

## Best and Final

### BOARD ECONOMIC COUNTER PROPOSAL #3

December 13, 2017

#### ECONOMIC PROPOSAL

##### School Related Personnel Economic Proposal 2017-2018

Recognizing the important role that SRP play in the operation of the school district, the Superintendent, Board, and Union prioritized the providing of salary increases for SRP for the 2017-2018 school year as follows:

#### 1. Salaries

~~\$1,926,375 \$1,234,011 \$1,716,228 \$1,346,108 \$1,611,159 \$1,448,295~~ will be provided to improve SRP compensation as follows:

- I. ~~\$1,926,375 \$932,609 \$1,716,228 \$1,065,838 \$1,611,159 \$1,199,068~~ to provide a salary increase of ~~two one and three quarters two two and 30/100 two and one quarter percent (2.75 1.75 2.45 2.0 2.30 2.25 %)~~ of base salary to all eligible SRP, exclusive of all supplements including Longevity and Service Factor, provided the SRP earned a year of service credit for the 2016-2017 school year.
- II. ~~\$301,402 \$280,270 \$249,227~~ to convert the existing step salary schedules to the new SRP salary structure. The parties have, and will continue to meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, a placement schedule, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will again be convened to provide input in the development of the new structure, which shall be implemented during the 2017-2018 school year. The newly created salary ranges, as opposed to the current step schedules, will be integrated as-part of any salary increases for the 2017-2018 school year and beyond.
- III. All supplements and differentials will continue to be paid at ~~2017-2018~~ 2016-2017 rates except as provided in this proposal. (see Addendum B)
- IV. Should there be any deviations during implementation, the Board and the Union are authorized to correct these deviations. 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.
- V. 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.

#### 2. Other Considerations

~~\$495,257 \$482,985~~ for the following :

~~Potential deficiencies be addressed in a later proposal. \$93,436 to provide an additional \$1.00 per hour to Clinic Assistants currently paid according to salary schedule 10B.~~

~~\$96,390 to provide an additional \$1.50 per hour to Bookkeeper-Secretaries.~~

~~\$230,213 \$217,941 to increase the Bus Driver starting salary to \$13.02 per hour and to improve the Bus Driver Salary Range.~~

~~\$75,218 to provide an additional \$3.00 per hour for current Secretary II employees who have been identified as the Director's or Principal's assistant.~~

~~Field Trip Compensation - Bus Drivers will be paid at the rate of \$13.60 per hour for all field trips worked.~~

~~Bus Driver Trainer pay will be paid at the rate of \$17.03 per hour.~~

#### 3. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$23,268 for the 2017-2018 school year.

**4. Fringe Benefits**

The Board agrees to contribute \$6,785.00 (an increase of \$142.02) per eligible employee, toward the cost of the health insurance benefit 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. In order to balance the insurance budget, the District Insurance Committee agreed that effective January 1, 2014, the annual \$150 per employee flexible benefit would be replaced with an annual health risk assessment incentive of up to \$250 per employee.

Should there be any funds 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, such funds will be placed in the insurance reserve/surplus account and applied towards the costs for the 2018 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 ~~2017~~ 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 2012-2013 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.

The District will cover the cost of additional required contributions to the Florida Retirement System in the amount of \$280,082 for the SRP bargaining unit (rate increase from 7.52% to 7.92%).

~~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, retirees must be eligible for Board-paid health premiums.~~

**5. 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.

**END OF ECONOMIC PROPOSAL**

  
\_\_\_\_\_  
For the Board

December 13, 2017  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
For the Union

December 13, 2017  
\_\_\_\_\_  
Date

**Best and Final**

**BOARD COUNTER PROPOSAL #3**

**December 13, 2017**

**ARTICLE XI -- SALARY AND SCHOOL RELATED  
PERSONNEL WELFARE**

**SECTION A - Salary Schedule and Remunerations**

- 1. The regular salary schedules, attached as Addendum A, shall be adhered to for all SRP until the new salary structure is developed. The parties have, and will continue to meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, a placement schedule, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will provide input in the development of the new structure, which shall be implemented during prior to the beginning of the 2017-2018 school year and any salary changes will be retroactive to July 1, 2017. The newly created salary ranges, as opposed to the current step schedules, will serve as the starting point for the negotiations be integrated as part of any salaries increases for the 2017-2018 school year and beyond. No current employee's pay shall be reduced as part of the implementation of the new structure.
2. Placement on the salary schedules, entitled Addendum A, shall follow the rules attached to and included in the schedules.
3. Through 9 11 - Same

**SECTION B - Fringe Benefits**

1. The Board agrees to contribute an annual rate of no more than \$6,785.00 toward the cost of the benefits package for the 2017-2018 insurance plan year.
  - a. Same
  - b. Same
2. Through 7. - 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 Health Care Premium**

1. For SRP who retire after January 1, 1997, and who were eligible for insurance benefits at the time of retirement, the Board agrees to contribute the same amount toward the retiree's health premium each year as it does toward the premium of a regular employee. The contribution will begin upon retirement and continue until the retiree is eligible to receive Medicare benefits.
2. This contribution is contingent upon the retiree meeting all of the following conditions:
  - a) thirty (30) years of service under the FRS or at least twenty-five (25) years of service under the FRS and is at least age fifty (50) at retirement;
  - b) at least twenty (20) years of service in the Pasco district;
  - c) contributes his/her Health Insurance Subsidy received from the State of Florida toward the cost of the medical premium; and,
  - d) continues to participate in a Board-sponsored health plan after his/her retirement.
3. Effective July 1, 2000, if a SRP retires as a result of full disability, funds from the insurance fund's retained earnings will be used to contribute the same amount toward the retiree's health premium (medical, dental, and vision) each year as the Board does toward the premium of a regular employee. The contribution will begin upon retirement and continue until the retiree receives Medicare benefits or until twenty-four (24) months have elapsed from the date of retirement, whichever comes first.

This condition is contingent upon the retiree meeting all of the following conditions:

- a) the SRP must have completed at least ten (10) years of creditable service under the Florida Retirement System (FRS);
  - b) the SRP must have completed at least ten (10) years of service in the district;
  - c) the SRP must be approved for full disability retirement under the FRS and have provided the District with proof of application for full disability retirement under Social Security Administration;
  - d) the SRP must contribute his/her Health Insurance Subsidy received from the State of Florida toward the cost of the health premium; and,
  - e) continues to participate in a Board-sponsored health plan after his/her retirement.
4. 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, retirees must be eligible for Board-paid health premiums.
5. 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 Inc. (Indemnity – PPO and HMO Programs) – Same**

**SECTION I - Education Supplemental Pay Plan - Same**

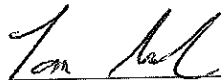
**SECTION J - Employee Assistance Program (EAP) – Same**

**SECTION K – Premium Pay**

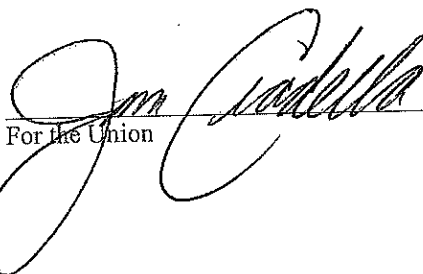
Notwithstanding the provisions of F.S. 252, Emergency Management, the District will provide the following for SRP who volunteer their services:

- a. One and one half (1.5) times the SRP's hourly rate for work performed on a normally unscheduled workday. For example, if an employee is not scheduled to work, and is called in to work, or if the employee is called back in to work on an evening during their regular workweek, or on a weekend when they are not scheduled to work.
- b. Two (2) times the SRP's hourly rate for work performed on a normally unscheduled workday during the Thanksgiving, Winter and/or Spring Breaks. The time included will run from the Saturday starting the break through the last Sunday of the break.
- c. Two (2) times the SRP's hourly rate for work performed during a declared emergency.
- d. Employees are not required to work forty (40) hours in the workweek before receiving the additional compensation.
- e. Unless otherwise specified, field trips conducted by bus drivers will not be paid as premium pay.

**END OF ARTICLE XI**

  
\_\_\_\_\_  
For the Board

December 13, 2017  
Date

  
\_\_\_\_\_  
For the Union

December 13, 2017  
Date

## Best and Final

### BOARD COUNTER PROPOSAL #3

December 13, 2017

#### ADDENDUM A -- RULES GOVERNING THE SALARY SCHEDULE

1. All SRP shall be paid according to their job title, salary schedule, and the rules governing that schedule. The parties have, and will continue to meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, a placement schedule, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will provide input in the development of the new structure, which shall be implemented during prior to the beginning of the 2016-2017 2017-2018 school year. The newly created salary ranges, as opposed to the current step schedules, will be integrated as part serve as the starting point for the negotiations of any salaries increases for the 2016-2017 2017-2018 school year and beyond. No current employee's pay shall be reduced as part of the implementation of the new structure.
2. Effective November 19, 1987, any SRP employed in Pasco County whose service is interrupted due to active military service shall be granted experience for a maximum of four (4) years as if he/she had been serving within the district.
3. In order to receive credit for a year of Pasco continuous service, a SRP must be in paid duty status one day more than one-half (1/2) of his/her work year. However, in the event a SRP is reassigned or promoted, credit will be given if that person would have received credit in either position. A SRP who receives credit for a year of Pasco continuous service will advance one (1) step on the salary schedule.
4. Pay dates for the 2016-2017 2017-2018 school year and the number of paychecks will be negotiated during the 2016-2017 2017-2018 negotiations.
- 5 - 9. SAME

#### Service Factor:

1. All Service Factor and Longevity payments established prior to July 1, 2016, will continue to be paid at the rates which they were established, however as part of the new salary structure these payments will now be part of the employee's base salary and no longer treated as a supplement. (see Addendum E) Effective July 1, 2016, the Service Factor/Longevity concept will be discontinued and no longer utilized going forward as both the District and Union believe employees will receive higher compensation levels by using any and/or all available monies for annual raises and other improvements.
2. Employees who were eligible to receive the Service Factor and Longevity payments as of the 2007-2008 school year will continue to be paid at the 2007-2008 rates and levels. From the 2008-2009 to 2013-2014 school year, no additional Service Factor or Longevity payments were awarded. In the 2013-2014 school year, an additional step was added in lieu of Service Factor or Longevity payments. In years where no longevity or Service Factor payments were awarded, SRP were entitled to a year of service credit but were not entitled to the incremental increase in Service Factor compensation for that year of service credit.
3. The 2007-2008 Service Factor hourly rate is equal to nine cents (\$0.09) times the number of years of Pasco District employment through 2006-2007 school year. The total annual amount is calculated by multiplying the hourly rate times the current number of hours worked daily times the current length of the individual SRP's work year. This amount will continue to be spread equally over the SRP's pay dates so long as there is no break in service.
4. SRP eligible for the 2007-2008 Service Factor will continue to receive an additional eighty cents (\$.80) per hour for Longevity so long as there is no break in service
5. SRP eligible for the 2014-2015 Service Factor will continue to receive an additional ten cents (\$.10) per hour for Longevity so long as there is no break in service.

END OF ADDENDUM A

Tom McL  
For the Board

December 13, 2017  
Date

Jim Casella  
For the Union

December 13, 2017  
Date

**BOARD PROPOSAL**  
**December 13, 2017**  
**ADDENDUM E**  
**Job Titles and Salary Schedules 2017-2018**

Title	Current Salary Schedule	New Pay Grade	Eligible Supplements/Special Rates
Administrative Assistant	new	S10	
Air Conditioning Chiller Mechanic	23B	S15	
Air Conditioning Specialist	23B	S13	
Behavior Assistant	21B	S7	
Benefits Associate	11B	S6	
Benefits Representative	28B	S11	
Bookkeeper Secretary	22B	S8	
Bus Driver	19B	S9	Extracurricular trip rate: \$13.60/hr Driver Trainer rate: \$17.03/hr
Bus Parts Specialist	24B	S10	
Child Care Assistant	26B	S1	
Classroom Assistant	26B	S1	
Clinic Assistant	10B	S6	
Clinic Assistant (LPN)	30B	S12	
Computer Operator	28B	S8	
Conservation and Recycling Operations	18B	S4	
Construction Finance Assistant	11B	S9	
Courier	17B	S4	
Custodian	02B	S2	\$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification; \$1.50/hour for those designated as relief custodians
Data Entry Operator	22B	S7	
Department of Juvenile Justice Program Specialist	22B	S6	
Distribution and Materials Handler	19B	S9	
Early Childhood Programs Health Assistant	10B	S2	
Early Head Start Caregiver	HSA	S9	
Early Head Start Lead Care Giver	HSA	S10	
Facility Service Worker	11B	S6	
Family Services Worker	21B	S4	
Finance Assistant	11B	S9	
Financial Aid Assistant	18B	S4	
Food and Nutrition Services Assistant	04B	S2	
Food and Nutrition Services Associate	11B	S6	
Food and Nutrition Services Production Assistant	07B	S5	
Food and Nutrition Services Vending Technician	23B	S13	
Help Desk Technician Info Services Help Desk/Trainer	28B	S8	
Home Services Worker	14B	S8	
Human Capital Resources Associate	11B	S6	
HVAC Systems Control Technician	23B	S15	
<del>Information Services Support Specialist</del>	<del>13B</del>		
Instructional Assistant (Basic Education Programs & Federal and State Programs)	04B	S4	
Instructional Assistant (Deaf/Hard of Hearing) (Exceptional Student Education)	04B	S4	
Instructional Assistant (Department of Juvenile Justice)	04B	S5	
Instructional Assistant (Eligible for Florida Educator's Certificate)	30B	S8	
Instructional Assistant (ESOL/Bilingual)	10B	S4	
Instructional Assistant (Exceptional Student Education)	04B	S5	
Instructional Assistant (Instructional Learning Systems)	08B	S4	

**Job Titles and Salary Schedules 2017-2018**

<b>Title</b>	<b>Current Salary Schedule</b>	<b>New Pay Grade</b>	<b>Eligible Supplements/Special Rates</b>
Instructional Assistant (Pre-Kindergarten)	04B	S4	\$0.53 per hour for a Child Development Associate (CDA) or equivalent
Instructional Assistant (Special Adult Education Programs)	04B	S4	
Instructional Assistant (Student Discipline)	21B	S6	
Instructional Assistant/Bus Driver	19B	S9	
Interpreter for the Deaf and Hard of Hearing	20B	S7	
Interpreter for the Deaf and Hard of Hearing (BIPA score of 3.3 or greater)	20B	S16	\$7.00 per hour for attaining a score of 4 or greater on the Educational Interpreter Performance Assessment (EIPA) or obtaining national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRID)
Inventory Records Specialist	24B	S8	
Licensed Practical Nurse	30B	S12	
Lunchroom Monitor	26B	S1	
Maintenance I Worker	11B	S10	
Maintenance IA Worker	13B	S10	
Maintenance IAA	13B	S11	
Maintenance IAA (Air Conditioning Shop)	23B	S16	
Maintenance II Worker	12B	S10	
Maintenance III-Worker	09B	S10	
Mechanic I	23B	S15	Transportation Mechanic I Tool Allowance - \$500/yr
<del>Media Automation Technician</del>	<del>18B</del>		
<del>Media Resources Technician</del>	<del>18B</del>		
<del>Micrographics Services Technician</del>	<del>18B</del>		
Multimedia Production Assistant	11B	S6	
Network Technician	23B	S12	
Occupational Therapy Assistant	29B	S17	
Onboarding Representative	28B	S11	
Outside Custodian	02B		
Paraprofessional (Cyesis)	04B	S3	\$0.53 per hour for a Child Development Associate (CDA) or equivalent (which will be considered in the calculation of the Educational Supplemental Pay Plan ceiling). CDA issued and credit received through Pasco County Schools Adult Education Program does not qualify for this supplement.
Paraprofessional (Eligible for Florida Educator's Certificate)	30B	S8	
<del>Paraprofessional (Employment Assistant)</del>	<del>24B</del>		
Paraprofessional (Social Services)	10B	S3	
Paraprofessional (Transition Assistant)	21B	S4	
Parent Involvement Assistant	21B	S5	
Physical Education Field Technician	13B	S8	
Physical Therapy Assistant	29B	S17	
Property Control Assistant	11B	S8	
Purchasing Associate	11B	S6	
Records Management Assistant	18B	S4	
Registrar	08B	S2	
Relief Bus Driver	19B	S9	Relief Bus Driver \$1.00/hr Extracurricular trip rate: \$13.60/hr Driver Trainer rate: \$17.03/hr
Resource Management Associate	18B	S6	
Secretary II	18B	S5	
Secretary III	08B	S3	
Senior Child Care Assistant	07B	S4	
Senior Finance Assistant	28B	S11	
Senior Food and Nutrition Services Associate	28B	S11	





**Job Titles and Salary Schedules 2017-2018**

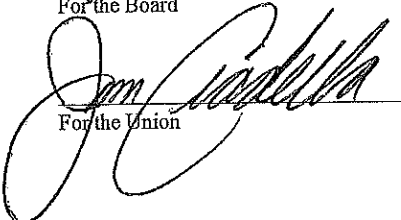
Title	Current Salary Schedule	New Pay Grade	Eligible Supplements/Special Rates
Senior Testing Assistant	28B	S8	
Social Educator	HSA	S9	
Student System Data Entry Operator	22B	S7	
Technology Services Technician	23B	S12	Tech Services Certification - \$1.00/hr for those who are certified to complete warranty repair work for which the company and the District have a warranty program agreement
Testing Assistant	18B	S4	
Transportation Assistant	04B	S2	
Transportation Communications Technician Assistant	23B	S12	Transportation Mechanic I Tool Allowance - \$500/yr
Transportation Maintenance Assistant	27B	S5	
Water and Sewer Plant Operator	13B	S8	

The following supplements will be eliminated and become part of the employee's base rate of pay:

<u>Supplement Name</u>	<u>Rate</u>	<u>Pay Type</u>
CLINIC PT/OT ASSISTANT	0.75	610
DIST AND MATERIAL HANDLER	0.50	632
EHS LEAD CAREGIVER	0.50	608
FNS PRODUCTION ASST	0.15	645
FNS TRAINING SUPPLEMENT	varies	643
HOURLY SERVICE FAC 98 YRS SVC	varies	680
HOURLY SERVICE FACTOR 99 SRP	varies	677
HVAC SYSTEMS CONTROL TECH	1.00	591
INST ASST AND PARAPROF	0.15	612
INST ASST CREDENTIAL	1.00	650
LPN SUPPLEMENT	2.00	599
MAINT IAA CHILLER	2.00	653
RESOURCE MANAGEMENT ASSOCIATE	1.00	604
SERVICE FACTOR 14 SRP	varies	665
SERVICE FACTOR 15	0.10	611
SERVICE FACTOR 98 YEARS OF SVC	varies	664
SERVICE FACTOR 99 SRP	varies	651
SR ASST ASSOC BA SUPPL	1.50	644
TRANS CERTIFICATION	varies	672
TRANSPORTATION MECH I	1.00	605

  
For the Board

  
Date

  
For the Union

  
Date

**BOARD PROPOSAL**

**December 13, 2017**

**ARTICLE XIII – DURATION**

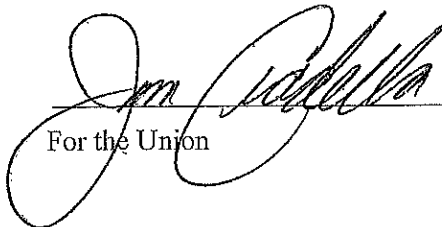
1. This Agreement shall remain in full force and effect until midnight, June 30, 2020, ~~June 30, 2019~~, and shall be renewed automatically from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after notification.
2. During any reopening of negotiations for changes to take effect during the term of the 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 legislature or by mutual consent of both parties.
4. This Agreement may be reopened for the ~~2017-2018~~ 2018 - 2019 and 2019 - 2020 school years and each subsequent school year on Article XI, Addendum A, salaries, items affected by legislation, mutual consent of both parties, and all currently established Memorandums of Understanding. The Union and the Board may each select a total of three (3) additional items to reopen for negotiations.
5. The agreements contained herein constitute 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 2 and 3 above.

  
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For the Board

December 13, 2017  
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Date

  
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For the Union

December 13, 2017  
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Date