

# **USEP ECONOMIC PROPOSAL #1**

**September 25, 2023**

## **ECONOMIC PROPOSAL**

### **School Related Personnel Economic Proposal 2023-2024**

Recognizing the important role that SRP play in the operation of the school district, the Board, and Union prioritized the providing of salary increases for SRP for the 2023-2024 school year as follows:

#### **1. Salaries for 2023-2024**

- I. The Board and the Union agree to a salary increase of **4.85%** of base salary to all eligible SRP, exclusive of all supplements provided the SRP earned a year of service credit for the 2022-2023 school year.
- II. All supplements and differentials will continue to be paid at the 2022-2023 rates except as provided in this proposal or as provided in previous MOUs or in Addendum E.
- III. Should there be any deviations during implementation, the Board and the Union are authorized to correct these deviations. In addition, should the District's budgetary status improve during the 2023-2024 school year, the Board and the Union agree to meet to examine the possibility of additional compensation improvement.
- IV. The Board and the Union agree to meet and continue to work to identify strategies to address SRP salary compression concerns and other perceived salary equity issues created by the passage of the minimum wage ballot initiative in Florida as well as areas of critical shortage.
- V. The payment and increases shown above will be provided retroactively to July 1, 2023, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason.
- VI. The District will cover the cost of additional required contributions to the Florida Retirement System.

#### **2. Other Considerations — None.**

#### **3. Fingerprint Retention Fees**

The Board will continue to pay the fingerprint retention fee for SRP.

#### **4. Fringe Benefits**

The Board agrees to contribute \$8240.64 per eligible employee (an increase of \$428.14 from 2023), toward the cost of the health insurance benefit package for the 2024 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.

Should there be any funds 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, such funds will be placed in the insurance reserve/surplus account and applied towards the costs 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 2024 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 2012-2013 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

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Date

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

\_\_\_\_\_  
Date