

# BOARD ECONOMIC COUNTER PROPOSAL #1

December 7, 2016

## SCHOOL RELATED PERSONNEL ECONOMIC PROPOSAL 2016-2017

### School Related Personnel Economic Proposal 2016-2017

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 2016-2017 school year as follows:

#### 1. Salaries

~~\$1,802,432~~ \$1,822,837 will be provided to improve SRP compensation as follows:

- a. ~~\$1,802,432~~ \$1,822,837 to provide an average salary increase of approximately ~~2.65~~ 2.68 percent 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 2015-2016 school year.
- b. Longevity and Service Factor payments established prior to the 2015-2016 school year will continue to be paid at the rates and levels at which they were established.
- c. All supplements and differentials will continue to be paid at 2015-2016 rates except as provided in this proposal.
- d. 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 2016-2017 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- e. The payment and increases shown above will be provided retroactively to July 1, 2016, 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

In light of discussions during this past school year to clarify/confirm particular items that arose, the parties agree to the following compensation levels as stated:

Bus Driver Trainers – Bus Drivers and Relief Bus Drivers selected to function as Bus Driver Trainers will be paid a ~~premium~~ rate of ~~\$3.00~~ \$2.00 per hour over their regular, hourly rate of pay.

Field Trip Compensation – Bus Drivers will be paid ~~\$13.08~~ \$14.42 ~~\$13.25~~ per hour for all field trips worked.

#### 3. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$23,000 for the 2016-2017 school year.

#### 4. Fringe Benefits

The Board agrees to contribute ~~\$6,385.83~~ \$6,642.98 (an increase of \$257.15) per eligible employee toward the cost of the health insurance benefits package for the 2017 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 2016-2017 school year, the Board will continue to offer 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 established 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 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 \$274,233.

**END OF ECONOMIC PROPOSAL**

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For the Board

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date

**BOARD COUNTER PROPOSAL #1**

**December 7, 2016**

**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 schedule is developed. The parties will meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, 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 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 serve as the starting point for the negotiation of salaries for the ~~2016-2017~~ 2017-2018 school year and beyond.
2. through 5. – Same
6. Unless otherwise negotiated, Summer School and/or Extended School Year salaries, shall be paid in accordance with the salary schedule in effect for the ending school year. ~~at the SRP's regular hourly rate of the ending school year~~
7. A SRP who works in an optional program after school, on weekends, during the summer, or other additional days shall ~~continue to~~ be paid in accordance with the salary schedule applicable to the position worked.
8. through 9. – Same.

**SECTION B - Fringe Benefits**

1. The Board agrees to contribute an annual rate of no more than ~~\$6,385.83~~ \$6,642.98 toward the cost of the benefits package for the ~~2016-2017~~ 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 – Same.**

**SECTION G - Meritorious Attendance Incentive Pay – Same.**

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

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

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

**END OF ARTICLE XI**

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For the Board

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Date

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For the Union

\_\_\_\_\_  
Date

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**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 will meet to discuss the creation and implementation of one SRP salary structure, consisting of multiple salary ranges, 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 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 serve as the starting point for the negotiations of salaries for the ~~2016-2017~~ 2017-2018 school year and beyond.
2. Same.
3. Same.
4. Pay dates for the ~~2015-2016~~ 2016-2017 school year and the number of paychecks will be negotiated during the ~~2015-2016~~ 2016-2017 negotiations.
5. through 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 at which they were established. ~~To be eligible to receive the Service Factor, a SRP must have earned at least one year's credit of Pasco continuous service since arriving at the top step of his/her 2014-2015 salary schedule.~~
2. ~~Longevity and Service Factor payments established prior to the 2015-2016 school year will continue to be paid at the rates and levels at which they were established.~~
3. 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.
4. The 2007-2008 Service Factor hourly rate is equal to nine cents (\$0.09) times the number of years of Pasco District employment through the 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.
5. 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.
6. SRP eligible for the 2014-2015 Service Factor will continue to receive an additional ten cents (\$0.10) per hour for Longevity so long as there is no break in service.

**END OF ADDENDUM A**

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For the Board

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Date

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For the Union

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Date