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 Total represents an overall 3.86% package!!

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 31st 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 15th 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:

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