

RATIFICATION PACKAGE

SRP Negotiation 2023-2024

Referendum Agreement

SRP Referendum Implementation

May 24, 2023

On August 23, 2022, the voters of Pasco County approved a 4-year millage referendum to be used exclusively for the recruitment and retention of non-administrative employees via compensation improvements. The voter-approved referendum authorizes the Board to levy up to a total of 1 mil for each of the four years covered by the referendum to fund compensation improvements. Referendum funds will begin to be collected beginning in November of 2023, and collections are scheduled to occur through the 2026 tax year. The referendum may be renewed by the voters beyond the original term in accordance with state law in effect at the time of the renewal election. To facilitate the distribution of the proportional share of funds earmarked for School Related Personnel (SRP), the Board and Union understand and agree to the following for the 2023-2024 payment period outlined below.

General Provisions

1. In accordance with their statutory authority, the Board maintains the exclusive authority to set the annual millage rate associated with this millage referendum, which will in turn determine the available annual budget for the stated employee compensation improvements.
2. All compensation improvements provided through this millage referendum are non-recurring salary supplements, the amounts of which are subject to the collective bargaining process.
3. The District has established a citizens oversight committee to monitor and report on the expenditures of the millage referendum funds. While this committee does not have authority to make decisions on behalf of the Board or the Union, they may make recommendations.
4. The initial negotiated supplement amounts will be in effect from July 1, 2023, through October 31, 2024, or until new supplement amounts are determined, whichever occurs latest.
5. This memorandum and the annual salary supplement amounts will be renegotiated each year based on available funding from the budgeted and collected millage for the upcoming annual payment period. As such, no SRP shall have an expectation of receiving a specific referendum salary supplement amount after the conclusion of the annual reconciliation and payment period.
6. The non-recurring salary supplements provided to SRP employees during the 4-year referendum period will be considered a portion of an eligible SRP employee's compensation and will be part of that employee's salary for the purposes of Florida Retirement System (FRS), Social Security, Medicare, and other mandatory payroll contributions and deductions.
7. Should the millage referendum expire without renewal, SRP employees shall have no expectation of receiving referendum salary supplements once all available referendum funds have been dispersed, nor shall any expectation exist that any other non-referendum funds will be utilized to compensate for the non-renewal of the referendum salary supplements.
8. Should circumstances arise that increase the amount of referendum millage collections available during an annual payment period and/or should a surplus of funds exist at the end of an annual payment period, the Board and Union agree to include those amounts in their negotiations for the subsequent annual payment period.
9. Should circumstances arise that materially reduce the amount of referendum millage available during an annual payment period, the Board and Union agree to meet and negotiate, with all reasonable haste, changes to the annual salary supplement plan to bring salary referendum revenues and expenditures into alignment for the applicable annual payment period. Immaterial reductions at the end of an annual payment period will be adjusted in subsequent annual payments.

2023-2024 SRP Referendum Salary Supplements (RSS)

1. RSS amounts for SRP personnel are outlined in the table below. The RSS amounts listed are hourly amounts. For this table, SRP years shall mean the number of creditable years of service with the District (continuous and non-continuous).
2. An SRP's annual RSS amount is calculated by multiplying the applicable hourly supplement amount from the table below, times the number of days in the SRP's regular contracted work year, times the number of hours the SRP is regularly contracted for each day (maximum of 8 hours per day). For the purpose of this calculation, full-time transportation employees will be presumed to have an 8-hour workday.
3. Compensation provided to SRP employees for supplemented activities, overtime, ESY, ESD, emergency pay, and any other additional duty hours worked outside of their regular contracted workday/work year will not impact or be impacted by the SRP employee's RSS amount.
4. An SRP's annual RSS supplement will be equally prorated out across each scheduled paycheck for the SRP employee's position. Should an SRP employee change positions with the District during their contracted work year, the SRP employee's bi-weekly RSS amount for that pay period will be a blended amount based on the number of days worked in each of the two jobs during the bi-weekly pay period. Should an SRP employee terminate employment during their contracted work year,

RSS payments will only be made for the bi-weekly pay periods for which the SRP employee is actively employed and being paid. RSS payments will not be made on accrued leave payouts at the time of an SRP's separation from employment.

5. SRP employees on unpaid leave shall have their RSS payment adjusted in the same manner as all other forms of compensation provided by the District.

Anticipation of Employee Ratification

In anticipation of employee ratification of the full 2023/2024 collective bargaining agreement, the Board and Union agree to submit this memorandum for Board approval and processing as soon as possible.

(CHART ATTACHED)

Targeted SRP Referendum Implementation

This targeted addition is to the SRP Referendum Implementation MOU both dated and signed by the District and Union on May 24, 2023, whereby the parties agreed to begin processing referendum salary supplements (RSS) in anticipation of ratification. All General Provisions of the original MOU are incorporated into this MOU.

As time has passed since the signing of the SRP Referendum Implementation MOU, more accurate tax information has been made available to the District, creating the availability of a small amount of additional referendum funds. Both the District and Union have agreed to apply these funds to specific critical shortage areas within the Transportation and Maintenance departments.

Targeted areas:

1. Transportation

\$516,167 for an additional RSS of \$1.00 per hour for bus drivers.

\$221,214 for an additional RSS of \$2.00 per hour for relief bus drivers.

\$737,381 total in additional RSS for targeted Transportation employees.

The amounts shown are inclusive of all employer withholdings, to include FRS Regular Class, Social Security, Medicare, Workers Compensation and Unemployment Compensation.

2. Maintenance

~~\$362,845~~ \$205,800 in for an additional RSS of \$1.75 per hour to increase the minimum rate of pay for all Maintenance Technicians, P.E. Field Technicians and Vehicle Technicians in the Maintenance Department, to at least \$20.17 per hour and to ensure that existing employees in these positions receive this new minimum plus 1% for every year of District service or their current hourly rate, whichever is higher. The trades positions labeled Maintenance Technicians include Cabinetry, Carpentry, Electronics, Food Service Equipment Repair, Floor Machine Repair, Flooring, Masonry, Paint, Roofing, Site Development and Small Engine.

~~\$98,000~~ for an additional RSS of \$2.00 per hour for all Electric, Plumbing and Water/Sewer employees in the Maintenance Department.

~~\$171,211~~ \$83,790 in for an additional RSS of \$2.25 per hour to increase the minimum rate of pay for all AC Specialists, AC Chiller Mechanics and HVAC System Control Technicians in the Maintenance Department, to at least \$20.68 per hour and to ensure that existing employees in these positions receive this new minimum plus 1% for every year of District Service or their current hourly rate, whichever is higher.

~~\$47,040~~ for an additional RSS of \$2.00 per hour for all Relief Custodians.

~~\$534,056~~ \$434,630 in additional RSS to targeted Maintenance employees.

~~\$83,940~~ 98,095 for all employer withholdings, to include FRS Regular Class, Social Security, Medicare, Workers Compensation and Unemployment Compensation.

~~\$455,850~~ \$532,725 total in additional RSS plus benefits for targeted Maintenance employees.

~~\$1,272,437~~ \$1,270,106 in additional RSS to targeted critical areas in Transportation and Maintenance.

In anticipation of employee ratification of the full 2023/2024 collective bargaining agreement, the Board and Union agree to submit this memorandum for Board approval and processing as soon as possible.

ECONOMICS

School Related Personnel Economic Proposal 2023-2024

Recognizing the important role that SRP play in the operation and success of the school district, the Superintendent, Board, and Union prioritized the providing of salary increases for SRP for the 2023-2024 school year as follows:

1. Salaries for 2023-2024

- A. The Board and Union agree to a salary increase of 4.85% of base salary to all eligible SRP, exclusive of all supplements provided the SRP earned a year of service credit for the 2022-2023 school year. \$1,503,525 will be provided to increase to improve all SRP salary schedule ranges, and the base hourly rate of all SRP by 1.25%.

- B. The Board will provide an additional ~~\$1,232,837~~ approximately \$3,082,092 ~~\$1,725,972~~ \$2,219,107 to provide an

additional ~~1.25%~~ ~~3%~~ ~~1.75%~~ ~~2.60%~~ ~~2.25%~~ increase (for a total increase of ~~2.5%~~ ~~4.25%~~ ~~3.0%~~ ~~3.85%~~ ~~3.5%~~) to all SRP who earned a year of service credit for the 2022-2023 school year.

- C. In total, ~~\$2,736,362~~ ~~\$4,585,617~~ ~~\$3,229,497~~ \$3,722,632 will be provided to improve SRP compensation for the 2023-2024 school year.
- D. The amounts shown above are inclusive of all required employer withholdings and will be provided retroactively to July 1, 2023, for current bargaining unit members employed on the date this agreement is executed. However, such payments and increases will not be provided to bargaining unit members who leave the District, for any reason, prior to the payroll processing of the above listed salary increases and any corresponding retroactive payments.
- E. All remaining supplements and differentials will continue to be paid at the 2022-2023 rates except as may be provided for in this proposal. (see Addendum E)
- F. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2023-2024 school year, the increased contribution amount is 1.66% or approximately \$1,566,267 based on existing, pre-raise SRP payroll.
- G. Should the District's budgetary status improve during the 2023-2024 school year, the Board and the Union agree to meet to examine the possibility of further compensation improvement.
- H. The Board and the Union agree to meet and work to identify strategies to continue to address SRP salary compression concerns and other perceived salary equity issues created by the passage of the minimum wage increase in Florida. The SRP Compensation Committee may be convened to provide input regarding both the compression issue and future salary initiatives.
- I. In anticipation of ratification, all agreements in section 1: A. through H. shall be effective upon execution of this agreement and the signing by the parties of the corresponding Salary and Placement Grid.
- J. All increases listed above are calculated off each employee's base hourly rate. Wages paid as/for supplements, ESY, ESD, emergency pay, and any other additional duty activities are not included in an employee's base hourly rate.

2. Other Considerations

- A. \$73,775 to reclassify all Bus Drivers currently on PG02 to PG03 and all Relief Drivers currently on PG03 to PG04.

3. Fingerprint Retention Fees

Florida Statute requires the submission of SRP fingerprints to the Florida Department of Law Enforcement (FDLE) automated fingerprint identification system, annual monitoring, and resubmission of the fingerprints every five (5) years. The monitoring fee, currently \$6.00 per employee, must be paid each year and the resubmission fee, currently \$13.25 per employee, must be paid every five years. In order to comply with the applicable law and provide a benefit to SRP, the Board and Union agree that the Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$14,710.50 for the 2023-2024 school year.

4. Fringe Benefits

The Board agrees to contribute \$8,240.64 per eligible employee (an increase of \$428.14 from 2023), toward the cost of the health insurance benefit package for the 2024 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. For the 2023-2024 school year, the District will continue to offer the annual health risk assessment incentive of up to \$250 per employee. 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 funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will be placed in the insurance reserve/surplus account and applied towards the insurance costs and/or reserve for the 2025 plan year. 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 operating dollars budgeted for the 2024 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.

Effective with the 2013-2014 school year, employees receiving the District's health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package through the end of August of that plan year.

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - Salary Schedule and Remunerations

- I. The regular salary structure, which consists of multiple pay grades and a placement schedule, attached as Addendum E, shall be adhered to for all SRP. The SRP Compensation Committee will meet to review and provide input regarding implementation of the new structure, which was created and implemented during the 2017-2018 school year. The newly created salary ranges, as opposed to the former step schedules, will serve as the starting point for negotiations and be integrated as part of any salary increases for the 2017-2018 school year and beyond.

2. Placement within the pay grades shall follow the rules outlined in the SRP Placement Guidelines, entitled Addendum E.
3. Through 11. - **SAME**

SECTION B - Fringe Benefits

The Board agrees to contribute an annual rate of \$8,240.64 (an increase of \$428.14 from 2023), toward the cost of the benefits package for the 2024 insurance plan year.

- a. **SAME**
- b. **SAME**

2. Through 7. - **SAME**

SECTION C – Payroll Deduction for Additional Benefits - SAME

SECTION D – Early Retirement Monthly Benefit – SAME

SECTION E – Deferred Retirement Option Program (DROP)

1. Through 3. – **SAME**
4. The initial payment will be made on June 30 following the employee’s DROP effective date. Subsequent payments shall be made each June 30 following the employee’s DROP effective date anniversary.

Maximum Percentage of Accumulated

Payment	Payment Date	Terminal Sick Leave Days
1	June 30	23.3%
2	June 30	25.6%
3	June 30	36.0%
4	June 30	50.8%
5 <u>or more</u>	June 30	86.1%
6- <u>Final</u>	Upon Separation	100.0%

SECTION F - Retiree Health Care Premium – SAME

SECTION G - Meritorious Attendance Incentive Pay - SAME

SECTION H - Group Medical Benefits Recovery Inc. (Indemnity – PPO and HMO Programs) – SAME

SECTION I - Employee Assistance Program (EAP) – SAME

SECTION J - Premium Pay

Notwithstanding the provisions of the F.S. 252, Emergency Management, the District will provide the following for SRP who volunteer their services:

- a. **SAME**
- b. **SAME**
- c. Two (2) One and one half (1.5) times the SRP’s hourly rate for work performed during a declared emergency, in addition to any regular pay, if any, provided to all District employees during the declared emergency.
- d. **SAME**
- e. **SAME**

SECTION K – School Choice Preference Employee Request - SAME

Extracurricular Trip Rate for the Transportation Department

The Board and Union agree to temporarily move the rate for extracurricular trips made by bus drivers and relief bus drivers from the current rate of \$16.00 per hour to \$20.00 per hour. This rate change is in anticipation of permanently moving the extracurricular rate to \$20.00 per hour into Addendum E of the SRP Master Contract when salary negotiations for the 23-24 year commence, are agreed to by both parties, and ratified by both the bargaining unit members and the School Board. In the event that an agreement cannot be reached regarding the new rate, the \$20.00 extracurricular rate will be for the 2023-2024 school year only. This temporary rate change will go into effect one day after this memorandum is signed.

ARTICLE XIII – DURATION

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2024~~ June 30, 2025 and shall be renewed automatically from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after notification.
2. During any reopening of negotiations for changes to take effect during the term of the Agreement, the existing provisions of the Agreement shall remain in full force and effect until modified sections are executed.
3. This agreement may be reopened upon request of either party if any item is affected by legislature or by mutual consent of both parties.
4. This Agreement may be reopened for the ~~2022–2023~~ 2023 - 2024 and 2024 - 2025 school years and each subsequent school year on Article XI, Addendum A, salaries, items affected by legislation, mutual consent of both parties, and all currently established Memorandums of Understanding. The Union and the Board may each select a total of three (3) additional items to reopen for negotiations.
5. The agreements contained herein constitute the full and complete Agreement between the Union and the Board and shall not be changed, altered, modified, or amended by either party except as provided in paragraphs 2 and 3 above.

ARTICLE VIII – LEAVES OF ABSENCE

SECTION A – Rules Governing

1. - 10. SAME

SECTION B – Paid Leaves

1. Sick Leave

- a. - f. SAME

- g. Any SRP hired prior to July 1, 2013, or on or after July 1, 2023, who has accrued sick leave outside the district but in the State of Florida shall be credited on a day-for-day basis with all accrued leave. Said leave shall be credited in the same manner as sick leave earned within the district. Any SRP hired on or after July 1, 2013, through June 30, 2023, will not be credited for sick leave accrued outside of the district.

- h. - n. SAME

2. - 8. SAME

SECTION C – Unpaid Leaves

1. - 8. SAME

Article VII Working Conditions

SECTION A – N same

~~SECTION O – School Related Person of the Year~~

- ~~1. The Union shall conduct the School Related Person of the Year selection process using rules devised for that purpose by the Union.~~
- ~~2. SRP who are serving as chairpersons of the worksite School Related Person of the Year Committee shall be granted release time once each year to attend a meeting for orientation purposes. The release time shall include appropriate travel time and SRP shall return to their respective worksites immediately following the meeting if time allows. Worksite chairpersons who are Bus Drivers, Relief Bus Drivers, Transportation Assistants, or Alternative School Bus Drivers/Paraprofessionals will only be granted such release time if their duties can be covered using personnel who normally cover such duties. The worksite supervisor's decision as to whether SRP in these positions can be released will be final. In addition, the Board shall grant up to three (3) days of release time for up to five (5) SRP serving on the District SRP of the Year Selection Committee. All other meetings related to selection of School Related Person of the Year shall be held outside normal working hours of the SRP involved.~~
3. The Board shall recognize the SRP selected as Worksite School Related Persons of the Year and the SRP selected as the District School Related Person of the Year.

Section P – V re-lettered to reflect change

Department of Transportation Services Return to Work Supplement

In recognition of, and appreciation for, the efforts of the District's bus drivers, relief drivers, and transportation assistants, in safely transporting Pasco County Schools students under difficult circumstances brought on by staff shortages and a shrinking workforce during the 2022-2023 school year, the District is proposing a return to work supplement for eligible transportation employees during the 2023-2024 school year, contingent upon the eligibility outlined below.

Eligibility:

1. The return to work supplement is for bus drivers, relief bus drivers, and transportation assistants only (eligible transportation employees).

2. All eligible transportation employees must have worked all or at least part of the 2022-2023 school year, as either a bus driver, relief bus driver or transportation assistant, and be employed by the District as either a bus driver, relief driver, or transportation assistant on the last day of their contract on May 26, 2023.
3. All eligible transportation employees must return to work for the 2023-2024 school year as either a bus driver, relief bus driver or transportation assistant and work all of the following days:
 - a. ~~Both Inservice/Department Training days: July 25 and August 2 for eligible transportation employees at the West, Northwest and South garages, July 26 and August 2 for eligible transportation employees at the East, Southeast and Central garages;~~
 - b. ~~August 3 for Trial Run day;~~
 - e.a. August 10 through September 5 8;
 - d.b. All eligible transportation employees must have perfect attendance for the above 21 days. Perfect attendance is defined as being at work for the entire day of the employee's shift and/or inservice session. Employees who are unable to report to work/~~inservice~~ for the entire day of the above listed days, ~~regardless of the reason,~~ will not be eligible for the supplement. The only exceptions to the perfect attendance requirement is if an eligible transportation employee is injured in the line of work, as a result of an interaction with one of their students while performing the functions of their job, resulting in a medical care provider confirming the need for the eligible transportation employee to miss time at work as a result of the injury sustained during the interaction with their student, (ex. Workers Compensation resulting from an injury caused by an interaction with a student); or if the eligible transportation employee is involved in an accident determined not to be their fault, the missed time from these two exceptions will not be held against the eligible transportation employee in determining their eligibility for the return to work supplement.
4. To be eligible for the return to work supplement, an eligible transportation employee must remain actively employed by the District through November 1, 2023.
5. Eligible transportation employees must also maintain satisfactory attendance, by not using more sick/personal time than they accrue, from September 6 through November 1, nor receive documentation for poor attendance during that time, to be eligible for the return to work supplement.

Supplement Breakdown:

1. Approximately \$263,000 in non-recurring funding has been made available for the return to work supplement payments. Approximately \$59,350 of this amount must be used to cover the required benefits (Social Security, Medicare, FRS, Unemployment Insurance, Workers Compensation Insurance, etc.) associated with the supplement payments, leaving approximately \$203,650 for the actual supplement payments to eligible transportation employees.
2. Each eligible transportation employee who meets all five of the requirements in the Eligibility section above will receive an equal share.
3. The exact amount of each share will depend on how many eligible transportation employees meet all five of the requirements in the Eligibility section above.

Other Considerations:

1. The supplement is non-recurring and does not become part of the eligible employee's base salary.
2. The supplement payment is for the 2023-2024 school year only.
3. The supplement will be subject to applicable withholdings.
4. The supplement shall be paid no later than the last scheduled pay date in December 2023.
5. The District and Union agree that the Return to Work Supplement outlined in this memorandum is contingent upon state and/or federal approval of the amendment to the District's plan to utilize federal COVID relief funds (i.e., ESSER I/II and/or America Rescue Plan funds) and receipt of these funds for this program.

SRP's with Bachelor's Degree Serving as Professional Guest Teachers

In an continued effort to help address the shortage of qualified classroom teachers, and in supplementation of the provisions contained in Article XI, Section A., Subsection 2(5), SRP who possess a Bachelor's Degree may express interest to their worksite supervisor to cover an instructional vacancy in a Professional Guest Teacher (PGT) capacity for the ~~2022-2023~~ 2023-2024 school year. SRP selected to cover in a PGT capacity will be compensated at the PGT rate of \$160.00 per day for the duration of the assignment. The SRP will be re-classified to an exempt employee while working as a PGT and will be returned to non-exempt status upon completion of their PGT assignment.

SRP who are qualified to work as a PGT, express interest, and are selected to cover an instructional vacancy in a PGT capacity, will be expected to fulfill the obligations of the classroom teacher including, but not limited to, grading, entering grades in myStudent, planning with their team, attending PLC's, duty assignments, and attending parent conferences. If, while in the position as a PGT, it is later deemed by the worksite supervisor that the SRP is not able to meet the expectations of a PGT, or should the assignment no longer be needed, the SRP may be removed from his/her role as a PGT and returned to the original position with the District. If the SRP realizes they are unable to satisfactorily perform the duties of the PGT, they can request and

will be transitioned back to their original position. Further, the SRP will not receive any written performance documentation if they are unable to meet the additional duties associated with the PGT role.

The SRP will maintain all benefits associated with the original SRP position and shall retain their SRP continuous service date during the PGT assignment and upon return to their regular assignment at the conclusion of the PGT assignment. Should multiple SRP at a worksite express interest in a single PGT position, the provisions contained in Article VII, Sections C., Subsection 4, shall be used. This MOU will be in effect for the ~~2022-2023~~ 2023-2024 school year only.

In anticipation of ratification, the Board and Union agree to begin implementation of this MOU effective ~~November 14, 2022.~~
August 14, 2023.

Maintenance Department Shirt Program

Effective with the 2013-2014 school year, the Maintenance Department will issue all maintenance employees five (5) work shirts to promote a professional appearance and provide a safety feature of allowing all Maintenance employees to be easily recognizable. All employees who worked during the ~~2022-2023~~ 2021-2022 school year and have already been issued their five (5) work shirts will continue to wear those shirts unless they need to be replaced due to damage or normal wear. New maintenance employees will be issued five (5) work shirts.

Shirts

1. All Maintenance employees must wear the issued work shirts daily while at work.
2. The color and style of the work shirts will be determined by the Maintenance Department.
3. New employees may choose to have either five (5) short-sleeved shirts, five (5) long-sleeved shirts or beginning with the 2016-2017 school year, any combination of short-sleeved shirts and long-sleeved shirts totaling five (5) shirts.

Responsibility

1. Maintenance Department will replace shirts damaged in work-related incidents or normal wear with the employee's preferred sleeve length.
2. The employee will replace shirts damaged outside of work.
3. It will be the employee's responsibility to keep the shirt clean and appropriate for work.
4. The District will purchase extra shirts so that the replacement cost to employees for shirts shall not exceed the District's cost.
5. The Board and the Union agree to begin implementation of this MOU in anticipation of ratification, and to meet during the year to resolve any issues or concerns that may arise as a result of this memorandum.

FNS Safety Apparel

Food and Nutrition Services will continue their Program for the 2023-2024 ~~2022-2023~~ school year, regarding Safety Apparel.

Shirts

1. School-based FNS employees will receive five (5) shirts with the Zone logo for the 2023-2024 ~~2022-2023~~ school year.
2. Shirt colors will be determined by FNS.
3. School-based FNS employees must wear the issued shirts at least three (3) days per week on days designated by the FNS manager.

Safety Shoes

1. School-based FNS employees must wear safety shoes daily for work.
 - a. School-based safety shoes must have non-skid soles to prevent slips and falls.
 - b. No canvas, mesh or open-toed shoes are permitted.
 - c. Safety shoes may not be tattered or torn and must be appropriate for work.
2. Each employee will receive one \$45.00 (non-taxed) payment in one of their September paychecks (fall) and a second \$45.00 (non-taxed) payment in one of their February paychecks (winter) for the reimbursement for safety shoes for the 2023-2024 ~~2022-2023~~ school year. An employee is eligible for the fall shoe stipend if they have a start date prior to November 30, 2022 ~~2021~~. Any employee with a start date or return to work date after November 30, 2023 ~~2022~~ will only be eligible for the winter shoe stipend. Payments will be included as a separate line item on the FNS employee's paycheck. Employees may be required to show proof that the safety shoes purchased are non-skid. All FNS employees who receive the stipend(s) must remain employed with FNS for thirty (30) calendar days after receiving both the September payment and/or February payment. If any FNS employee leaves the department and/or District before the thirty (30) calendar days have elapsed in the fall and/or winter, they will be required to repay the stipend to FNS.

Responsibility

1. FNS will replace the shirts damaged in work-related incident(s).

2. The employee will replace the shirt if damaged outside of work.
3. It will be the employees' responsibility to keep the shirt and shoes clean and appropriate for work.
4. The District will purchase extra shirts so that the replacement cost to employees for shirts shall not exceed the District's cost.

The Board and the Union agree to begin implementation of this MOU in anticipation of ratification, and to meet during the year to resolve any issues or concerns that arise as a result of this memorandum.

SRP to Teacher Program

The Board and the Union agree to continue the program to assist eligible SRP with monetary assistance for those enrolled as degree seeking students in a college of education to become certified classroom teachers in Pasco County Schools.

When a SRP is completing their final internship at a Pasco County School as part of the SRP to Teacher Program, the SRP will be eligible to have their SRP salary and Board paid benefits paid by the District. The Final Intern position is comparable to a teacher position and is exempt from overtime wages. SRP participating in this program will continue to use their accrued leave options as available if they are absent from work on a scheduled contracted day.

The Board and the Union agree to meet during the ~~2022-2023~~ 2023-2024 school year to discuss any issues or concerns that arise as a result of this memorandum.

The program will continue provided the funding sources are available.

GROUND RULES FOR NEGOTIATIONS

1. Negotiations shall be conducted at a location or online forum mutually agreed to by the chief negotiators.
2. Future negotiation sessions will be scheduled by mutual consent of the chief negotiators.
3. The negotiation sessions will continue until the agenda is exhausted or the adjournment time has been reached unless both chief negotiators agree to an extension.
4. All communications or correspondence concerning change of meeting dates or times or any other mechanical necessity will be the responsibility of the two chief negotiators.
5. All bargaining team members will be furnished copies of any proposals or counter proposals distributed at the table or via email when necessary.
6. All tentative agreements will be reduced to writing, initialed, and dated by the chief negotiator for each side either in person or electronically during an online forum at the meeting at which the tentative agreement is reached. An initialed copy will then be provided to each bargaining team for their records. Only proposals that have been initialed by the chief negotiators for both sides shall be presented to the bargaining unit members or to the School Board as being agreed upon. Initialed provisions are subject to change by the chief negotiators only by mutual agreement.
7. All tentative agreements on given items are contingent upon overall agreement being reached by the parties. No tentative agreement on any item shall be considered effective or binding on either party until an overall agreement is reached and ratified by both parties.
8. Should either party fail to ratify the entire Agreement, then only those issues previously subjects of bargaining between the two parties shall be subject to further negotiations unless both parties mutually agree to discuss additional issues.
9. Each side reserves the right to caucus at any time during negotiations.
10. Upon mutual consent of both chief negotiators, a formal negotiating session may be recessed to allow interest-based open discussion by all participants. Upon request by either of the chief negotiators, a formal session will resume.
11. Since the parties have agreed to audio tape bargaining sessions, the party conducting the taping will provide the other party with a full copy of each recording as reasonably close to one week of the recorded session as possible. No member of either bargaining team shall record (audio or video) any session unless permission has been mutually agreed upon by the chief negotiators.

BOARD COUNTER PROPOSAL #1
October 16, 2023
ADDENDUM E
Job Titles and Salary Schedules 2023-2024

SRP Placement Guidelines

Credit for related applicable experience will be granted according to the rules outlined below. In order to receive credit, all experience must be verified in writing by former employer(s) and submitted to the Office for Human Resources and Educator Quality. If the aggregate of verified outside experience results in a fractional part of a year greater than one-half (1/2), it will be counted as a year of outside experience.

Title	Pay Grade	MPI ¹	Experience Credit ²	Minimum Hourly Rate	Maximum Hourly Rate	Eligible Supplements/Notes ³
Administrative Assistant	PG02	10	1 for 2	\$15.57	\$17.04	
Air Conditioning Chiller Mechanic	PG11	15	1 for 1	\$19.43	\$22.33	Maintenance RSS: \$2.25/hr.
Air Conditioning Specialist	PG05	15	1 for 1	\$16.76	\$19.27	Maintenance RSS: \$2.25/hr.
Behavior Assistant	PG02	15	1 for 1	\$15.57	\$17.91	
Benefits Associate	PG01	15	1 for 1	\$15.19	\$17.45	
Benefits Representative	PG02	15	1 for 1	\$15.57	\$17.91	
Bookkeeper Secretary	PG02	10	1 for 2	\$15.57	\$17.04	
Bus Driver	PG02	10	1 for 2	\$15.57	\$17.04	Extracurricular trip rate: \$16.00/hr. \$20.00/hr. Driver Trainer rate: \$19.39/hr. Bus Driver Trainee \$15.00/hr. Transportation RSS: \$1.00/hr.
Bus Parts Specialist	PG02	15	1 for 1	\$15.57	\$17.91	
Classroom Assistant	PG01	1	Level 1	\$15.19	\$15.19	
Clinic Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Clinic Assistant (LPN)	PG07	10	1 for 2	\$17.60	\$19.26	
Construction Finance Assistant	PG01	15	1 for 1	\$15.19	\$17.45	
Courier	PG01	10	1 for 2	\$15.19	\$16.60	
Culinary Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Custodian	PG01	10	1 for 2	\$15.19	\$16.60	\$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification
Data Entry Operator	PG02	10	1 for 2	\$15.57	\$17.04	
Department of Juvenile Justice Program Specialist	PG02	10	1 for 2	\$15.57	\$17.04	
Distribution and Materials Handler 245	PG02	10	1 for 2	\$15.57	\$17.04	
Early Head Start Caregiver 230/245	PG02	10	1 for 1	\$15.57	\$17.04	
Extended Learning Tutor	PG01	1	Level 1	\$15.19	\$15.19	
Facility Service Worker	PG02	15	1 for 1	\$15.57	\$17.91	\$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification
Family Services Worker	PG01	10	1 for 2	\$15.19	\$16.60	
Finance Assistant	PG01	15	1 for 1	\$15.19	\$17.45	
Financial Aid Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Food and Nutrition Services Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Food and Nutrition Services Assistant, Relief	PG01	10	1 for 2	\$15.19	\$16.60	
Food and Nutrition Services Associate	PG02	15	1 for 1	\$15.57	\$17.91	
Food and Nutrition Services Production Assistant	PG02	10	1 for 2	\$15.57	\$17.04	
Food and Nutrition Services Production Assistant, Relief	PG02	10	1 for 2	\$15.57	\$17.04	
Food and Nutrition Services Production Coordinator	PG04	15	1 for 1	\$16.35	\$18.80	
Food and Nutrition Services Vending Technician	PG04	15	1 for 1	\$16.35	\$18.80	
Group Leader	PG02	10	1 for 2	\$15.57	\$17.04	
Help Desk Technician	PG03	15	1 for 1	\$15.96	\$18.34	
Home Services Worker	PG02	15	1 for 1	\$15.57	\$17.91	
Human Capital Associate	PG01	15	1 for 1	\$15.19	\$17.45	
HVAC Systems Control Technician	PG11	15	1 for 1	\$19.43	\$22.33	Maintenance RSS: \$2.25/hr.
Instructional Assistant: Basic	PG01	10	1 for 2	\$15.19	\$16.60	
Instructional Assistant/Bus Driver	PG02	10	1 for 2	\$15.57	\$17.04	
Instructional Assistant: Deaf/Hard of Hearing (DHH) (Exceptional Student Education)	PG01	10	1 for 2	\$15.19	\$16.60	
Instructional Assistant: Department of Juvenile Justice (DJJ)	PG02	10	1 for 2	\$15.57	\$17.04	
Instructional Assistant: English for Speakers of Other Languages (ESOL)/Bilingual	PG01	10	1 for 2	\$15.19	\$16.60	

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Title	Pay Grade	MPL ¹	Experience Credit ²	Minimum Hrly Rate	Maximum Hiring Rate	Eligible Supplements/Notes ³
Instructional Assistant: Exceptional Student Education (ESE)	PG02	10	1 for 2	\$15.57	\$17.04	
Instructional Assistant: Instructional Learning Systems (ILS)	PG01	10	1 for 2	\$15.19	\$16.60	
Instructional Assistant: Kindergarten	PG01	10	1 for 2	\$15.19	\$16.60	
Instructional Assistant: Paraprofessional-Physical Education (PE)	PG01	10	1 for 2	\$15.19	\$16.60	
Instructional Assistant: Pre-Kindergarten	PG01	10	1 for 2	\$15.19	\$16.60	
Instructional Assistant: Special Adult Education Programs	PG01	10	1 for 2	\$15.19	\$16.60	
Instructional Assistant: Student Discipline	PG02	10	1 for 2	\$15.57	\$17.04	
Interpreter for the Deaf and Hard of Hearing	PG10	10	1 for 2	\$18.95	\$20.73	
Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or greater)	PG10	10	1 for 2	\$18.95	\$20.73	\$7.00 per hour for attaining a score of 4 or greater on the Educational Interpreter Performance Assessment (EIPA) or obtaining national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRID) \$45.00/hour Additional Duty outside of regular work duties
Inventory Records Assistant	PG01	15	1 for 1	\$15.19	\$17.45	
Licensed Practical Nurse	PG07	10	1 for 2	\$17.60	\$19.26	
Lunchroom Monitor	PG01	1	Level 1	\$15.19	\$15.19	
Maintenance Technician	PG02	15	1 for 1	\$15.57	\$17.91	Maintenance RSS - Water/Sewer, Plumbing, Electric Crew: \$2.00/hr Maintenance RSS - Other Crews: \$1.75/hr.
Network Technician	PG03	15	1 for 1	\$15.96	\$18.34	
Occupational Therapy Assistant	PG14	15	1 for 1	\$20.92	\$24.05	
Office Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Onboarding Representative	PG02	15	1 for 1	\$15.57	\$17.91	
Paraprofessional (Basic)	PG01	10	1 for 2	\$15.19	\$16.60	
Paraprofessional (ESE)	PG01	10	1 for 2	\$15.19	\$16.60	
Paraprofessional (Kindergarten)	PG01	10	1 for 2	\$15.19	\$16.60	
Paraprofessional (Cysis)	PG01	10	1 for 2	\$15.19	\$16.60	
Paraprofessional (Social Services)	PG01	10	1 for 2	\$15.19	\$16.60	
Paraprofessional (Transition Assistant)	PG01	10	1 for 1	\$15.19	\$16.60	
Parent Involvement Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Payroll Representative	PG02	15	1 for 1	\$15.57	\$17.91	
Physical Education Field Technician	PG02	15	1 for 1	\$15.57	\$17.91	Maintenance RSS: \$1.75/hr.
Physical Therapy Assistant	PG14	15	1 for 1	\$20.92	\$24.05	
Property Control Assistant	PG01	15	1 for 1	\$15.19	\$17.45	
Public Records Specialist	PG07	15	1 for 1	\$17.60	\$20.24	
Records Management Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Registrar	PG01	10	1 for 2	\$15.00	\$16.41	
Relief Bus Driver	PG03	10	1 for 2	\$15.96	\$17.45	Extracurricular trip rate: \$16.00/hr \$20.00/hr. Driver Trainer rate: \$19.39/hr. Transportation RSS: \$2.00/hr.
Relief Custodian	PG02	10	1 for 2	\$15.57	\$17.04	\$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification Maintenance RSS: \$2.00/hr.
Resource Management Associate	PG01	10	1 for 2	\$15.19	\$16.60	
Secretary II	PG01	10	1 for 2	\$15.00	\$16.41	
Secretary III	PG01	10	1 for 2	\$15.00	\$16.41	
Senior Finance Assistant	PG02	15	1 for 1	\$15.57	\$17.91	
Senior Food and Nutrition Services Associate	PG02-PG04	15	1 for 1	15.38-16.35	17.67-18.80	
Senior Group Leader	PG02	10	1 for 2	\$15.38	\$16.82	
Senior Testing Assistant	PG01	15	1 for 1	\$15.19	\$17.45	
Social Educator 198/245	PG02	10	1 for 2	\$15.57	\$17.04	
Student System Data Entry Operator	PG02	10	1 for 2	\$15.57	\$17.04	

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Title	Pay Grade	MPL ¹	Experience Credit ²	Minimum Hrly Rate	Maximum Hiring Rate	Eligible Supplements/Notes ³
Technology Services Technician	PG03	15	1 for 1	\$15.96	\$18.34	Tech Services Certification: \$1.00/hr for those who are certified to complete warranty repair work for which the company and the District have a warranty program agreement
Testing Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Transportation Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Transportation Communications Technician	PG02	15	1 for 1	\$15.57	\$17.91	Transportation Mechanic I Tool Allowance: \$500/yr.
Transportation Customer Svcs Rep	PG01	10	1 for 2	\$15.19	\$16.60	
Vehicle Technician Assistant	PG01	10	1 for 2	\$15.19	\$16.60	
Vehicle Technician	PG08	15	1 for 1	\$18.03	\$20.73	Transportation Vehicle Tech Tool Allowance: \$500/yr.

¹ **MPL (Maximum Placement Level)** - Credit for related experience shall not exceed the level (MPL) indicated

² **Experience Credit** - Credit for related experience will be granted on the basis of: (a) 1 level for every 1 year of related experience (**1 for 1**); (b) 1 level for every 2 years of related experience (**1 for 2**)

³ For payment of supplements for certifications and/or licenses, proof of certification or license must be submitted to the Office for Human Resources and Educator Quality (HREQ) along with the appropriate form. Payment will begin at the start of the pay period following submission of evidence of certification/license and review and approval by HREQ.

Additional Considerations:

Interpreter for the DHH

Interpreters for the Deaf and Hard of Hearing who have obtained national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRIID) or earned a 4.0 or higher on the Educational Interpreter Performance Assessment (EIPA) shall receive \$45.00 per hour, or time and a half, whichever is greater, for any additional duty outside of their normal work duties, that they accept.

SRP Placement Schedule 2023-2024

The levels below do not represent steps or years of service. Please refer to the **SRP Placement Guidelines** for maximum hiring levels and rules regarding credit for previous work experience. Maximum hiring levels and credit for previous experience vary depending on the position.

Pay Grade	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17	Level 18	Level 19	Level 20	Level 21	Level 22	Level 23	Level 24	Level 25	Level 26	Level 27	Level 28	Level 29	Level 30	Maximum	Range					
PG15	21.44	21.65	21.87	22.09	22.31	22.53	22.76	22.99	23.22	23.45	23.68	23.92	24.16	24.40	24.64	24.88	25.12	25.36	25.60	25.84	26.08	26.32	26.56	26.80	27.04	27.28	27.52	27.76	28.00	28.24	28.48	28.72	28.96	29.20			
PG14	20.92	21.13	21.34	21.55	21.77	21.99	22.21	22.43	22.65	22.88	23.11	23.34	23.57	23.81	24.05	24.28	24.52	24.75	24.99	25.22	25.46	25.69	25.93	26.16	26.40	26.64	26.88	27.11	27.35	27.59	27.82	28.06	28.30	28.54	28.78	29.02	
PG13	20.41	20.61	20.82	21.03	21.24	21.45	21.66	21.88	22.10	22.32	22.54	22.77	23.00	23.23	23.46	23.69	23.92	24.15	24.38	24.61	24.84	25.07	25.30	25.53	25.76	25.99	26.22	26.45	26.68	26.91	27.14	27.37	27.60	27.83	28.06	28.29	
PG12	19.92	20.12	20.32	20.52	20.73	20.94	21.15	21.36	21.57	21.79	22.01	22.23	22.45	22.67	22.90	23.13	23.35	23.58	23.81	24.04	24.27	24.50	24.73	24.96	25.19	25.42	25.65	25.88	26.11	26.34	26.57	26.80	27.03	27.26	27.49	27.72	27.95
PG11	19.43	19.62	19.82	20.02	20.22	20.42	20.62	20.83	21.04	21.25	21.46	21.67	21.89	22.11	22.33	22.55	22.77	22.99	23.21	23.43	23.65	23.87	24.09	24.31	24.53	24.75	24.97	25.19	25.41	25.63	25.85	26.07	26.29	26.51	26.73	26.95	27.17
PG10	18.95	19.14	19.33	19.52	19.72	19.92	20.12	20.32	20.52	20.73	20.94	21.15	21.36	21.57	21.79	22.01	22.23	22.45	22.67	22.89	23.11	23.33	23.55	23.77	23.99	24.21	24.43	24.65	24.87	25.09	25.31	25.53	25.75	25.97	26.19	26.41	26.63
PG09	18.49	18.67	18.86	19.05	19.24	19.43	19.62	19.82	20.02	20.22	20.42	20.62	20.83	21.04	21.25	21.46	21.67	21.89	22.11	22.33	22.55	22.77	22.99	23.21	23.43	23.65	23.87	24.09	24.31	24.53	24.75	24.97	25.19	25.41	25.63	25.85	26.07
PG08	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.92	20.12	20.32	20.52	20.73	20.94	21.15	21.36	21.57	21.79	22.01	22.23	22.45	22.67	22.89	23.11	23.33	23.55	23.77	23.99	24.21	24.43	24.65	24.87	25.09	25.31	25.53
PG07	17.60	17.78	17.96	18.14	18.32	18.50	18.69	18.88	19.07	19.26	19.45	19.64	19.84	20.04	20.24	20.44	20.64	20.84	21.04	21.25	21.46	21.67	21.89	22.11	22.33	22.55	22.77	22.99	23.21	23.43	23.65	23.87	24.09	24.31	24.53	24.75	24.97
PG06	17.17	17.34	17.51	17.69	17.87	18.05	18.23	18.41	18.59	18.78	18.97	19.16	19.35	19.54	19.74	19.93	20.13	20.33	20.53	20.73	20.94	21.15	21.36	21.57	21.79	22.01	22.23	22.45	22.67	22.89	23.11	23.33	23.55	23.77	23.99	24.21	24.43
PG05	16.76	16.93	17.10	17.27	17.44	17.61	17.79	17.97	18.15	18.33	18.51	18.70	18.89	19.08	19.27	19.46	19.65	19.84	20.04	20.24	20.44	20.64	20.84	21.04	21.25	21.46	21.67	21.89	22.11	22.33	22.55	22.77	22.99	23.21	23.43	23.65	23.87
PG04	16.35	16.51	16.68	16.85	17.02	17.19	17.36	17.53	17.71	17.89	18.07	18.25	18.43	18.61	18.80	18.99	19.18	19.37	19.56	19.75	19.94	20.13	20.33	20.53	20.73	20.94	21.15	21.36	21.57	21.79	22.01	22.23	22.45	22.67	22.89	23.11	23.33
PG03	15.96	16.12	16.28	16.44	16.60	16.77	16.94	17.11	17.28	17.45	17.62	17.80	17.98	18.16	18.34	18.52	18.70	18.88	19.07	19.25	19.44	19.63	19.82	20.01	20.20	20.39	20.58	20.77	20.96	21.15	21.34	21.53	21.73	21.92	22.11	22.30	22.50
PG02	15.57	15.73	15.89	16.05	16.21	16.37	16.53	16.70	16.87	17.04	17.21	17.38	17.55	17.73	17.91	18.09	18.27	18.45	18.63	18.81	18.99	19.17	19.35	19.53	19.71	19.89	20.07	20.25	20.43	20.61	20.79	20.97	21.15	21.33	21.51	21.69	21.87
PG01	15.19	15.34	15.49	15.64	15.80	15.96	16.12	16.28	16.44	16.60	16.77	16.94	17.11	17.28	17.45	17.62	17.79	17.96	18.13	18.30	18.47	18.64	18.81	18.98	19.15	19.32	19.49	19.66	19.83	20.00	20.17	20.34	20.51	20.68	20.85	21.02	21.19

Note: Approximate annual rates may be calculated by multiplying the hourly rate above times the number of contract days times the number of hours worked per day. Due to the pay equalization process that pro-rates total annual amounts over the course of the year, biweekly amounts typically may not be calculated by multiplying your hourly rate times the number of hours per pay period. You may view your biweekly amount in ESS by choosing the Paycheck Simulator or by viewing a recent paystub.

Salary Referendum Supplement

The SRP salary referendum supplement is paid in addition to the base rate and determined by Pasco years of service. Annual salary can be calculated by multiplying the hourly amount by the employee's contracted work schedule.
 Example: 196 days & 7.5 hours with 5 Pasco years of service: 196 x 7.5 x \$1.25 = \$1,837.50 annually

Pasco Service Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Salary Referendum Supplement	\$0.80	\$0.89	\$0.98	\$1.07	\$1.16	\$1.25	\$1.34	\$1.43	\$1.52	\$1.61	\$1.70	\$1.79	\$1.88	\$1.97	\$2.06	\$2.15	\$2.24	\$2.33	\$2.42	\$2.51	\$2.60	\$2.69	\$2.78	\$2.87	\$2.96	\$3.05	\$3.14	\$3.23	\$3.32	\$3.41	\$3.50