

SUMMARY OF TENTATIVE AGREEMENT 2019 - 2020 INSTRUCTIONAL NEGOTIATIONS



ECONOMICS:

Raise

\$7,582,280 has been agreed to for all instructional staff which represents a 3.25% increase. As required by law, 1.625% will be used for COLA increase and the remaining 1.625 will be used for the performance pay plan. Grandfathered teachers and effective AC teachers will receive 3.25% overall. Those teachers who do not have a performance evaluation and highly effective AC teachers shall receive a slightly lower and slightly higher percentage respectively, as required by law.

Health Benefits: The Board will maintain a fully-funded employee benefits package by contributing **\$7,021.53 (an increase of \$235.65)** per eligible employee.

FRS Rate Increase: The Board will cover the cost of additional contributions to the Florida Retirement System (FRS) for the 2019-2020 school year. The increased cost is estimated at **\$530,537.00**

Fingerprint retention fee: The District will cover the cost of fingerprint retention of **\$34,631**.

NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:

ARTICLE VII – WORKING CONDITIONS: SECTION H – EVALUATIONS

For the first time since 2011, the Union and District agreed to a change in contract language regarding evaluation as a result of two years of collaborative effort. Not only was there an agreement on language but an agreement on Guidelines for the process.

ARTICLE IX – SAFETY AND HEALTH

New language that strengthens the rights of the teacher in the area of safety. The new language requires significant communication regarding student threats towards instructional employees

ADDENDUM B - SUPPLEMENT SCHEDULE

Four new supplements were agreed to: two supplements for Title One work, a supplement for an Intervention Specialist, and an athletic supplement for Lacrosse.

ADDENDUM C - INSTRUCTIONAL BARGAINING UNIT

A new bargaining unit position was agreed to for Intervention Specialist.

ADDENDUM E -CONTRACT WAIVER

The Union and District agreed to extend the time allowed to vote on all contract waivers to March 1st and changed the threshold from seventy-five percent (75%) to sixty-six percent (66%)

MEMORANDUMS OF UNDERSTANDING - NEW OR SIGNIFICANTLY REVISED

NEW

TURNAROUND SCHOOLS

Provides a \$2,000 supplement for teachers in certain turnaround schools. The two schools in Pasco are West Zephyrhills and Hudson Elementary.

TITLE I SUPPLEMENTS

Sets an agreed upon amount for two positions that provide document functions required for Title I funding

RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING:

- | | |
|---|-----------------------------|
| ✓ School Improvement Grant – Fox Hollow ES | ✓ Every Student Success Act |
| ✓ Voluntary Pre – K (VPK) Program – Summer 2019 | ✓ Marchman Technical |
| ✓ Voluntary Sub-coverage | ✓ Pasco Virtual Instruction |
| ✓ Extended School Year | ✓ Wendall Krinn |
| ✓ Dual Enrollment | ✓ |
| ✓ Fox Hollow SIG Grant | |