

SUMMARY OF TENTATIVE AGREEMENT 2010-2011 SRP NEGOTIATIONS



SALARIES:

- In light of the third year of declining revenue for Florida public school districts, and in an effort to preserve jobs and benefits, an agreement was reached to maintain SRP salaries at the current levels. Salary schedules have been adjusted to reflect that eligible SRP receive a year of service with steps reflecting annual salaries at 2008-09/2009-10 levels.

SERVICE FACTOR:

- The Longevity and Service Factor will also continue to be paid to those who had earned it during the year before the crisis began (2007-2008). Beginning with the 2008-2009 year no additional Longevity and Service Factor increments have been paid, and no SRP became eligible for Service Factor or Longevity payments for the first time.

BENEFITS:

- The Board will continue to 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 already have health coverage **and do not choose one of the Board’s 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 and wellness centers** to provide medical care and generic medications to eligible employees at **no cost**.

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. The School Board may appoint a community representative.
- **Retirement Incentives** – The Board will offer an additional retirement incentive **equal to ten percent of a qualifying employee’s salary, not to exceed a total of \$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 the employees are entitled**.

NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:

Layoff & Recall – clarified that layoff is not a break in service and procedures of recall when multiple vacancies exist, requires district documentation of contact regarding recall of SRP, and requires documentation be provided to the Union.

Job Sharing – Moves the language that existed as just a Memorandum into the body of the contract. This language allows two SRP to share one position for reasons, such as childcare, medical conditions, advanced study, etc.

Retiree Opt-Out – Inserts in the contract the right of retirees who receive board-paid benefits to opt out and receive the same amount (\$1200) 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.

Impact of the Differentiated Accountability Model Upon Paraprofessionals’ Qualifications – Reviews the requirements as determined by the 2009 State Legislature, requires District to notify affected paraprofessionals, provides opportunities through Adult Education for test preparation, provide information on ParaPro assessment centers, holds the position until 6/30/2011, and reclassifies those who meet the requirements as IA’s and awards \$1.00 per hour supplement.

SRP Layoff and Recall for 2011-2012 – In the event SRP are laid off next year, they will be categorized as benefit or non-benefit earning to protect benefits during layoff and recall.

Summer Food Service Program (SFSP) – 2010 – Outlines the terms, conditions, and wages for those FNS employees who worked the grant-funded program last summer.

RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING:

- | | |
|--|--|
| ✓ Dress Code | ✓ Monitoring of Pre-K Students on the Bus |
| ✓ Educational Paraprofessional and Other Eligible SRP Career Development Program | ✓ NNB/Administrative Settlement Review |
| ✓ Electronic Availability and Printing of Contract | ✓ Reservists Called to Duty |
| ✓ Federal and State Legislation | ✓ Retention of Fingerprints |
| ✓ Food and Nutrition Services (FNS) Layoff and Recall Procedures | ✓ School Choice |
| ✓ Fourth of July Holiday | ✓ SRP Extended School Year Program—Summer 2009 |
| ✓ Indoor Air Quality/Environmental Issues | ✓ SRP Compensation Committee |
| | ✓ Transportation Issues |