

School Related Personnel Economic Proposal 2011-2012

Due to the fourth year of severe financial crisis in the State of Florida, education funding for all school districts continues to suffer. In addition, most school districts, including Pasco County, face fewer student enrollments than projected, thus further exacerbating funding shortfalls. Again State education funding formulas included nonrecurring funds that are not guaranteed beyond this school year, leaving school districts and employees facing decreased revenues. Therefore, in light of these unprecedented financial circumstances, the District and Union have agreed to the following economic components in an effort to preserve jobs and benefits.

1. Salaries

1) For 2011-2012 SRP will be paid at the 2010-2011 salary levels. Salary schedules will be adjusted to reflect that eligible SRP receive a year of experience credit; however, salary schedule steps will reflect annual compensation at 2010-2011 levels.

2) The Longevity and Service Factor will continue to be paid at the 2007-2008 rates and levels. Effective with the 2008-2009 school year, SRP who were entitled to Longevity and Service Factor payments based upon experience and salary schedule placement will be entitled to a year of service credit but will not be entitled to the incremental increase in Service Factor compensation for that year of service credit. Since the 2008-2009 school year, no SRP will become eligible for Service Factor or Longevity payments.

3) Supplement Schedule amounts and differentials will remain the same as during the 2010-2011 school year.

4) The intent of this proposal is to maintain SRP salaries at 2010-2011 salary levels. Should there be any deviations from this premise during implementation, the Board and the Union are authorized to correct these deviations. In addition, should the District's budgetary status improve during the 2011-2012 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

2. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$31,518 for the 2011-2012 school year.

3. Budgetary Committee

The Superintendent and Union President will mutually determine whether to continue the Budgetary Committee for the 2011-2012 school year. In the event the Budgetary Committee is continued, the Superintendent and Union President will mutually agree to how the committee will function and membership selection, however the School Board may designate one member of the community to serve on the committee.

4. Furlough Days

In an effort to help balance the District's budget this year, the Board and the Union agree that all SRP shall be furloughed two (2) days during the 2011-2012 school year. One of these days shall be a student contact day, and the exact dates of both furlough days shall be mutually agreed upon by the Board and the Union by September 2, 2011.

In order to minimize the financial impact of these furlough days on employee paychecks, the District shall begin deducting an equal prorated amount of these days from remaining paychecks

scheduled for the 2011-2012 school year. To further minimize the financial impact to the employees as much as possible, these deductions shall begin prior to ratification of this agreement.

The Board and Union also agree that they will regularly meet to continuously review the financial condition of the District, including potential savings from a variety of sources including but not limited to health insurance utilization, to determine if these furlough days can be reimbursed to employees. It is not intended that savings from these furlough days be set aside to offset any anticipated shortfall for the 2012-2013 year.


5. Fringe Benefits

The Board agrees to contribute \$5,973.27 (an increase of \$173.98 from 2010-2011) per eligible employee, toward the cost of the health insurance benefit package for the 2012 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.

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 contributed to the insurance reserve account, then such surplus will be applied first to offset furlough days, then applied toward the insurance reserve or costs for the 2013 plan year as determined by the District Insurance Committee. 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 additional \$2.5 million dollars budgeted for the 2012 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.

Operating ERG



For the Board

8/25/11

Date



For the Union

August 25/2011

Date

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - SALARY SCHEDULE AND REMUNERATIONS

1. The regular salary schedules, attached as Addendum A, shall be adhered to for all SRP for the ~~2010-2011~~ 2011-2012 school year.
2. SAME
3. SAME
4. SAME
5. SAME
6. SAME
7. SAME
8. SAME
9. SAME
10. SAME
11. SAME

SECTION B - Fringe Benefits

1. The Board agrees to contribute an annual rate of no more than ~~\$5,973.27 plus any projected employee increase~~ toward the cost of the benefits package for the ~~2011~~ insurance plan year.
 - a. An alternative Health Opt-Out program will be provided for bargaining unit members who declare that they have health coverage through another provider and who do not choose one of the Board-approved health plans. The amount paid to opt-out program participants will be \$1,200.00 per year.
 - b. SRP Retiree Health Opt-Out Program: Effective January 1, 2004, the Board implemented a Retiree Health Opt-Out Program for those retirees who are eligible for district-paid group health insurance in accordance with Article XI, Section F-1 and 2 of SRP Master Contract and who are enrolled in a comparable major medical health insurance plan through another carrier.
 1. When a retiree enrolls in the Retiree Health Opt-Out Program, the Board will pay the retiree the amount being paid to active employees who are participating in the opt-out program. Such amount is subject to federal income tax. An annual payment for the number of months the retiree participates in the Retiree Health Opt-Out Program will be issued in a lump sum in December of the plan year or upon termination of eligibility, whichever occurs first. A participant in the Retiree Health Opt-Out Program will not be required to contribute to the board his/her FRS Health Insurance Subsidy.
 2. A participant in the Retiree Health Opt-Out Program may reenroll in the district-paid group health insurance plan only if he/she is no longer covered by another major medical health insurance plan. Within thirty (30) calendar days following the date of cancellation/termination of the other major medical health insurance plan, the retiree wishing to reenroll in district-paid group health insurance plan must submit to the district's department of Employee Benefits, Assistance, and Risk Management (EBARM) a written request to reenroll, completed application forms, and a letter from the previous major medical carrier or employer stating date of cancellation/termination of coverage. The letter must be on letterhead from the major medical carrier or employer, include the cancellation/termination date of coverage, and signature of the benefit administrator of the major medical carrier or employer. The effective date of coverage of the district-paid group health insurance coverage will be the first day of the month following the submission of the written request, application, and related documents. The district does not guarantee continuous health coverage.
 3. A retiree who fails to reenroll in the district-paid group health insurance plan in accordance with the timelines set forth in the above paragraph will remain in the Retiree Health Opt-Out Program until Medicare eligible or may elect to reenroll in the Board's retiree healthcare plan during the next regularly scheduled open enrollment for benefits to be effective January 1 of the following calendar year.
2. It is agreed that the Board and the Union shall appoint an Insurance Committee consisting of six (6) members, three (3) representing the Board and three (3) representing the Union, for the purpose of reviewing rates and investigating and recommending coverages to the Board and the Union for the purpose of negotiating the aforementioned insurance in subsequent years. The Committee shall meet no later than April 1 of each year.
3. Eligibility

- a) Bus Drivers, and Transportation Assistants who work four (4) hours or more per day or twenty (20) hours or more in each normal working week for ninety (90) days or more per year shall be eligible for insurance benefits to the same extent as full-time SRP. If a Bus Driver or Transportation Assistant works enough hours to receive insurance benefits at any time during the school year, he/she will retain insurance benefits for the remainder of the school year even if his/her hours drop below the minimum required for coverage unless he/she volunteers to have his/her hours reduced below the number of hours required to earn benefits.
 - b) Food and Nutrition Services employees who work five (5) hours or more per day or twenty-five (25) hours or more in each normal working week for ninety (90) days or more per year shall be eligible for insurance benefits to the same extent as full-time SRP. Food and Nutrition Services employees eligible for insurance benefits contracted as of November 1, 1996 shall continue to receive insurance benefits until such time as their employment with the district is terminated unless such employees volunteer to have their hours reduced below four (4) hours. If a Food and Nutrition Services Assistant who becomes eligible to receive insurance benefits on or after November 1, 1996 works enough hours to receive insurance benefits at any time during the school year, he/she will retain insurance benefits for the remainder of the school year unless he/she volunteers to have his/her hours reduced below the number of hours required to earn benefits.
 - c) All other SRP who work six (6) hours or more per day or thirty (30) hours or more in each normal working week for ninety (90) days or more per year shall be eligible for insurance benefits to the same extent as full-time SRP. SRP eligible for insurance benefits on November 19, 1987 shall continue to receive insurance benefits as long as they maintain current eligibility until such time as their employment with the district is terminated. If an SRP earning insurance benefits on November 19, 1987 drops below the work hours necessary to earn insurance benefits, he/she will retain insurance benefits for the remainder of the school year unless he/she volunteers to have his/her hours reduced below the number of hours required to earn benefits. When the SRP's hours are increased to at least four (4) hours, he/she again would earn insurance benefits.
4. Insurance benefits are effective the first day of the month following the SRP's completion of one calendar month of employment in a benefit earning position. If dependent coverage is desired, it must carry the same effective date as employee coverage.
 5. All SRP shall be given the option of choosing dependent coverage, and the cost of such coverage which exceeds the individual premium cost shall be deducted, upon authorization, from said SRP's salary warrant. The rates for dependent coverage shall be provided to the Union prior to the annual open enrollment period and to the bargaining unit members on the first day of the annual open enrollment period.
 6. The open enrollment for insurance benefits shall be a minimum of thirty (30) days during the period this activity was accomplished during the 1987-88 fiscal year. A change in this period in subsequent years may be made with the mutual consent of the Board and the Union.
 7. Any SRP whose dependent status changes who wishes to add or delete dependent coverage after the enrollment period shall be restricted only by the provisions as stated in the Benefit Enrollment/Change Form (MIS #161).

SECTION C – J SAME

Elizabeth Kuhn

For the Board

8/25/11

Date

Rayne J. [Signature]

For the Union

August 25, 2011

Date

ADDENDUM A -- RULES GOVERNING THE SALARY SCHEDULE

1. All SRP shall be paid according to their job title, salary schedule, and the rules governing that schedule.
2. Effective November 19, 1987, any SRP employed in Pasco County whose service is interrupted due to active military service shall be granted experience for a maximum of four (4) years as if he/she had been serving within the district.
3. In order to receive credit for a year of Pasco continuous service, an SRP must be in paid duty status one day more than one-half (1/2) of his/her work year. However, in the event an SRP is reassigned or promoted, credit will be given if that person would have received credit in either position. An SRP who receives credit for a year of Pasco continuous service will advance one (1) step on the salary schedule.
4. Pay dates for the ~~2011-2012~~ 2012-2013 school year and the number of salary warrants will be negotiated during the ~~2011-2012~~ 2012-2013 negotiations.
5. In the event that any regular pay date falls on a weekend or during any holiday period, paychecks shall be issued on the last working day preceding said weekend or holiday period.
6. An SRP who terminates his/her employment during the school year shall receive all pay owed him/her within twenty (20) days of the termination date.
7. SRP who have pay warrants due after their last day of work may leave a stamped, self-addressed envelope for each warrant due with the worksite supervisor who will mail the warrant(s) to the SRP.
8. Upon Union request, step increases for the ~~2011-2012~~ 2012-2013 school year shall be withheld to allow restructuring of the salary schedules.
9. Summer School and/or Extended School Year salaries, shall be at the SRP's regular hourly rate of the ending school year.
10. An SRP who works in an optional program after school, on weekends, or other additional days shall continue to be paid in accordance with the salary schedule applicable to the position worked.
11. When a stipend is paid for voluntary staff development, the stipend will be paid at ~~\$7.00 per hour~~ least at an hourly rate equal to the effective minimum wage.
12. The Board shall continue to provide a mileage rate of \$.38 per mile.

Service Factor

1. To be eligible to receive the Service Factor, an SRP must have earned at least one year's credit of Pasco continuous service since arriving at the top step of his/her salary schedule.
2. The Service Factor is determined by multiplying nine hundredths (.09) times the number of years of Pasco district employment, times the number of hours worked daily, times the length of the individual SRP's work year to equal an amount. The amount is spread equally over the SRP's pay dates.
3. SRP eligible to receive the Service Factor will receive an additional eighty cents (\$.80) per hour.
4. As per the ~~2010-2011~~ 2011-2012 SRP Economic Proposal, the Longevity and Service Factor will continue to be paid at the 2007-2008 rates and levels. Effective with the 2008-2009 school year, SRP who were entitled to Longevity and Service Factor payments based upon experience and salary schedule placement will be entitled to a year of service credit but will not be entitled to the incremental increase in Service Factor compensation for that year of service credit. Since the 2008-2009 school year, no SRP will become eligible for Service Factor or Longevity payments.

Elizabeth Kuhn

For the Board

8/25/11

Date

Lynne J. DeR...

For the Union

August 25, 2011

Date