

SUMMARY OF TENTATIVE AGREEMENT 2016-2017 INSTRUCTIONAL NEGOTIATIONS



ECONOMICS: The Total Package Including Raise, Supplements & Insurance

\$ 6,301,226	Salary increases for Instructional employees retroactive to July, 1, 2016
250,000	Differentiated Pay Supplements
33,000	Fingerprint Retention Fee
611,313	Increased contribution to the FRS
<u>1,310,590</u>	Increase Board's contribution to maintain a fully-paid employee benefits package for eligible employees
\$8,506,129	Total represents an overall 3.62% settlement package

STATUTORY REQUIREMENTS FOR INSTRUCTIONAL SALARY IMPROVEMENTS: 2014-2015 was the year that Senate Bill 736 required all teachers on Annual Contract (AC) earn salary increases based upon performance ratings. FL statute dictates the ranges and criteria for such increases and requires that the increases be greater for teachers on AC than for those teachers who have Professional Service (PSC) or Continuing Contracts (CC) which provide certain due process rights and employment security. Differentiated pay/supplements for Title One or DDD/F school teachers and for critical shortage areas identified by the District (*for 2016-2017: School Psychologist, Speech Language Pathologist, Teacher - ASD, Teacher -EBD, Teacher – Health Public Service Occupation Education, Teacher – HS Math, Teacher – HS Science, Teacher – MS Math, Teacher – Technology Education*) are also required by statute.

- **Salary Improvements:** Qualifying instructional employees will receive approximately 3.0% increase comprised of a 1.5% cost of living adjustment (COLA) plus a portion of funds distributed through statutory Grandfather/Pay for Performance plan shares. Each level on the salary placement schedule will be improved by \$530.
- **Differentiated Supplements:** \$250,000 will be distributed among teachers working in Title I or DDD/F schools, as well as teachers in assignments categorized as critical shortage areas.
- **Health Benefits:** The Board will maintain a fully-funded employee benefits package by contributing \$6,642.98 (**an increase of \$257.15**) per eligible employee. The alternate “**opt-out**” will remain at **\$1,200 for those employees who have health coverage from another provider** and who do not choose one of the Board-approved health plans. Any surplus will be applied towards the insurance plan costs for the 2016 plan year. The District will continue the annual health risk assessment incentive of up to \$250 per employee.
- **Academic and Athletic Supplements:** all supplements shall continue to be paid at the **2015-2016 levels**.

NEW OR SIGNIFICANTLY REVISED CONTRACT LANGUAGE:

- **MOVED FROM MOU: Electronic Personnel Directory and Agreement** – Eliminates the printed directory and makes the electronic version available to employees at home and work via Outlook. Requires electronically accessible master contracts, with print copies to be provided at either party's discretion.
- **MOVED FROM MOU: Position Vacancies** – Eliminates the printing and distributing of vacancy announcements and requires they be placed on the District's website.
- **Voluntary Coverage Process (MOU)** – Creates an expectation for minimum compensatory time in exchange for teachers who voluntarily give up planning time to provide sub coverage.
- **Differentiated Accountability Schools Training** – ensures instructional employees in DA schools receive their hourly rate of pay for hours worked beyond the contract day, and requires alternative means for training or planning requirements which are offered outside of the contract day.

RE-SIGNED OR SLIGHTLY MODIFIED EXISTING MEMORANDUMS OF UNDERSTANDING

- ✓ Pasco's Virtual Instruction Program – *now includes accrual of sick leave for summer hours*
- ✓ Retention of Fingerprints
- ✓ School Choice Preference Employee Request
- ✓ Extended School Year Program—Summer 2016
- ✓ Florida K-12 Reading Program (PLCs)
- ✓ University of Minnesota Mathematical Reasoning Strategies Project (final year)
- ✓ School Utilization of Expanded Homeroom/Skinny Period
- ✓ Elementary and Secondary Education Act/No Child Left Behind Impact on Instructional Staff