

USEP ECONOMIC PROPOSAL #1

September 23, 2025

ECONOMIC PROPOSAL

School Related Personnel Economic Proposal 2025-2026

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 2025-2026 school year as follows:

1. Salaries for 2025-2026

- A. ~~\$1,369,355~~ 2,190,968 will be provided to improve all SRP salary schedule ranges, and the base hourly rate of all SRP by ~~0.925%~~ 1.48%.
- B. The Board will provide an additional ~~\$1,047,806~~ 1,676,489 to provide an additional ~~0.925%~~ 1.48% increase (for a total increase of ~~1.85%~~ 2.96%) to all SRP who earned a year of service credit for the 2025-2026 school year.
- C. In total, ~~\$2,414,161~~ 3,867,457 will be provided to improve SRP compensation for the 2025-2026 school year.
- D. The amounts shown above are inclusive of all required employer withholdings and will be provided retroactively to July 1, 2025, for current bargaining unit members employed on the date this agreement is executed. However, such payments and increases will not be provided to bargaining unit members who leave the District, for any reason, prior to the payroll processing of the above listed salary increases and any corresponding retroactive payments.
- E. All remaining supplements and differentials will continue to be paid at the 2024-2025 rates except as may be provided for in this proposal. (see Addendum E)
- F. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2025-2026 school year, the increased contribution amount is 0.4% or approximately \$362,095 based on existing, pre-raise SRP payroll.
- G. Should the District's budgetary status improve during the 2025-2026 school year, the Board and the Union agree to meet to examine the possibility of further compensation improvement.
- H. 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.
- I. In anticipation of ratification, all agreements in section 1: A. through H. shall be effective upon execution of this agreement and the signing by the parties of the corresponding Salary and Placement Grid.
- J. All increases listed above are calculated off each employee's base hourly rate. Wages paid as/for supplements, ESY, ESD, emergency pay, and any other additional duty activities are not included in an employee's base hourly rate.

2. Background Screening Fees

Florida Statute requires the submission of employee fingerprints to the Agency of Health Care Administration (AHCA). During the 2025-2026 and 2026-2027 school year all employees who have not completed fingerprinting through AHCA will be required to be reprinted through the AHCA platform as directed by District staff and paid for by the Board. The total estimated cost for the 2025-2026 school year is \$185,000. Once employees transition to AHCA, the Board agrees to pay the 5-year resubmission fee of \$43.37 per employee.

3. Fringe Benefits

The Board agrees to contribute \$9,442 (pending approval from the District's Insurance Committee) per eligible employee, an increase of \$742 from 2025, toward the cost of the health insurance benefit package for the 2026 insurance plan year. In addition, the Board provides each eligible employee with a \$35,000 life insurance policy and access to Employee Assistance Program (EAP) benefits.

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.

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 ~~funding 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 2027 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 2026 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

In addition, effective January 1, 2026, the alternative "opt-out" payment program shall be discontinued.

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

For the Board

Date

For the Union

Date