

**SUMMARY OF TENTATIVE AGREEMENT
2017-2018 INSTRUCTIONAL NEGOTIATIONS**



ECONOMICS - Total Package includes COLA, Performance Pay, Differentiated Pay, Bonuses & Insurance

\$ 808,621	cost of living (.375%) increase for eligible teachers
\$ 808,621	salary adjustments for Grandfathered and Annual Contract (AC) Pay for Performance
\$ 250,000	for state required differentiated pay supplements
\$ 585,183	NON-RECURRING funds to extend state bonuses to instructional staff excluded by state
\$ 755,404	increase to the Board's contribution to maintain a fully-paid employee insurance option

\$3,207,829 Total Increase in Instructional Compensation for 2017-18

PLACEMENT SCHEDULE, SUPPLEMENTS & ADDITIONAL DUTY PAY: The Instructional Placement Schedule increased steps by \$140 for teachers on a 196 day contract and \$155 for instructional staff on a 216 day contract. Academic and athletic supplements will continue to be paid at 2016-2017 rates; Addendum A-1 now defines pay for teachers working during declared emergencies.

DIFFERENTIATED PAY: The Board will continue to contribute \$250,000 for differentiated pay supplements mandated by statute. Differentiated pay/supplements are provided for Title One or DDD/F school teachers and for critical shortage areas identified by the District (*for 2017-2018: Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher - Technology Education, Certified School Counselor: Elementary, Middle and High, Teacher – Varying Exceptionalities*).

STATUTORY REQUIREMENTS FOR INSTRUCTIONAL SALARY IMPROVEMENTS: Since 2014-2015, state statute has required all teachers on Annual Contract (AC) earn salary increases based upon performance ratings. FL statute further dictates the ranges and criteria for such increases and requires that the increases be greater for teachers on AC than for those teachers who have Professional Service (PSC) or Continuing Contracts (CC) which provide certain due process rights and employment security. The 2017-18 Economic agreement continues to utilize a 'share' system to address these statutory requirements.

STATE BONUSES: This year, the legislature expanded bonus programs to include direct performance bonuses for ALL classroom teachers who earned Effective and Highly Effective ratings on their 2016-17 evaluations. While the actual payout of these bonuses has yet to be determined, statute calls for Highly Effective classroom teachers to receive \$1200 and Effective classroom teachers up to \$800. The Board has provided non-recurring dollars to ensure that non-classroom teachers who were excluded from the state's performance bonuses can be offered equivalent performance bonuses. These are one-time payments (expected to be disbursed in April) and will not be included in calculations for Florida Retirement System benefits.

HEALTH BENEFITS: The Board will maintain a fully-funded employee benefits package by contributing \$6,785.00 (**an increase of \$142.02**) 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 surplus will be applied towards the insurance plan costs for the 2015 plan year. The District will continue the annual health risk assessment and wellness incentives of up to \$250 per employee.

OTHER CONSIDERATIONS: The Board will continue to cover the costs of fingerprint retention and monitoring (\$33,960) and will cover all increases to required FRS contributions. **PAYCHECK DISTRIBUTION** – Current employees may choose to remain on the current pay calendar which provides five or six summer checks in June each year, or they may opt into year-round bi-weekly paychecks; all new hires as of July 1, 2018, will be placed on year-round bi-weekly pays.

NEW OR REVISED LANGUAGE AND MOUs:

Addendum E –Contract Waiver– this language now includes the provisions from the Expanded Homeroom/Skinny Period MOU.

Implementation of Student Success Act (Teacher Evaluations) MOU – adjusts observation processes to encourage evaluation of instructional practices over time to promote coaching and support; allows for earlier completion of observations.

Additional Intensive Reading Instruction (Lowest 300) MOU – provides clarification for the assignment of additional periods of instruction required for schools identified in the state's lowest 300.

School Improvement Grant – Fox Hollow Elementary MOU- outlines work and professional development expectations for staff at FHES; requires extended work days and participation in summer trainings, specifies compensation for additional responsibilities under the SIG plan.

RE-SIGNED OR SLIGHTLY MODIFIED MEMORANDUMS OF UNDERSTANDING

- Elementary And Secondary Education Act (NCLB)
- Florida's K-12 Comprehensive Research-Based Reading Plan & Professional Development Protocol Standards
- Instructional Extended School Year – Summer 2017
- Pasco's Virtual Instruction
- Retention Of Fingerprints
- School Choice Preference Employee Request
- Voluntary Coverage Process
- Voluntary Pre-K program – Summer 2017