

SUMMARY OF TENTATIVE AGREEMENT 2021-2022 INSTRUCTIONAL NEGOTIATIONS

ECONOMICS

Supplements: All Instructional employees will receive a supplement equal to 4% of their salary. To be eligible for the salary supplement, an Instructional employee must be actively employed by the District on the date that the proposal was signed and on the date of ratification. Additionally, earlier in the year, the Board and the Union agreed to provide \$1,000 supplements to those Instructional employees excluded by the state when they sent some teachers \$1,000 bonus checks. These supplements do count toward the Florida Retirement System.

Teacher Salary Increase Allocation 21-22: The Teacher Salary Increase Allocation from the state for 2021-2022 amounted to **\$1,128,710** net new funds available for salary improvements. **\$902,968** had to be spent to bring the teacher minimum salary to as close to \$47,500 as possible. These funds could not be used for any other purpose. Pasco could only reach **\$45,200** as the new minimum salary with the funds provided. The remaining **\$225,742** provided by the state categorical was used to provide very small salary increases to those teachers that are above the new minimum salary.

Teacher Salary Increase Allocation 22-23: The Teacher Salary Increase Allocation from the state for 2022-2023 amounted to **\$7,000,000 which represents 2.69%** of the overall Instructional payroll. This will be paid to employees in the form of a raise starting at the beginning of their contract year for 2022-2023. This will be in addition to whatever salary improvements are negotiated for during the 22-23 negotiations.

2022-2023 Negotiations: Following the conclusion of negotiations for the 2021-2022 school year, the Board and Union agree to immediately begin the process of further negotiating for the 2022-2023 school year to identify funds that can be used to further increase teacher raises and begin to address salary compression issues stemming from the restrictions on the use of the Teacher Salary Increase Allocation Funds. Furthermore, the Board and Union agree to bargain the effective dates and/or any applicable retroactivity of any salary increases.

Health Benefits: The Board will maintain a fully funded employee benefits package by contributing **\$7,432.56 (an increase of \$257.67)** per eligible employee.

FRS Rate Increase: The Board will cover the cost of additional contributions to the Florida Retirement System (FRS) for the 2021 - 2022 school year. The increased cost is estimated at **\$2,013,348**.

New MOUs

- MOU to address the shift from James M. Marlowe Elementary and Centennial Elementary to STEAM schools.
- Reading Endorsement Certification Supplement MOU to provide reimbursement for certain reading certification expenses.
- Covid Retention Supplements MOU to provide \$1,000 supplements to instructional employees excluded by the state bonus.
- Training Participation MOU to increase compensation rate for training participation.
- Health and Safety MOU with Covid related guidelines

Re-Signed or Slightly Modified Existing Memorandums of Understanding

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| -Pineview Middle School | -Marchman Technical |
| -Voluntary Pre-K | -Pasco Virtual Instruction |
| -Voluntary Coverage Process | -Wendell Krinn Technical High School |
| -Extended School Year | -Title I Supplements |
| -Computer Science | -Every Student Succeeds Act |
| -School Improvement Grant – Fox Hollow | -Adult High School and Graduate 24/7 programs |