

## USEP Counter Proposal #1

July 6, 2022

### MEMORANDUM OF UNDERSTANDING

#### Minimum Wage to \$15.00 Per Hour

As part of the 2022-2023 Florida state budget implementing language, 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. The funds necessary to implement this requirement have been budgeted by the District for the 2022-2023 school year, and the Board and Union agree to implement the new minimum wage of \$15.00 per hour for the entire 2022-2023 school year, retroactive to July 1, 2022. **In addition, all other SRP employees who do not receive a six percent (6%) salary increase due to raising the minimum to \$15.00 per hour, shall receive a six percent salary increase to their base pay retroactive to July 1, 2022.**

#### **\$15.00 Per Hour:**

1. All SRP with a base hourly rate currently less than \$15.00 per hour will have their base hourly rate adjusted to \$15.00 per hour. **Any SRP employee who did not receive a six percent (6%) salary increase due to raising the minimum to \$15.00 per hour, shall receive a six percent salary increase to their base pay retroactive to July 1, 2022.**
2. The Board and Union agree that once tentative agreement on this Memorandum of Understanding is reached, and in anticipation of ratification, the new minimum wage rate of \$15.00 per hour rate **or the 6% salary increase described above** will be processed.
3. The Board and Union agree and understand that the implementation of the \$15.00 per hour minimum wage **or the 6% salary increase** rate will not be processed prior to the issuance of the first employee paychecks of the 2022-2023 school year on Friday, July 8, 2022; therefore, retroactive payment of this new rate of pay will be made to all eligible SRP back to July 1, 2022, once the new rate of pay has been processed.
4. In order to be eligible for the new \$15.00 per hour minimum wage rate of pay **or the 6% salary increase**, and any applicable retroactive pay, an SRP must be employed at the time the new rate of pay is processed and the implementing paychecks are issued.
5. ESY and summer additional duty hours for the summer of 2022 will continue to be paid at 2021-2022 rates of pay and will not be included in the new \$15.00 per hour minimum wage rate of pay or retroactive calculations.
6. The District shall update and post the applicable SRP salary schedule ranges to reflect the new \$15.00 per hour minimum wage rate of pay.

#### **Supplements:**

1. In an effort to more clearly reflect the true hourly rate of pay for SRP employees, the following supplements will be rolled into eligible SRP's base rates of pay prior to the implementation of the \$15.00 per hour minimum wage increase **or the 6% salary increase**:
  - a. Inservice 96 Point for Non-instructional
  - b. College Hours supplement

- c. Child Development Associate (CDA) Supplement
  - d. Hourly Inservice 96 Point
  - e. Hourly College Hour Supplement
  - f. Relief Custodian
  - g. Hourly Relief Bus Driver
  - h. Longevity and Service Factor Years of Service
2. The total dollar amount of the supplements rolled into SRP's base salary is approximately \$1,953,604.90.

**Compression:**

1. **Although the six percent salary increase will begin to address the compression due to the increase in the minimum wage,** The District and Union agree to continue bargaining additional salary increases for SRP employees who are adversely impacted by the salary compression created by the new \$15.00 per minimum wage requirement. These negotiations shall include, but not be limited to, salary increase for employees already earning more than \$15.00 per hour, as well as other compression adjustments needed to address internal equity issues created by the new \$15.00 per hour minimum wage requirement.
2. The District and Union further understand and agree that it will not be possible to address all salary compression issues created by the new \$15.00 per hour minimum wage in a single fiscal year, and the parties agree to continue their efforts to address SRP salary compression in future negotiations beyond the 2022-2023 school year.

**End of Memorandum**

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For the Board

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Date

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For the Union

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Date