

**SUMMARY OF TENTATIVE AGREEMENT
2020-2021 INSTRUCTIONAL NEGOTIATIONS**



ECONOMICS:

Raise: The Teacher Salary Categorical from the state amounted to **\$10,176,306 net funds**. **\$8,141,045** of this amount had to be spent to bring the teacher minimum salary to as close to \$47,500 as possible. Pasco could only reach **\$44,820** as the new minimum salary with the funds provided. This categorical did not provide **any** funding for non-classroom educators at all. The remaining **\$2,035,261** provided by the state categorical was only enough to give every other educator a **1.5%** increase and it would have created a true inequity for all non-classroom teachers below 44,820. As both parties had agreed, delaying the economic bargaining was advantageous as the District was able to find additional dollars to bring equity to all educators below 44,820 as well as provide 3% to all other educators. (Approximately an additional **\$3,800,000**.)

One of the reasons this was possible was that USEP and the District agreed to roll stipends of \$1568.00 of non-classroom educators into the salaries moving forward.

Health Benefits: The Board will maintain a fully-funded employee benefits package by contributing **\$7174.89 (an increase of \$153.36)** per eligible employee.

FRS Rate Increase: The Board will cover the cost of additional contributions to the Florida Retirement System (FRS) for the 2020 - 2021 school year. The increased cost is estimated at **\$3,996,012.00**. **This is an additional 2.5 million from last year's increase.**

Fingerprint retention fee: The District will cover the cost of fingerprint retention of **\$36,065**.

LANGUAGE

Early on the District and Union had agreed to not open any new language this year given the myriad of issues created by the pandemic

New MOUs

Several MOUs were negotiated during the summer to deal with the pandemic and they will be ratified along with all other language

Language included in the Virtual School MOU to cover our new 245-day employee category
Gulf Middle School new schedule

RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING:

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| ✓ School Improvement Grant – Fox Hollow ES | ✓ Marchman Technical |
| ✓ Voluntary Pre – K (VPK) Program – Summer 2019 | ✓ Pasco Virtual Instruction |
| ✓ Voluntary Sub-coverage | ✓ Wendall Krinn |
| ✓ Extended School Year | ✓ Title I Supplements |
| ✓ Dual Enrollment | ✓ Computer Science MOU |
| ✓ Fox Hollow SIG Grant | |
| ✓ Every Student Success Act | |