

**SUMMARY OF TENTATIVE AGREEMENT  
2019 - 2020 SRP NEGOTIATIONS**



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

\$ 2,057,213	To provide a 3.25 % permanent salary increase to all SRP.
197,188	To reclassify Instruct. Assistants (IA, IA DHH ESE, IA ESE, IA ESOL, IA ILS, IA PE, IA Pre-K, IA Spec. Adult Ed, from Pay Grade S04 to S05;
187,734	To reclassify Instruct Assistants (IA ESE, IA DJJ) from Pay Grade S05 to Pay Grade S06;
82,173	To reclassify Data Entry Operators and Student System Data Entry Operators from Pay Grade S07 To Pay Grade S08;
\ 66,093	To reclassify all Licensed Practical Nurses (LPN's) from Pay Grade S12 to Pay Grade S14;
16,335	To reclassify all Occupational & Physical Therapy Assistants from Pay Grade S17 to Pay Grade S18;
\$2,606,736	<b>Total represents an overall 3.86 % package!!</b>

**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. 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 2019 plan year. The District will continue the annual health risk assessment incentive of up to \$250 per 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 **\$141,958**.

**Fingerprint retention fee:** The District will cover the cost of fingerprint retention of **\$25,843**.

***NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:***

- ***Leaves of Absence (Article VIII, Section B)*** -agreement to allow vacation earning SRP to carry over 60 days of vacation beyond the current July 31<sup>st</sup> of each year; also moved to the contract language to increase days available in the district's Sick Leave Bank.
- ***Union Rights (Article III, Section A)*** – adjusted contract language to add the South Bus Garage to the Safe Driver Committee and have an elected representative from that garage declared.
- ***Working Conditions (Article VII, Section R)*** – date change for Relief Drivers to submit, in writing, their intent to re-enter the route selection process for a regular route from May 15<sup>th</sup> to the last day of the regular work year each year.

***MEMORANDUMS OF UNDERSTANDING - NEW OR SIGNIFICANTLY REVISED:*** NO NEW MEMO'S ESTABLISHED.

***RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING:***

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| ✓ Dress Code   | ✓ FNS Training Protocol                         |
| ✓ Educational Paraprofessional and Other Eligible SRP Career Development Program | ✓ Retention of Fingerprints                     |
| ✓ FNS Safety Apparel   | ✓ School Choice Preference                      |
| ✓ Maintenance Department Shirt Program   | ✓ SRP Compensation Committee                    |
| ✓ SRP Workplace Committee  | ✓ Summer Food Service Program (SFSP) 2019       |
| ✓ School Improvement Grant – Fox Hollow ES                                       | ✓ Voluntary Pre – K (VPK) Program – Summer 2019 |