

SUMMARY OF TENTATIVE AGREEMENT 2010-2011 INSTRUCTIONAL NEGOTIATIONS



SALARIES:

- In light of the third year of declining revenue for Florida public schools, and in an effort to preserve jobs and benefits, an agreement was reached to maintain teacher salaries at the current levels. Salary schedules have been adjusted to reflect that eligible teachers receive a year of experience credit with steps reflecting annual salaries at 2008-09/2009-10 levels.
- **Pasco Service Incentive (PSI):** All compensation under the Pasco Service Incentive (PSI) remains at the 2008-2009 levels. Beginning with the 2003-2004 school year, teachers who earned at least one year's service credit in Pasco on step 26 received an annual increase of \$1,000. Through the 2007-2008 year, each subsequent year of service credit on step 26 earned an additional \$1,000 annually in addition to any improvement applied to the top step of the salary lane. No additional PSI compensation has been granted since 2007-08, and teachers who would otherwise have been eligible for PSI for the first time during the 2008-09 through 2010-11 school years did not receive the \$1,000.

BENEFITS:

- The Board will maintain a **fully-funded benefits package** by contributing \$5,799.29 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 2012 plan year. In addition, the School Board committed to open **three health & wellness centers to provide medical care and generic medications at no cost** to eligible employees.

OTHER ECONOMIC ITEMS:

- **Retention Fee** -The Board will continue to cover the cost of state-required retention fee of digital fingerprinting.
- **Budgetary Committee** – The Superintendent and USEP President may mutually agree to continue this committee and determine its membership and function. The School Board may appoint a community representative.
- **Teachers Providing an Additional Period of Instruction** – USEP thwarted the Board's effort to cut compensation for teaching an extra period to \$1,250 per semester and to require secondary teachers to teach 6/6 periods next year. **For the 2011-12 school year, teachers will still teach 5/6 and may volunteer to teach an additional period (6th period).** For next year, the .2 salary supplement will be suspended, and the compensation, will be \$5,000 annually or \$2,500 per semester.
- **Retirement Incentives** – The Board will offer **an additional retirement incentive equal to ten percent of a qualifying employee's salary, not to exceed \$5,000**, for those employees who retire between June 6, 2011, and June 30, 2011. Employee eligibility requirements, timelines for participation, and other details specific to this incentive will be communicated to employees soon. **This incentive is in addition to any other retirement incentives to which employees are entitled.**

NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:

Experience Credit – USEP stopped the Board from limiting experience credit for all new hires to seven years. Any newly hired teachers will still receive "year for year" service credit with the two following exceptions regarding retirees:

- **Pasco retirees who are re-employed will receive a maximum of seven (7) years credit on the salary schedule.**
- Retirees from any other school District will receive a maximum of five (5) years credit on the salary schedule.
- No currently employed retiree will lose experience credit as a result of new language.

Retiree Health Opt-Out – Inserts in the contract the right of retirees who receive board-paid benefits to opt out and receive the same amount (\$1,200) as other employees.

MEMORANDUMS OF UNDERSTANDING - NEW OR SIGNIFICANTLY REVISED:

Electronic Personnel Directory – increases the number available, specifies locations of directories within the worksite, and requires the principal or worksite supervisor to inform employees of the arrival and locations of the directories.

Problem Solving/Response to Intervention (PS/Rtl) – provides a means for USEP to address questions and concerns with District representatives regarding implementation of PS/Rtl.

Pasco's Virtual Instruction Program – revised memo to establish "performance based" criteria. Teachers in this program will be paid a base salary equal to 95% of the salary schedule amount but can earn the additional 5% and up to an additional 5% based on student achievement. Additional guidelines established to address office hours, parent/student contact, etc.

School Improvement Grant –Ridgewood High School – Establishes additional workdays, hours and levels of compensation for the first year of the grant period. Also an agreement to work on developing an evaluation and performance pay system for RHS teachers as well as establishing transfer /reassignment criteria and monitoring of grant progress.

RE-SIGNED EXISTING MEMORANDUMS OF UNDERSTANDING:

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| ✓ Electronic Availability and Printing of Agreement | ✓ NBPTS Application Fee Reimbursement |
| ✓ Elementary and Secondary Education Act/No Child Left Behind Impact on Instructional Staff | ✓ Paperwork Reduction for Teachers |
| ✓ ESE Task Force | ✓ Pasco's Virtual Instruction Program |
| ✓ Florida's K-12 Comprehensive Research-Based Reading Plan | ✓ Reservists Called to Duty |
| ✓ Indoor Air/Environmental Quality Issues | ✓ Retention of Fingerprints and Five (5) Year Check |
| ✓ Instructional Extended School Year Program – Summer 2010 | ✓ School Choice |
| ✓ Legislation by the State and Federal Legislature | ✓ Voluntary Pre-K (VPK) Program – Summer 2010 |