

USEP INSTRUCTIONAL ECONOMIC PROPOSAL 2023-2024

September 27, 2023

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract.

1. Salaries

A. Teacher Salary Increase Categorical

1. During the 2023 Legislative Session, the Florida Legislature increased funding to the Teacher Salary Increase Allocation and provided an additional \$250 million statewide to this categorical fund. 50% of these increased funds were allocated to increase the minimum base salary for classroom teachers and other instructional personnel. The remaining 50% of these funds were allocated to provide salary increases for classroom teachers and other instructional personnel who did not receive an increase from the first 50% allocation.
2. Based on the 2023-2024 Second FEFP Calculation released on July 19, 2023, Pasco County received an additional \$7,077,205 through the Teacher Salary Increase categorical on the FEFP.
3. In accordance with the 50% requirement of this appropriation the minimum full-time classroom teacher's salary will be increased to \$47,297.
4. In accordance with the second 50% requirement of this appropriation, funds will be provided to increase the salaries of all remaining instructional personnel to \$47,297 and to provide a 1.88% salary increase to all remaining instructional personnel who earned a year of service credit for the 2022-2023 school year but did not receive at least a 1.88% salary increase because of the 50% requirement outlined above.
5. The definitions articulated in HB 641, HB 5001, and Chapter 1012 of Florida Statutes are to be applied as required to all relevant terms in this proposal.
6. The minimum teacher's salary referenced in this section is based on a traditional 196-day contract with 7.5 hours contracted per day. Teachers contracted for additional days and/or hours per day have their salaries adjusted proportionally to their contract terms.

B. Additional Salary Increases and Other Salary Expenditures

1. The Board and Union agree to a cost-of-living increase of two point nine seven percent (2.97%) of their current base pay, exclusive of all supplements, thus bringing the average instructional employee salary to an increase of 4.85% when combined with the Teacher Salary Increase Allocation. Instructional employees with an instructional seniority date on or before January 3, 2023, will be eligible for the cost-of-living increase.
2. The District will cover the cost of additional required contributions to the Florida Retirement System.

3. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided documentation from HREQ that will reflect their base salary for the 2023-2024 school year.
 4. Instructional employees hired after July 1, 2018, will be paid year-round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
- C. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2022-2023 school year.
- D. 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.
- E. 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 compensation improvement.
- F. The Board and Union agree to continue to meet and work to identify strategies to address instructional salary compression concerns and other perceived salary equity issues created by the state mandated Teacher Salary Increase Categorical.

2. Additional Compensation for Teachers Providing Additional Instruction

For the 2023-2024 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of \$6,500 annually, or \$3,250 on a semester basis. Full-time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this supplement. Secondary classroom teachers who are hired on or after July 1, 2020, and who sign a condition of employment to teach the equivalent of six instructional periods per day, shall be paid the supplement amount listed above.

3. Fingerprint Retention Fees

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

4. Fringe Benefits

The Board agrees to contribute \$8,240.64 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. For the 2023-2024 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

For the Board

Date

For the Union

Date