adjust their hourly rate of pay to \$15.00. This is in line with the 2022-2023 Florida state budget implementing language, where the Florida Legislature included a requirement that all Florida school districts increase the minimum wage paid to its employees to \$15.00 per hour by October 1, 2022.
- D. Last, in order to begin addressing compression issues created by the new \$15.00 per hour state mandated minimum wage, the Board will provide ~~\$2,395,065~~ approximately \$3,146,000 ~~\$3,646,256~~ to make level adjustment increases to SRP positions on the revised salary structure. The intention of the adjustment increases is to ensure that no SRP coming into the District from the outside will make more than a current SRP with like experience.
- E. In total, ~~\$18,085,213~~ approximately \$19,643,851 ~~\$19,336,404~~ will be provided to improve SRP compensation for the 2022-2023 school year.
- F. The amounts shown above are inclusive of all required employer withholdings and will be provided retroactively to July 1, 2022, for current bargaining unit members employed on the date of Board ratification. However, such payments and increases will not be provided to bargaining unit members who leave the District prior to Board ratification for any reason.
- G. All remaining supplements and differentials will continue to be paid at the 2021-2022 rates except as provided in this proposal. (see Addendum E)
- H. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2022-2023 school year, the increased contribution amount is 1.09% or approximately \$750,159 based on existing, pre-raise SRP payroll.

- I. Should the District's budgetary status improve during the 2022-2023 school year, the Board and the Union agree to meet to examine the possibility of further compensation improvement.
- J. The Board and the Union agree to meet and work to identify strategies to continue to address SRP salary compression concerns and other perceived salary equity issues created by the passage of the minimum wage increase in Florida. The SRP Compensation Committee may be convened to provide input regarding both the compression issue and future salary initiatives.
- K. All agreements in section 1: A. through J. shall be effective upon the agreement and signing by the parties of the new Salary and Placement Grid.

2. Fingerprint Retention Fees

Florida Statute requires the submission of SRP fingerprints to the Florida Department of Law Enforcement (FDLE) automated fingerprint identification system, annual monitoring, and resubmission of the fingerprints every five (5) years. The monitoring fee, currently \$6.00 per employee, must be paid each year and the resubmission fee, currently \$13.25 per employee, must be paid every five years. In order to comply with the applicable law and provide a benefit to SRP, the Board and Union agree that the Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$34,295.25 for the 2022-2023 school year.

3. Fringe Benefits

The Board agrees to contribute \$7,812.50 per eligible employee, an increase of \$379.94 from 2022, toward the cost of the health insurance benefit package for the 2023 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 2022-2023 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 and applied towards the insurance costs and/or reserve for the 2024 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 2023 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.

END OF ECONOMIC PROPOSAL

Sam Reed
For the Board

August 31, 2022
Date

Hyun W. Cawall
For the Union

8/31/22
Date