

Best and Final

BOARD ECONOMIC COUNTER PROPOSAL #4

December 13, 2018

ECONOMIC PROPOSAL

School Related Personnel Economic Proposal 2018-2019

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 2018-2019 school year as follows:

1. Salaries

~~\$3,197,700 \$990,540 \$2,476,350 \$1,155,630 \$2,483,338 \$1,218,186 \$2,153,098 \$1,744,529~~ will be provided to improve SRP compensation as follows:

- I. ~~\$3,197,700 \$990,540 \$2,476,350 \$1,155,630 \$2,311,260 \$1,218,186 \$1,981,080 \$1,320,720~~ to provide a salary increase of ~~four and one half (4.50%) one and one half (1.50%) three and three-quarters (3.75%) one and three-quarters percent (1.75%) three and one half (3.5%) two percent (2.0%) three (3.0%) two percent (2.0%)~~ 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 2017-2018 school year.
- II. The SRP Compensation Committee will again be convened to provide input in the implementation of the new salary structure, which occurred during the 2017-2018 school year. The newly created salary ranges, as opposed to the former step schedules, were 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 rates except as provided in this proposal. (see Addendum E)
- 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 2018-2019 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, 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.
- VI. 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 \$389,612.

2. Other Considerations

- a. ~~Non-Recurring Bonuses~~—each eligible SRP will receive a non-recurring bonus payment to be determined by the parties related to the Health Insurance Program surplus as of June 30, 2018, and after all items in #4 below (Fringe Benefits) have been addressed.
- b. ~~Other adjustments: Total of \$202,547 as follows:~~
 - \$19,404 to increase all employees in Salary Grade #1 by 50 cents per hour;
 - \$23,599 to increase all Registrars (196-245 day) by 50 cents per hour;
 - \$87,859 to increase all Transportation Assistants by 50 cents per hour;
 - \$9,870 to increase all Para-Cyesis employees by 50 cents per hour;
 - \$658 to increase the Para-Social Services by 50 cents per hour;
 - \$61,157 to increase all Bus Drivers who did not receive the additional increase last year.
- I. \$9,225 to reclassify all employees (Lunchroom Monitors, Child Care Assistants & Classroom Assistants) currently on Pay Grade S01 to Pay Grade S02;
- II. \$159,983 to reclassify FNS Assistants currently on Pay Grade S02 to Pay Grade S03;

- III. \$50,842 to reclassify FNS Productions Assistants currently on Pay Grade S05 to Pay Grade S06;
- IV. \$14,744 to reclassify the Registrar position currently on Pay Grade S02 to Pay Grade S03;
- V. \$170,654 to increase all Custodians, Transportation Assistants, and Early Childhood Programs Health Assistants currently on Pay Grade S02 by 15 cents (\$.15) per hour;
- VI. \$16,057 to reclassify Early Head Start Caregivers currently on Pay Grade S09 to Pay Grade S10;
- VII. \$2,304 to reclassify Early Head Start Lead Caregivers currently on Pay Grade S10 to Pay Grade S11.

3. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$25,176 for the 2018-2019 school year.

4. Fringe Benefits

The Board agrees to contribute \$6,785.00 (therefore no increase) per eligible employee, toward the cost of the health insurance benefit 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. 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 ~~the Board and Union will meet to decide how to best utilize the excess funds which may include~~ applied ~~the application of~~ towards the costs 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 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.

END OF ECONOMIC PROPOSAL



 For the Board

July 17, 2019

 Date



 For the Union

7/17/2019

 Date