

Best and Final

BOARD COUNTER PROPOSAL #4

December 13, 2018

ADDENDUM A -- RULES GOVERNING THE SALARY SCHEDULE

1. All SRP shall be paid according to their job title, salary schedule pay grade, and the rules governing that schedule position. The parties have, ~~and will continue to meet to discuss the creation~~ created and implementation implemented of one SRP salary structure, consisting of multiple salary ranges pay grades, and a placement schedule, ~~and eliminate the usage of the current step salary schedules~~. during the 2017-2018 school year. The SRP Compensation Committee will meet to review and provide input ~~in the development as to the regarding implementation~~ of the new salary structure, ~~which shall be implemented during prior to the beginning of the 2017-2018 2018-2019 school year~~. The newly created salary ranges, as opposed to the ~~current former~~ former step schedules, will be integrated as part ~~serve as the starting point for the negotiations of any salariesy increases~~ for the 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.
4. Pay dates for the ~~2017-2018 2018-2019~~ 2018-2019 school year and the number of paychecks will be negotiated during the ~~2017-2018 2018-2019~~ 2018-2019 negotiations.
- 5 - 9. SAME

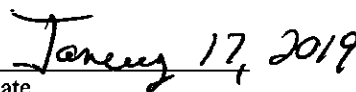
Service Factor:

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.

END OF ADDENDUM A



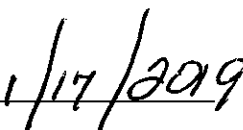
For the Board



Date



For the Union



Date