

BEST AND FINAL

BOARD ECONOMIC COUNTERPROPOSAL #3

December 13, 2018

INSTRUCTIONAL ECONOMIC PROPOSAL 2018-2019

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 2018-2019 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. ~~\$4,324,289~~ 4,942,045 will be provided for total instructional salary increases. One half of this amount, ~~\$2,162,144~~ 2,471,022 will be provided for instructional employees to receive a cost of living increase of ~~point eight seven five percent (.875%)~~ one percent (1%) of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date before June 1, 2018, 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 ~~\$2,162,144~~ 2,471,022 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 salary factor, PFP Effective equals 1 salary factor and PFP Highly Effective equals 1.33 salary factors.
 - b. For the 2018-2019 school year, summative evaluations for 2016-2017 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 2016-2017 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 2016-2017 will receive one half of the grandfathered salary factor increase if they worked sufficient days in 2017-2018 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 2017-2018 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 2017-2018 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
PFP Effective	1
PFP Highly Effective	1.33

4. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2018-2019 school year, the increased contribution amount is approximately \$1,457,903. 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, 2018 – April 30, 2019. For the 2018-2019 school year, Critical Shortage for the purposes of differentiated pay is defined as: Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher – Middle School Science, 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

5. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2018, onto the instructional salary range.
 6. 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 2018-2019 year.
 7. 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.
 8. ~~Each eligible member of the bargaining unit will receive a non-recurring bonus payment to be determined by the Board and the Union and based upon funds identified as surplus in the Health Insurance program as of June 30, 2018, after all items in Fringe Benefits of this proposal have been addressed.~~
- B. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2017-2018 school year.
- C. The payment and increases shown above will be provided retroactively to July 1, 2018, 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 2018-2019 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

2. Additional Compensation for Teachers Providing Additional Instruction

For the 2018-2019 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of \$5,250 \$5,500 annually, or \$2,625 \$2,750 on a semester basis. ~~an additional .2 if doing so requires that the teacher give up designated planning time during the student contact day.~~ Full time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this rate of pay supplement.

~~The Board and the Union agree to establish a Task Force on Class Size to evaluate and recommend possible remedies for increased instructional responsibilities resulting from unfilled instructional allocations, master schedule issues, and other factors.~~

3. Fingerprint Retention Fees

The Board will continue to pay fingerprint retention fees for teachers, estimated to be \$34,806 for the 2018-2019 school year.

4. Fringe Benefits

The Board agrees to contribute \$6785.00 (no increase from 2018) per eligible employee, toward the cost of the health insurance benefits package for the 2019 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 2018-2019 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 ~~the Board and Union will meet to decide how best to utilize excess funds which may include application of funds applied~~ towards the insurance costs and/or reserve for the 2020 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 2019 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.

For the Board

Date

For the Union

Date

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December 13, 2018

ADDENDUM A

INSTRUCTIONAL SALARIES

Rules Governing Instructional Salaries

1. Instructional Salaries

- a. 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, ~~2018~~2017.

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 ~~2018-2019~~ ~~2017-2018~~ school year, all instructional employees shall be paid in twenty-six (26) equal installments. All 196 day instructional employees hired after July 1, 2018, and those hired prior July 1, 2018, who choose to move to the 26-pay cycle will be paid at two (2) week intervals year-round, with the first pay date coinciding with the 22-pay cycle.

For the 22-pay cycle, teachers and school psychologists on a 196 day contract shall receive their first paycheck on August 24, 2018~~25, 2017~~, and subsequent paychecks will be issued at two (2) week intervals thereafter and five (5) paychecks on May 31, 2019 ~~30, 2018~~. All teachers and school psychologists on a 196 day contract will receive a sixth (6th) paycheck on June 14, 2019 ~~13, 2018~~, less any unpaid leave time from the final pay period. Instructional employees who work 206 days shall receive their first paycheck on August 24, 2018 ~~25, 2017~~, and all subsequent paychecks at two (2) week intervals thereafter, and will receive five (5) paychecks, including the final, on June 14, 2019 ~~15, 2018~~. Instructional employees who work 216 days will receive their first paycheck on August 10, 2018 ~~11, 2017~~, and all subsequent paychecks at two (2) week intervals thereafter, and three (3) paychecks on June 28, 2019 15, 2018. ~~four (4) paychecks on June 14, 2019 15, 2018.~~

7. Termination Pay Dates – Same

8. 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

Instructors at James Irvin Education Center, Harry Schwettman Education Center, and Achieve Centers of Pasco who work an eight (8) hour day will be paid their regular hourly rate as provided by subsection nine (9) of this section and be compensated for the additional one-half (1/2) hour. Instructional employees at these worksites who

serve in 8-hour supplemented positions shall be compensated at their hourly rate for the additional one-half (1/2) hour instead of receiving the required supplement(s) listed in Addendums B and C.

12. Teachers Providing an Additional Period of Instruction

Teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid an additional .2 if doing so requires that the teacher give up designated planning time during the student contact day. a supplement of \$5,250 \$5,500 annually, or \$2675 \$2,750 on a semester basis. Effective July 1, 2014, full time teachers employed at Marchman not covered by item 10 above will also be compensated this amount.

END OF ADDENDUM A

ADDENDUM A-1 - Same

For the Board

Date

For the Union

Date

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December 13, 2018

ADDENDUM B

SUPPLEMENT SCHEDULE

1. through 7. – Same.

SUPPLEMENT SCHEDULE

ACADEMIC SUPPLEMENTS – Same

ATHLETIC SUPPLEMENTS – Same

MIDDLE SCHOOL ATHLETIC SUPPLEMENTS – Same

END OF ADDENDUM B

For the Board

Date

For the Union

Date

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ADDENDUM C

Instructional Bargaining Unit – Description - Same

Assessment Coordinator	Teacher - Adaptive Physical Education
Audiologist/Itin. Teacher of the Deaf/Hard of Hearing	Teacher - Autism Spectrum Disorders
*Behavior Specialist	Teacher - Basic Education - Academic Program
Career Specialist	Teacher - Basic Education - Summer Academic Program
*Certified School Counselor	Teacher - Career and Technical Education
Compliance Teacher	Teacher - Deaf/Hard of Hearing
Early Childhood Programs Coach	Teacher – Emotionally Behaviorally Disabled
Early Childhood Programs Interventionist	Teacher - Gifted
Florida First Start Resource Teacher	Teacher – Intellectual Disabilities
Graduation Enhancement Resource Teacher	Teacher - Online Courses
Graduation Enhancement Teacher	Teacher - Physically Impaired
Grant Resource Teacher (Grant Funded)	Teacher - Prekindergarten (Certified)
Grant Resource Teacher for Inclusion	Teacher – Prekindergarten ESE
Grant Resource Teacher for Transition	Teacher - Science/Environmental Education
Homebound Teacher	Teacher - Therapeutic Preschool
*Instructional Trainer/Coach	Teacher - Varying Exceptionalities
Job Placement/Transition Specialist	Teacher - Virtual School
Learning Design Coach	Teacher - Visually Impaired
Migrant Advocate	Work Evaluator
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	

***Identifies Supplement for required 8-hour day**

END OF ADDENDUM

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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, ~~2018~~2017.
- 3.-8. Same

SECTION B - Fringe Benefits

1. Health Insurance
 - a. The Board agrees to contribute \$6,785.00 per eligible employee toward the cost of the benefits package for the ~~2019~~ 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 - Same

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

Date

For the Union

Date