

ECONOMIC PROPOSAL

2016-2017

School Related Personnel Economic Proposal

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**

~~\$2,550,061~~ \$2,278,546 will be provided to improve SRP compensation as follows:

I. ~~\$2,550,061~~ \$2,278,546 to provide a salary increase of ~~three and three quarters percent (3.75%)~~ (3.35%) 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.

II. ~~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 again be convened to provide input in the development of the new structure, which shall be implemented prior to the beginning of the 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 2017-2018 school year and beyond.~~

III. All supplements and differentials will continue to be paid at 2015-2016 rates except as provided in this proposal.

a. 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.

b. 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. Fingerprint Retention Fees**

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be ~~\$22,994~~ \$23,000 for the 2016-2017 school year.

**3. 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/hour over their regular, hourly rate of pay.~~

Field Trip Compensation – Bus Drivers will be paid ~~\$14.42/~~ \$13.43 hour for all field trips worked.

Lowest 300 Schools – IA's providing coverage/supervision for siblings of students at district's schools identified as a "lowest 300" school in reading, will receive their regular hourly rate of pay for all hours worked.

**4. Fringe Benefits**

The Board agrees to contribute ~~\$6,385.83~~ \$6,642.98 (an increase of \$257.18) per eligible employee, toward the cost of the health insurance benefit 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. 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 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**

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

\_\_\_\_\_  
Date

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

\_\_\_\_\_  
Date

**USEP COUNTER PROPOSAL #2**

**December 14, 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 structure 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 negotiations of salaries for the ~~2016-2017~~ 2017-2018 school year and beyond.
2. Placement on the salary schedules, entitled Addendum A, shall follow the rules attached to and included in the schedules.
3. 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.
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. Same
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**

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.
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**

**1. Retirement Incentives**

The District School Board of Pasco County will provide meritorious attendance incentive pay to members of the bargaining unit at normal retirement (retirement under any established retirement plan with full or reduced benefits as provided by law) or to the bargaining unit member's beneficiaries if service is terminated by death. Meritorious attendance incentive pay shall be determined as follows:

- a) ~~During the first three (3) years of service in a Florida school district, the daily rate of pay multiplied by 35 percent (35%) times the number of days of accumulated Sick Leave credited with the District School Board of Pasco County.~~
- b) ~~During the next three (3) years of service in a Florida school district, the daily rate of pay multiplied by 40 percent (40%) times the number of days of accumulated Sick Leave credited with the District School Board of Pasco County.~~
- c) ~~During the next three (3) years of service in a Florida school district, the daily rate of pay multiplied by 45 percent (45%) times the number of days of accumulated Sick Leave credited with the District School Board of Pasco County.~~
- d) ~~During and after the tenth (10th) next 3 years of service in a Florida school district, the daily rate of pay multiplied by 50 percent (50%) times the number of days of accumulated Sick Leave credited with the District School Board of Pasco County.~~
- e) ~~During and after the thirteenth (13<sup>th</sup>) fifteenth (15th) year of service in the Pasco school district, the daily rate of pay multiplied by 75 percent (75%) 100 percent (100%) times the number of days of accumulated Sick Leave credited with the District School Board of Pasco County.~~
- f) ~~During and after the twentieth (20th) year of service in the Pasco school district, the daily rate of pay multiplied by 100 percent (100%) times the number of days of accumulated Sick Leave credited with the District School Board of Pasco County.~~
- g) The Board will provide a 401(a) Qualified Retirement Plan and/or an Employer Paid 403(b) Plan that defers federal income tax and permanently avoids the payment of Social Security and Medicare tax on meritorious attendance incentive pay for those employees retiring under the Florida Retirement System (FRS) with full or reduced benefits and who meet the following:

Service	Minimum Accumulated Sick Leave Balance
Ten (10) years creditable FRS service	240 hours
During and after the 15th year of service in the Pasco County School District	160 hours
During and after the 20th year of service in the Pasco County School District	120 hours

Subject to annual plan contribution limits and the requirements specified above, payment to a Board-approved 401(a) Qualified Retirement Plan and/or an Employer Paid 403(b) Plan shall be credited in the name of the employee upon retirement.

**Fund Withdrawal: Employees under fifty five years of age**

All participating employees who are under fifty five (55) years of age at the time of termination and choose

at that time to take a cash distribution in the amount of one hundred percent (100%) of their respective balance from the Board approved 401(a) Qualified Retirement Plan and/or an Employer Paid 403(b) Plan and are assessed a ten percent (10%) withdrawal penalty, shall be reimbursed 2.35% of the withdrawal by the Board. This reimbursement is an amount equal to the difference between the ten percent (10%) withdrawal penalty and the current Social Security and

Medicare combined tax contribution rate of 7.65%. If the withdrawal penalty and/or Social Security and Medicare tax rates change, the Board and Union agree to renegotiate the reimbursement rate. If a fee is charged to process the IRS 1099 form, the Board will reimburse these same employees the one-time administrative fee.

**2. Plan Contributions**

Upon separation of service and maximizing the 401(a) Qualified Retirement Plan contribution, any remaining terminal pay for accrued sick leave or vacation leave, subject to Board and State limitations, will be deposited in an Employer Paid 403(b) Plan. The employer Paid 403(b) Plan is similar to the 401(a) qualified Retirement Plan except for contribution limits.

**3. Separation Incentives**

If employment is terminated for any reason other than retirement or death, members of the bargaining unit shall receive one-half (1/2) the percentage of all accumulated Sick Leave as stipulated in the schedule in Article XI, Section G, paragraphs 1(a), 1(b), 1(c), 1(d), 1(e), and 1(f). This language shall not apply to employees who choose to transfer their accumulated Sick Leave to another Florida school district.

**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**

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**For the Board**

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**Date**

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**For the Union**

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**Date**

**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. 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 ~~2015-2016~~ 2016-2017 school year and the number of paychecks will be negotiated during the ~~2015-2016~~ 2016-2017 negotiations.
5. A SRP who terminates his/her employment during the school year shall receive all pay owed him/her within twenty (20) days of the termination date.
6. Unless otherwise negotiated, Summer School and/or Extended School Year salaries, shall be 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, or other additional days shall continue to be paid in accordance with the salary schedule applicable to the position worked.
8. When a stipend is paid for voluntary staff development, the stipend will be paid at least at an hourly rate equal to the effective minimum wage.
9. The Board shall continue to provide a mileage rate of \$.38 permile.

**Service Factor**

1. 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 2015-2016 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 (\$.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.
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 (\$.10) per hour for Longevity so long as there is no break in service.

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For the Board

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Date

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For the Union

\_\_\_\_\_  
Date