

USEP ECONOMIC COUNTER PROPOSAL #3

April 29, 2022

ECONOMIC PROPOSAL

School Related Personnel Economic Proposal 2021-2022

1. Salaries

A. Salary Supplements

The Board and Union agree that all SRP should be recognized for the important role they play in the operation of the school district and agree to provide an additional salary supplement a four and one quarter percent (4.25%) increase in pay retroactive to July 1, 2021 to all SRP with the exception of bus drivers and relief bus drivers for the 2021-2022 school year. A total amount of approximately \$3,295,744, 4,119,680 which includes all applicable employer withholdings, shall be provided based on the terms and conditions outlined below: For all bus drivers and relief drivers the Board and Union agree that a national crisis exists regarding the transportation of students and to this end the parties agree to pay bus drivers and relief drivers a seven percent (7%) increase in pay retroactive to July 1, 2021.

1. To be eligible for a salary supplement an SRP must be actively employed by the District on the date this economic proposal is signed and remain employed through the date of Board ratification of this agreement.
2. An eligible SRP's salary supplement the increase in pay shall be equal to 4% 5% of their annual base contracted salary, (i.e. the employee's base hourly rate times the number of base contracted hours per workday times the number of base contracted days per work year). Additional duty days, additional duty hours, and/or other supplements are not included in this calculation.
3. Salary supplements are non-recurring and will not become part of the employee's base salary; however, salary supplements will count as earnings for the 2021-2022 school year for FRS purposes.
4. Salary supplements All salary increases will be subject to applicable withholdings.
5. Salary supplements All salary increases will be provided in a lump sum payment and shall be paid prior to June 30, 2022, provided that employee ratification of the collective bargaining agreement takes place on or before May 31, 2022, to allow for the processing and distribution of the salary supplements.

B. Additional Salary Expenditures

1. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2021-2022 school year, the increased contribution amount is approximately \$536,284.

C. All supplements and differentials will continue to be paid at the 2020-2021 rates except as provided in this proposal. (see Addendum E)

D. The payment shown above will be provided to current bargaining unit members employed on the date of Board ratification. However, such payments 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 2021-2022 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

F. 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 increase in Florida. The SRP Compensation Committee will be convened to provide input regarding both the compression issue and future salary initiatives prior to July 1, 2022.

G. Salary Negotiations for 2022-2023

1. Following the conclusion of negotiations for the 2021-2022 school year, the Board and Union agree to immediately begin the process of negotiating employee raises salaries for the 2022-2023 school year, with the goal of reaching a tentative agreement prior to the return of staff and students in August of 2022.
2. If/once the 2022-2023 Florida state budget and corresponding budget implementation language is signed by the governor, the District will be required to raise the minimum wage of all employees to at least \$15 per hour by no later than October 1, 2022. Effective October 1, 2022, and in accordance with Florida Law and the budget implementing requirements for the 2022-2023 Florida state budget, the District must raise the minimum wage of all employees to at least \$15 per hour. The cost of this requirement for the District's SRP is currently estimated to be approximately \$14,400,000 or 20.95% of the District's SRP payroll. Beginning on July 1, 2022 the District will implement the increase to \$15 per hour for all SRP currently below that minimum. In addition, any SRP who is already above the \$15 minimum or who would not receive a minimum three percent (3%) increase in moving to the \$15 minimum will receive a three percent (3%) salary increase effective July 1, 2022. In addition, the Board and Union agree to work together to identify and negotiate additional recurring funds that can be used to further increase SRP salaries and begin to address salary compression issues stemming from the minimum wage increase. Furthermore, the Board and Union agree to bargain the effective dates and/or any applicable retroactivity of any salary increases. discuss the possibility of retroactivity of salary increases back to July 2022.

2. Fingerprint Retention Fees

Florida Statute require 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 2021-2022 school year.

3. Fringe Benefits

The Board agrees to contribute \$7,432.56 per eligible employee (an increase of \$257.67 from 2021), toward the cost of the health insurance benefit package for the 2022 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 2021-2022 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 2023 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 2022 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.

4. Due to the need to expend some of the grant-funded portions of the salary provisions 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, 2022 June 30, 2022. May 31, 2022. 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.

END OF ECONOMIC PROPOSAL

For the Board

Date

For the Union

Date

Best and Final