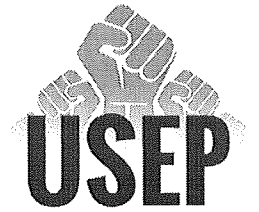


**SUMMARY OF TENTATIVE AGREEMENT
2020 - 2021 SRP NEGOTIATIONS**



ECONOMICS: The Total Package Including Raise, & Insurance

\$ 1,925,737	To provide a 3.0% permanent salary increase to all eligible SRP.
\$ 219,740	To increase any SRP earning less than \$10.00/hour to that rate of pay after the 3.0% increase is implemented. All increases will be retroactive to July 1, 2020.
\$2,145,477	Total represents an overall 3.0 % salary increase!!

ADDITIONAL ECONOMIC IMPROVEMENTS:

\$1,167,825	To cover the cost of the FRS rate increase from 8.47% to 10.0%
\$ 539,223	To cover the cost of the Health Insurance plan expenses.
\$ 25,486	To cover the annual cost for employee fingerprinting.
\$1,732,894	Total additional improvements

\$3,787,371 TOTAL ECONOMIC IMPROVEMENTS FOR SRP (5.52%)

Health Benefits: The Board will maintain a fully-funded employee benefits package by contributing **\$7,174.89 (an increase of \$153.36)** 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 2019-2021 school year. The increased cost is estimated at **\$1,167,825**.

Fingerprint retention fee: The District will cover the cost of fingerprint retention of **\$25,486**.

NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:

SCHOOL RE-OPENING GUIDELINE MEMORANDUM – THIS MEMO, SIGNED IN OCTOBER 2020, SET FORWARD MANY HEALTH & SAFETY PARAMETERS FOR EMPLOYEES WORKING IN SCHOOLS, CAFETERIAS, SCHOOL BUSES, ETC. ALSO ESTABLISHED GENEROUS COVID-19 RELATED LEAVE DAYS IN EXCESS OF THE FEDERAL GUIDELINES.

Salary Grade Chart - SRP positions listed on the Salary Grade chart as S02 will now be moved to S03 to ensure all SRP are earning an hourly rate of at least \$10.00 per hour.

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

RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING:

- | | |
|--|---|
| ✓ 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 |