

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



ECONOMICS: The Total Package Including Step, Raise, & Insurance

\$ 1,931,280	Pay salary increases for all SRP retroactive to July, 1, 2017.
23,268	Fingerprint Retention Fee.
274,233	Increased contribution to the FRS
\$ 474,914	Increase Board's contribution to maintain a fully-paid employee benefits package for eligible employees.
\$2,703,695	Total represents an overall 3.85% package!

- All *supplements* shall continue to be paid at the **2016-2017 levels**.
- **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 2016 plan year. The District will continue the annual health risk assessment incentive of up to \$250 per employee.
- **Clinic Assistants** – rate of pay increased by \$1.00/hour.
- **Bus Driver Trainer Pay** – rate of pay established at the new rate of \$17.03/hour.
- **Field Trip Pay for Drivers** – rate of pay now increased to \$13.60/hour vs. the past practice of pay at Step 12 of 19B.
- **Bus Driver Hiring Rate** – increased to \$13.02/hour – positive financial impact to drivers on current steps 1-12 will occur.
- **Bookkeeper/Secretary** – rate of pay increased by \$1.50/hour.
- **Secretary II (Principal/Director Assistant)** – rate of pay increased by \$3.00/hour.
- **School Improvement Grant (SIG)** – federal grant awarded through the district to Fox Hollow ES over the next 5 years. This will require SRP working directly with students to work and be paid for an additional 30 or 50 minutes per day.

NEW OR Significantly REVISED CONTRACT LANGUAGE:

- **Leaves of Absence (Article VIII) Section B** – increased from 30 to 50 days of pay for non-catastrophic injury/illness in the Sick Leave Bank.
- **Processing Pay Increases in Anticipation of Ratification** – ensures all employees receive pay increases as soon as possible; provides for the District to collect pay increases issued in anticipation of ratification should the contract not be ratified by the bargaining unit.
- **NNB/Administrative Settlement Review** – moved from a MOU to Article III in the SRP Master Contract.
- **Transportation Committee MOU** – moved from a MOU to Article VII in the SRP Master Contract.

RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING

- ✓ Dress Code
- ✓ Educational Paraprofessional and Other Eligible SRP Career Development Program
- ✓ Electronic Job Advertisements/Vacancy Notices
- ✓ FNS Safety Apparel
- ✓ Maintenance Department Shirt Program
- ✓ Retention of Fingerprints
- ✓ School Choice Preference
- ✓ SRP Extended School Year Program—Summer 2017
- ✓ SRP Workplace Committee
- ✓ SRP Compensation Committee
- ✓ Summer Food Service Program (SFSP) 2016
- ✓ Voluntary Pre – K (VPK) Program – Summer 2017
- ✓ Extended School Year for Summer 2017
- ✓ FNS Training Compensation Protocol