

# USEP ECONOMIC COUNTER PROPOSAL #1

August 9, 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. ~~Hourly 05 Point for Non-instructional supplement~~
  2. ~~College Hours supplement~~
  3. Child Development Associate (CDA) supplement
  4. ~~Hourly 2 Service 05 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 \$4,846,719~~ will then be provided to increase base salary by five six percent (5.0%) (6.0%) 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 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 \$19,643,951~~ 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. 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.
- I. 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.

**J. ~~All agreements in Section I: A. through I. shall be effective upon the agreement and signing of 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. ~~This amount shall be a temporary placeholder until such time as the Insurance Committee meets to agree on a final amount.~~

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**

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For the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
For the Union

\_\_\_\_\_  
Date

# USEP COUNTER PROPOSAL #1

August 9, 2022

## 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 ~~no more than~~ \$7,812.50 (an increase of \$379.94 from 2022), toward the cost of the benefits package for the 2023 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) – SAME

### 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 – Education Supplemental Pay Plan

1. ~~Beginning July 1, 2022, the Education Supplemental pay plan will no longer be offered. However, any employee currently receiving the educational supplement pay shall continue to receive their current amount but no further credit may be assessed or earned.~~

1. Supplemental pay may be earned in the following ways:

- a. **The District Staff Development Plan**

1. Each SRP may earn up to ninety-six (96) points each year for education supplemental pay purposes by successfully completing those components designated as job related by the Director of Staff Development.
2. For each ninety-six (96) points thus earned, a seven cents (\$.07) per hour supplement will be awarded.

OR

- b. **Adult Education Courses**

1. Each SRP may earn points each year for education supplemental pay purposes by successfully completing those adult education courses designated as job related by the appropriate administrator: Director of Food and Nutrition Services for FNS workers, Director of Facility and Maintenance Services for facility and maintenance workers, District Custodial Services Coordinator for Custodians, Director of Transportation for Bus Drivers, etc.
2. One (1) point shall be awarded for each adult education course clock hour.
3. For each ninety-six (96) points thus earned, a seven cents (\$.07) per hour supplement will be awarded.

OR

- c. **College Credit Courses**

1. Each SRP may earn points each year for education supplemental pay purposes by successfully completing college courses taken at a college accredited by one of the regional accrediting associations or at a college accredited by an association which is a member of the Council on Post Secondary Accreditation (COPA).
2. For each six (6) semester hours of credit earned, a seven cents (\$.07) per hour supplement will be awarded. Effective January 1, 2015, for each six (6) semester hours of credit earned above the education requirement for the position, a seven cents (\$.07) per hour supplement will be awarded. Employees receiving this supplement prior to January 1, 2015 will continue to receive it.

**d. Combinations**

1. Staff development points, adult education courses, and college credit courses may be combined as follows: one (1) semester hour of college credit = sixteen (16) points and one (1) adult education clock hour = one (1) point.
2. No duplication will be permitted.

**e. Supplement Ceiling**

A maximum of \$1.68 per hour may be earned under this plan.

**f. Responsibility to Notify**

1. It will be the responsibility of the employee to notify the Office for Human Resources and Educator Quality of his/her eligibility for education supplemental pay and provide any necessary supporting documentation.
2. Beginning July 1, 1982, the addition due to education supplemental pay shall be effective for the pay period following the receipt of the necessary documentation in the district Human Resources office and evaluation and approval by the Director of Human Resources and Educator Quality or his/her designee. Beginning July 1, 1989, any increase due to education supplemental pay shall be retroactive to the beginning of the first pay period following completion of the inservice in which an employee reaches or exceeds ninety-six (96) points.

**g. Eligibility**

1. Occupational Therapy Assistants, Physical Therapy Assistants, and Social Educator (Headstart Program) are eligible to receive Education Supplemental Pay for inservice points earned after January 1, 1997, according to the District Staff Development Plan as specified in paragraphs 1 a) 1) and 1 a) 2) of this section.
2. Prekindergarten Teachers (CDA) are eligible to receive Education Supplemental Pay for inservice points earned after January 1, 1998, according to the district staff development plan as specified in paragraphs 1 a) 1), and 1 a) 2) of this section.

**SECTION J I - Employee Assistance Program (EAP) – SAME**

**SECTION K J - Premium Pay - SAME**

**END OF ARTICLE XI**

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For the Board

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Date

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For the Union

\_\_\_\_\_  
Date

# UNION COUNTER PROPOSAL #1

August 9, 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 2022-2023 ~~2021-2022~~ 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 2022-2023 ~~2021-2022~~ school year and the number of paychecks will be negotiated during the 2022-2023 ~~2021-2022~~ negotiations.
5. – 8. SAME
- ~~9. The Board shall continue to provide a mileage rate of \$ .38 per mile.~~

### 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