

BOARD ECONOMIC COUNTERPROPOSAL #3

December 13, 2017

INSTRUCTIONAL ECONOMIC PROPOSAL 2017-2018

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract. Accordingly, the Board and Union have agreed to the following:

1. Salaries

A. Salary Schedules

1. Salary increases for 2017-2018 will be in compliance with Florida Statute 1012.22 and will be paid according to the performance pay plan and grandfathered plan as described in this proposal.
2. ~~\$3,025,560~~ \$1,617,242 will be provided for total instructional salary increases. One half of this amount, ~~\$1,512,780~~, \$808,621, will be provided for instructional employees to receive a cost of living increase of point ~~six two five (.625%)~~ three seven five (.375%) of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date before June 1, 2017 will be eligible for the cost of living increase described in this paragraph.
3. The following formula will be used to determine the distribution of the remaining \$808,621 ~~an additional \$250,382~~ to which will be made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan.
 - a. Define the number of teachers in each base category: Grandfather (GF), PFP Effective (E), PFP Highly Effective (HE). Grandfather equals ~~1.32~~ 1 salary factors, PFP Effective equals 1 salary factor and PFP Highly Effective equals 1.33 salary factors.
 - b. For the 2017-2018 school year, summative evaluations for 2015-2016 shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective. Teachers who are on the performance pay plan who received less than an Effective summative evaluation for 2015-2016 will not be eligible for an increase in salary under the performance pay plan. Teachers who are on the performance pay plan who did not receive a summative evaluation for 2015-2016 will receive one half of the grandfathered salary factor increase if they worked sufficient days in 2016-2017 to have met the year of service requirement. Teachers who are on the performance pay plan will receive the appropriate increase for earning Highly Effective or Effective as described above if they worked sufficient days in 2016-2017 to have met the year of service requirement. Teachers who are on the grandfathered pay plan will receive the grandfathered salary factor increase if they worked sufficient dates in 2016-2017 to have met the year of service requirement.
 - c. Multiply the number of teachers in each category by the corresponding factor.
 - d. Divide the total amount of funds available by the total teacher factor.
 - e. Multiply the amount determined by the factor for each category to determine salary increase.

Base Categories	Salary Factor/Share Value
PFP if worked sufficient days but no 15-16 evaluation	.5
Grandfathered	1.32 1
PFP Effective	1
PFP Highly Effective	1.33

4. Eligible instructional staff will also receive a scholarship under section 1012.731, Florida Statutes (F.S.), The Florida Best and Brightest Teacher Scholarship Program. Any teacher whose summative evaluation for the 2016-2017 school year reflected a rating of "highly effective" shall receive a scholarship of \$1200. Any teacher whose summative evaluation for the 2016-2017 school year reflected a rating of "effective" shall receive a scholarship of up to \$800. The amounts of these scholarships are completely dependent on state funding, and the amounts are subject to change based on the funds dispersed by the state on or before February 1, 2018. The scholarship amounts listed in this proposal are the gross amounts of the scholarships, prior to any employer or employee withholdings (federal income tax, social security, etc.). In addition, the District will provide up to \$585,183 from non-recurring funds to match the final scholarship amounts for instructional staff members that are excluded from the State scholarship program, but otherwise meet the eligibility criteria.
5. The District will cover the cost of additional required contributions to the Florida Retirement System. The District will also continue to provide \$250,000 for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District from October 1, 2017 – April 30, 2018. For the 2017-2018 school year, Critical Shortage for the purposes of differentiated pay is defined as: School Psychologist, Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - Health Public Service Occupation Education, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher - Technology Education, Certified School Counselor: Elementary, Middle and High, Teacher - Varying Exceptionalities.

Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers on the performance pay plan and grandfathered pay plan are eligible for these supplements.

Differentiated Pay Categories/Supplements

Title One eligible or DDD/F

Critical Shortage

6. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2017, onto the instructional salary range.
 7. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided a copy of their contract that will reflect their base salary for the 2017-2018 year.
 8. Instructional employees hired after July 1, 2018, will be paid year round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
- B. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2016-2017 school year.
- C. The payment and increases shown above will be provided retroactively to July 1, 2017, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason other than retirement.
- D. In addition, should the District's budgetary status improve during the 2017-2018 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

2. Additional Compensation for Secondary Teachers Providing an Additional Period of Instruction

For the 2017-2018 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall continue to be paid a supplement of \$5,000 annually, or \$2,500 on a semester basis. Full time teachers at Marchman Technical College, except those employed prior to July 1, 1997, shall receive this supplement.

3. Fingerprint Retention Fees

The Board will continue to pay fingerprint retention fees for teachers, estimated to be \$33,960 for the 2017-2018 school year.

4. Fringe Benefits

The Board agrees to contribute \$6785.00 (an increase of \$142.02) per eligible employee, toward the cost of the health insurance benefits package for the 2018 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 2017-2018 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 2019 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 2018 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.

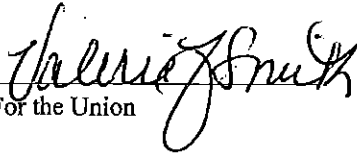
Processing Pay Increases in Anticipation of Ratification

It is the District's and Union's goal for employee pay increases to be paid as soon as possible; therefore, the District and Union agree to process pay increases upon execution of the Tentative Agreement but prior to anticipated ratification. If the bargaining unit does not ratify the 2017-2018 contract, the District and Union agree that the District will collect pay increases paid to employees in anticipation of ratification in the next pay period, unless the District and Union agree otherwise.



For the Board

12/13/17
Date



For the Union

12/13/17
Date

Best and Final

BOARD ECONOMIC COUNTERPROPOSAL #3

December 13, 2017

ADDENDUM A

INSTRUCTIONAL SALARIES

Rules Governing Instructional Salaries

1. Instructional Salaries

a. Instructional Pay Plans

Instructional Pay Plans - All teachers shall be paid according to the applicable performance pay or grandfathered pay plans, established by the economic proposal of this agreement and the rules governing its application. Both plans utilize the Instructional Salary Range, which consists of a minimum and maximum base salary. The attached placement schedule will be used to establish the starting salary for teachers hired on or after July 1, 2017 ~~2016~~.

b.-j. - Same.

2. Differentiated Pay - Same.

3. Teaching/Related Creditable Work Experience - Same.

4. Advanced Degree/18 Hour Credit - Same.

5. Full Year of Experience - Same.

6. Pay Dates

For the 2017-2018 school year, all instructional employees shall be paid in twenty-six (26) equal installments. Teachers and school psychologists on a 196 day contract shall receive their first paycheck on August 25, 2017, ~~August 26, 2016~~ and subsequent paychecks will be issued at two (2) week intervals thereafter and five (5) paychecks on May 30, 2018 ~~May 31, 2017~~. All teachers and school psychologists on a 196 day contract will receive a sixth (6th) paycheck on June 13, 2018 ~~June 14, 2017~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on August 25, 2017 ~~26, 2016~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive five (5) paychecks, including the final, on June 15, 2018 ~~16, 2017~~. Instructional employees who work 216 days will receive their first paycheck on August 11, 2017 ~~12, 2016~~, and four (4) paychecks on June 15, 2018 ~~16, 2017~~.

5. Termination Pay Dates - Same.

6. Daily Rate Calculation - Same.

9. Hourly Rate Calculation - Same.

10. Marchman 1.2 Salary Rate - Same.

11. James Irvin Education Center, Harry Schwettman Education Center, and Achieve Centers of Pasco - Same.

12. Teachers Providing an Additional Period of Instruction - Same.

END OF ADDENDUM A

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ADDENDUM A-1

Student supervision (voluntary, non-instructional time outside of contract hours)	\$15.00 per hour
Attending focus groups	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Training participation	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Attending user groups	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Attend vendor demonstrations	\$14.75 per hour. Effective July 1, 2015, \$15.00 per hour.
Training delivery and facilitation (includes development)	Instructors shall receive one and one-half (1 1/2) times their regular hourly rate of pay except those provided for advanced degrees for each meeting hour taught.
Training development (no facilitation)	\$18.00 per hour
Evaluations (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Head Start Program Requirements	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
IEPs (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Screenings (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Servicing Equipment (Job-related, outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Staffings (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
ESE Testing (outside of contracted days)	Hourly Rate, exclusive of all supplements except those provided for advanced degrees
Bid evaluations	\$18.00 per hour
Curriculum development	\$18.00 per hour
Curriculum mapping	\$18.00 per hour
Curriculum revision	\$18.00 per hour
Manual revisions	\$18.00 per hour
Procedure development	\$18.00 per hour
Program development	\$18.00 per hour
Test blueprints	\$18.00 per hour
Test development	\$18.00 per hour
Test review	\$18.00 per hour
Item writing	\$25.00 per approved item
Item review	\$5.00 per item
Teachers working during a declared emergency	Two times their hourly rate

KS
For the Board

12/13/17
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Valerie Smith
For the Union

12/13/17
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ADDENDUM B

SUPPLEMENT SCHEDULE

1. through 7. – Same.

SUPPLEMENT SCHEDULE

ACADEMIC SUPPLEMENTS	DOLLAR AMOUNT
CTE Lead Teacher	1175
FBLA District Advisor	1000
Band Director:	
Middle School	2549
High School	3476
* Behavior Specialist	1568
Board Certified Behavior Analyst	1000
Choral Director	1101
Orchestra Director	1101
Department/Grade Level Chairperson/Team Coordinator/PLC Facilitator	1019
Flag Corps Sponsor	1101
* <u>Guidance Certified School Counselor</u>	1568
High School Class Sponsor	1101
High School Newspaper Sponsor	1101
Drama/Play Director	1101
Dance Director	1101
* Instructional Trainer/Coach	1568
Learning Design Coach	1568
<u>Assessment Coordinator</u>	<u>1568</u>
* Pasco FDLRS Resource Teacher	1568
* Pasco FDLRS Child Find Resource Teacher	1568
* School Nurse	1568
* School Social Worker	1568
Senior Project Coordinator	1019
Special Olympics	
Fall	500
Winter	500
Spring	500
* Speech/Language Pathologist (BA-NON CERT)	1568
* Speech/Language Pathologist (MA-CERT)	3066
* Speech/Language Pathologist (MA-CERT / CCC)	5000
Speech/Language Pathologist Mentor	2352
Student Achievement Coach	1019
Student Council Sponsor High School	1101
Teacher Assistance Team (Activated)	As specified per USEP/District agreement up to 1854
Teacher Mentor	398

Vocational Agriculture Teacher	2329
Career Technical Student Organization (High School)	1226
Sponsorship (Requires District/State Competition)	
Career Technical Student Organization (CTSO) Middle School	975
Sponsorship (Requires District/State Competition)	
Participation in state competition	290
Participation in national competition.	290
Yearbook Sponsor:	
Middle School	875
High School	1101

* Identifies Supplements for required 8-hour day
 END OF ACADEMIC SUPPLEMENT SCHEDULE

ATHLETIC SUPPLEMENTS

Athletic Director	4815
Summer	500
Head Football:	
Fall	3100
Spring	1376
Assistant Football:	
Fall	1515
Spring	675
Basketball	3031
Assistant Basketball	1652
Baseball/Softball	2387
Assistant Baseball/Softball	1562
Track	2387
Assistant Track	1562
Wrestling	2387
Assistant Wrestling	1562
Cross Country	1745
Golf	1469
Soccer	2387
Assistant Soccer	1562
Swimming	1745
Assistant Swimming	1104
Tennis	1469
Volleyball	2387
Assistant Volleyball	1562
Weightlifting	1469
Business Manager/Assistant Athletic Director	2019
Cheerleader Coach	2387
Assistant Cheerleader Coach	1787

END OF HIGH SCHOOL ATHLETIC SUPPLEMENT SCHEDULE

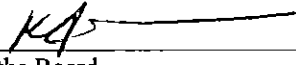
MIDDLE SCHOOL ATHLETIC SUPPLEMENTS

DOLLAR AMOUNT

Athletic Director	2003
Football	1727
Assistant Football	1160
Basketball	1452
Soccer	1452
Track	1452
Assistant Track	919
Volleyball	1452
Business Manager/Assistant Athletic Director	919
Cheerleader Coach	1452

END OF MIDDLE SCHOOL ATHLETIC SUPPLEMENT SCHEDULE

END OF ADDENDUM B



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ADDENDUM C

Instructional Bargaining Unit – Description

<u>Assessment Coordinator</u>	Teacher - Intellectual Disabilities
Audiologist/Itin. Teacher of the Deaf/Hard of Hearing	Teacher - Online Courses
*Behavior Specialist	Teacher - Physically Impaired
Career Specialist	Teacher - Prekindergarten (Certified)
* Guidance <u>Certified School</u> Counselor	Teacher - Prekindergarten ESE
Compliance Teacher	Teacher - Science/Environmental Education
Early Childhood Programs Coach	Teacher - Therapeutic Preschool
Early Childhood Programs Interventionist	Teacher - Varying Exceptionalities
Florida First Start Resource Teacher	Teacher - Virtual School
Graduation Enhancement Resource Teacher	Teacher - Visually Impaired
Graduation Enhancement Teacher	Work Evaluator
Grant Resource Teacher (Grant Funded)	
Grant Resource Teacher for Inclusion	* Identifies Supplement for required 8-hour day
Grant Resource Teacher for Transition	
Homebound Teacher	
*Instructional Trainer/Coach	
Job Placement/Transition Specialist	
Learning Design Coach	
Migrant Advocate	
Orientation Mobility Specialist	
Parent Involvement Educator	
*Pasco FDLRS Resource Teacher	
*Pasco FDLRS Child Find Resource Teacher	
Pre-School Resource Teacher - ESE	
Pre-School Resource Teacher - Prekindergarten	
*Prevention/Intervention Counselor	
Resource Teacher	
*School Nurse	
School Psychologist	
*School Social Worker	
School to Career/Tech Prep Articulation Coordinator	
Special Populations Coordinator	
*Speech Language Pathologist	
Teacher - Adaptive Physical Education	
Teacher- Autism Spectrum Disorders	
Teacher - Basic Education - Academic Program	
Teacher - Basic Education - Summer Academic Program	
Teacher - Career and Technical Education	
Teacher - Deaf/Hard of Hearing	
Teacher - Emotionally Behaviorally Disabled	
Teacher - Gifted	

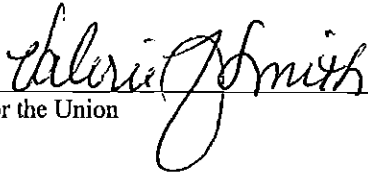
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For the Board

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BOARD ECONOMIC COUNTERPROPOSAL #3

December 13, 2017

ARTICLE X - SALARY AND TEACHER WELFARE

SECTION A - Salary Schedule and Remunerations

1. Same.
2. The placement schedule contained in Addendum A will be used to establish the starting salary for teachers hired on or after July 1, ~~2017~~ 2016.
3. through 8. – Same.

SECTION B - Fringe Benefits

1. Health Insurance
 - a. The Board agrees to contribute ~~\$6,642.98~~ \$6785.00 per eligible employee toward the cost of the benefits package for the ~~2017~~ 2018 insurance plan year.
 - i.- Same.
 - ii.-Same.
 - b. Through f. – Same.
2. Retirement – Same.

SECTION C - Payroll Deduction for Additional Benefits – Same.

SECTION D - Early Retirement Monthly Benefit – Same.

SECTION E - Deferred Retirement Option Program (DROP) – Same.

SECTION F - Retiree Healthcare Premium


1. Same.
2. Same.
3. The Board agrees to contribute the same amount toward the retiree's life insurance premium each year as it does toward the premium of an active, regular employee. To receive Board contribution towards life insurance, the retiree must be eligible for Board-paid health premiums.
43. Any employee hired on or after January 1, 2014, will not be eligible for the benefits provided for in this section. Any employee hired prior to January 1, 2014, will continue to be eligible for the benefits provided for in this section.

SECTION G - Meritorious Attendance Incentive Pay – Same.

SECTION H - Group Medical Benefits Recovery Incentive Program (Indemnity - PPO and HMO Programs) – Same.

SECTION I – Employee Assistance Program (EAP) – Same.

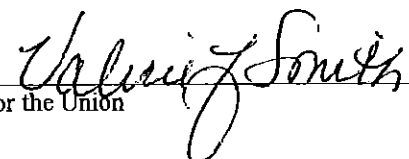
END OF ARTICLE X



For the Board

12/13/17

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For the Union

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BOARD ECONOMIC COUNTERPROPOSAL #3
December 13, 2017

ARTICLE XIII – DURATION

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2018~~, June 30, 2020 except as provided in paragraphs 3 and 4 below and shall automatically be renewed 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 the giving of such notice.
2. During any reopening of negotiations for changes to take effect during the term of this 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 legislation or by mutual consent of both parties.
4. This Agreement shall be reopened for the ~~2017-2018~~ 2018-2019 and 2019-2020 school years upon request of either party on Article X and Addenda A and B. Other items may be reopened if affected by legislation or by mutual consent of both parties. In addition, the Union and Board may each select three (3) additional items for reopeners.
5. This Agreement contained herein constitutes 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 3 and 4 above.



For the Board

12/13/17

Date



For the Union

12/13/17

Date