

BOARD ECONOMIC COUNTER PROPOSAL #3

December 5, 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~~ 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~~ 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%)~~ 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.

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

Date

For the Union

Date

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**ARTICLE XI -- SALARY AND SCHOOL RELATED
PERSONNEL WELFARE**

SECTION A - Salary Schedule and Remunerations

1. The regular salary schedules ~~pay grades structure, which consists of multiple pay grades and a placement schedule, attached as Addendum A E, shall be adhered to for all SRP. 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 have, and will continue to meet to discuss the creation and implementation of one SRP salary structure consisting of multiple salary ranges, a placement schedule, 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 the regarding implementation of the new structure, which shall be was created and implemented during the beginning of 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 be integrated as part of any salary increases for the 2017-2018 school year and beyond.~~
2. Placement ~~on the salary schedules within the pay grades, entitled Addendum A, shall follow the rules outlined in the SRP Placement Guidelines, entitled Addendum A. attached to and included in the schedules.~~
3. Through 9 11 - 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

SECTION K – Premium Pay - SAME

END OF ARTICLE XI

For the Board

Date

For the Union

Date

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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 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~~ 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, 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