

ECONOMIC PROPOSAL

2018-2019

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 2018-2019 school year as follows:

1. Salaries

~~\$3,197,700~~ \$2,476,350 will be provided to improve SRP compensation as follows:

- I. ~~\$3,197,700~~ \$2,273,803 to provide a salary increase of ~~four~~ three and three-quarters (4 3.75%) 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 review and 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 of salaries 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.
 - 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 2018-2019 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, 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.

2. 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.

3. Other Considerations

- a. Non-Recurring Bonuses – each eligible SRP will received 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 Cysis 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;

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 these funds towards the costs for the 2019 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 2018 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

Date

For the Union

Date

USEP PROPOSAL #1

October 29, 2018

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - Salary Schedule and Remunerations

1. The regular salary schedules pay grades, attached as Addendum A E, which were created and implemented during the 2017-2018 school year, will now be used to reflect current SRP positions and salary levels. ~~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 meet to review and provide input in the development as to implementation of the new structure, which shall be was implemented during the 2017-2018 school year and any salary changes will be retroactive to July 1, 2017. The newly created salary ranges, as opposed to the current former step schedules, will serve as the starting point for the negotiations be and integrated as part of any salaries increases for the 2017-2018 2018-2019 school year and beyond.~~
2. Placement on the salary schedules, entitled Addendum A, shall follow the rules attached to and included in the schedules. No current employee's pay shall be reduced as part of the implementation of the new structure.
3. Through 9- Same

SECTION B - Fringe Benefits

1. The Board agrees to contribute an annual rate of no more than \$6,785.00 toward the cost of the benefits package for the 2019 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 Inc. (Indemnity -- PPO and HMO Programs) -- Same

SECTION I - Education Supplemental Pay Plan - Same

SECTION J -- Employee Assistance Program (EAP) -- Same

For the Board

Date

For the Union

Date

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. 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, 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 implementation of the new structure, ~~which shall be implemented during 2017-2018 school year~~. The newly created salary ranges, as opposed to the current step schedules, will be integrated as part of any salaries 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. 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 ~~2017-2018~~ 2018-2019 school year and the number of paychecks will be negotiated during the ~~2017-2018-2018-2019~~ 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. 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.
2. 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.
3. The 2007-2008 Service Factor hourly rate is equal to nine cents (\$0.09) 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.
4. 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
5. 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.

For the Board

Date

For the Union

Date