



SUMMARY OF TENTATIVE AGREEMENT 2009-2010 SRP NEGOTIATIONS

SALARIES:

- In light of the unprecedented financial circumstances occurring in Florida and in an effort to preserve jobs and benefits, an agreement was reached to maintain SRP salaries at the 2008-2009 levels. Salary schedules have been adjusted to reflect that eligible SRP receive a year of service with steps reflecting annual salaries at 2008-09 levels.

SERVICE FACTOR:

- The Longevity and Service Factor will continue to be paid at the 2008-2009 rates and levels. SRP entitled to Longevity and Service Factor payments during the 2008-2009 school year and who are eligible for a year of service credit for the 2008-2009 school year will be entitled to a year of service credit for the 2008-2009 school year but will not be entitled to the incremental increase in Service Factor compensation for that year of service credit. No SRP will become eligible for Service Factor or Longevity payments for the first time during the 2008-2009 or 2009-10 school years.

STABILIZATION SUPPLEMENT:

- SRP will receive a lump-sum "stabilization" supplement that will be paid on December 18th. The supplement will be paid only to those SRP currently employed, will count toward retirement credit, and be taxed at each employee's normal rate, not the higher "bonus" rate.
- The amount will vary depending upon the number of hours SRP work as of November 2, 2009, multiplied by their total contracted days. This amount will then be multiplied by the applicable rate below:
 - 26 cents per hour for SRP on steps 1-5
 - 31 cents per hour for SRP on steps 6-10
 - 36 cents per hour for SRP on steps 11 and higher
- SRP on extended unpaid leave when the supplements are paid will receive the supplement at the end of their work year provided they work one day more than half of their contracted work year.

BENEFITS:

- The Board will maintain a **fully-funded benefits package** by contributing \$5,799.29 (an increase of \$667.22) per eligible employee. The alternate "opt-out" will remain at \$1,200 for those employees who have health coverage from **another provider and who do not choose one of the Board-approved health plans. Any savings realized after all self-insured components are funded will be applied to the insurance costs for the 2011 plan year.**

OTHER ECONOMIC ITEMS:

- **Retention Fee** – The Board will continue to cover the cost of state-required retention fee of digital fingerprints.
- **Budgetary Committee** – The Superintendent and USEP President may mutually agree to continue this committee and determine its membership and function.
- **Early Retirement Incentives** – The Board and Union agree to continue meeting during the 2009-2010 year to explore early retirement incentives. The parties are authorized to implement early retirement incentives for which there are mutual agreement.
- **Further Compensation Improvements** – Should the District's budgetary status improve during the 2009-2010 school year, the Board and the Union will meet to examine the possibility of compensation improvement.

NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:

Substitute Task Force – Requires that the USEP President/designee serve on the task force that is charged with exploring ways to recruit and retain qualified SRP substitutes.

Layoff & Recall – Revises the language to reflect the elimination of Bus Driver/Paraprofessionals from alternative schools and provides refusal rights to other SRP who get recalled from Layoff to an alternative school.

Student Discipline – Adds language regarding discipline committees and encourages SRP participation, clarifies SRP responsibilities for maintaining discipline and the Board's responsibility for support and assistance and to enforce the Student Code of Conduct, outlines right to use reasonable force to maintain order, guarantees the USEP President and his/her appointees membership on the Student Code of Conduct Committee, and includes the USEP President on the Superintendent's Task Force on Discipline.

Respect and Dignity – Requires the Board to consider input and suggestions from SRP and provide feedback, and to make an effort to ensure that SRP have access to communications through the district's network.

Sabbatical and Education Leaves – Allows SRP who are in their final education internship to apply for these leaves.

MEMORANDUMS OF UNDERSTANDING - NEW OR SIGNIFICANTLY REVISED:

Differentiated Accountability – Agreement to meet during the year to discuss the implementation of this new State mandate.

Dress Code – Removes the reference to the voluntary official uniform

Electronic Availability and Printing of Agreement – Agreement to place the ratified SRP contract on the district and union websites vs. incurring the expense to print and distribute copies for every employee. The union and district will mutually agree to the number to be printed and the distribution.

Food and Nutrition Assistants Layoff and Recall – categorizes FNS as benefit or non-benefit earning, and protects benefit earning positions during layoff and recall

Job Sharing – Expands the reasons SRP can job share and clarifies how sick leave is proportioned.

New Employee Salary Corrections – New employees hired before last year's contract was ratified were overpaid because they were granted experience credit for 2007-08 that existing employees did not get. Agreement to not make employees repay and to correct salary effective 2009-2010

SRP Overpayments and Underpayments – Continues the over/under payment remedy of employees discovered in State audit until its 2-yr expiration at end of the 2009-2010.

RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING:

- ✓ Educational Paraprofessional and Other Eligible SRP Career Development Program
- ✓ Electronic Personnel Directory
- ✓ Federal and State Legislation
- ✓ Fourth of July Holiday
- ✓ Indoor Air Quality/Environmental Issues
- ✓ Monitoring of Pre-K Students on the Bus
- ✓ NNB/Administrative Settlement Review
- ✓ Reservists Called to Duty
- ✓ Retention of Fingerprints
- ✓ School Choice
- ✓ SRP Extended School Year Program—Summer 2009
- ✓ SRP Compensation Committee
- ✓ SRP Retiree Health Opt-Out
- ✓ Transportation Issues