

SUMMARY OF TENTATIVE AGREEMENT

2022 – 2023 SRP Negotiations

ECONOMICS

This year's negotiated salary package was historically more than any past package.

\$4,038,516 was negotiated to increase base salary by five percent (5.0%) to all SRP who earned a year of service credit for the 2021-2022 school year.

\$11,651,632 was negotiated to adjust the hourly rate of pay for those not reaching \$15.00 after the 5% increase,

\$3,646,256 was negotiated to make level adjustment increases to SRP positions on the revised salary structure. The intention of the adjustment increases is to ensure that no SRP coming into the District from the outside will make more than a current SRP with like experience.

In total **\$19,336,404** was negotiated to improve SRP compensation for the 2022-2023 school year.

All of the above were retroactive to July 1, 2022, for current bargaining unit members employed on the date of Board ratification. However, such payments and increases will not be provided to bargaining unit members who leave the District prior to Board ratification for any reason.

Health Benefits: The Board will contribute \$7,812.50 per eligible employee, an increase of \$379.94 from 2022, toward the cost of the health insurance benefit package for the 2023 insurance plan year. The alternate opt-out will remain at \$1200 for those employees who have health care from another provider.

FRS Rate Increase: The District will cover the additional contributions to the Florida Retirement System (FRS) for the 2022-2023 school year.

Fingerprint Retention Fee: The District will cover the cost of fingerprint retention

REVISED CONTRACT LANGUAGE

Article XI – Salary and School Related Personnel Welfare

Many of the supplements contained in this section were rolled into salaries for the 2022-2023 school year and will not be available in the future.

Addendum A and E

Revised to reflect the new placement criteria and new placement categories.

NEW OR REVISED MEMMORANDUMS OF UNDERSTANDING

Supplemental Eligibility Criteria for the Non-recurring 2021/2022 SRP Salary Supplements

This memo corrected some supplements paid for 2021-2022

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

This memo was for this year only to allow SRP with Degrees to serve as a guest teacher while maintaining employee status and benefits.

Targeted Attendance Incentive Program

This program started last year was modified to increase the quarterly amounts of the incentive and modify the criteria for eligibility.

FNS Safety Apparel

The memo was modified to provide additional criteria for the payment of the shoe stipend.

SRP to Teacher Program

SRP 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.

Re-signed and continued Memorandums of Understanding

Ground Rules for 2022-2023

Maintenance Department Shirt Program

Processing of Pay ahead of Ratification.