

**BOARD ECONOMIC PROPOSAL**

**September 18, 2019**

**INSTRUCTIONAL ECONOMIC PROPOSAL 2019-2020**

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract. Accordingly, the Board and Union have agreed to the following:

**1. Salaries**

**A. Salary Schedules for the 2019-2020 School Year**

- 1. Salary increases for ~~2018-2019~~ 2019-2020 will be in compliance with Florida Statute 1012.22 and will be paid according to the performance pay plan and grandfathered plan as described in this proposal.
- 2. ~~4,942,045~~ \$7,582,280 will be provided for total instructional salary increases (an overall increase of ~~2%~~ 3% of the prior year’s instructional salary expenditures). One half of this amount, ~~2,471,022~~ \$3,791,140 will be provided for eligible instructional employees to receive a cost of living increase of one point ~~one~~ five percent (~~1.1~~ 1.5%) of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date before June 1, ~~2018~~ 2019, will be eligible for the cost of living increase through the improvements made to the new hire placement schedule.
- 3. The following formula will be used to determine the distribution of the remaining ~~\$2,471,022~~ \$3,791,140 which will be made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan.
  - a. Define the number of teachers in each base category: Grandfather (GF), PFP Effective (E), PFP Highly Effective (HE). Grandfather equals 1 salary factor, PFP Effective equals 1 salary factor and PFP Highly Effective equals 1.33 salary factors.
  - b. For the ~~2018-2019~~ 2019-2020 school year, summative evaluations for ~~2016-2017~~ 2017-2018 shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective. Teachers who are on the performance pay plan who received less than an Effective summative evaluation for ~~2016-2017~~ 2017-2018 will not be eligible for an increase in salary under the performance pay plan. Teachers who are on the grandfathered pay plan who received less than a Needs Improvement summative evaluation for 2017-2018 will not be eligible for an increase in salary under the performance pay plan. Teachers who are on the performance pay plan who did not receive a summative evaluation for ~~2016-2017~~ 2017-2018 will receive one half of the grandfathered salary factor increase if they worked sufficient days in ~~2017-2018~~ 2018-2019 to have met the year of service requirement. Teachers who are on the performance pay plan will receive the appropriate increase for earning Highly Effective or Effective as described above if they worked sufficient days in ~~2017-2018~~ 2018-2019 to have met the year of service requirement. Teachers who are on the grandfathered pay plan will receive the grandfathered salary factor increase if they worked sufficient dates in ~~2017-2018~~ 2018-2019 to have met the year of service requirement.
  - c. Using the average salary of the teachers in each respective base category, and the appropriate salary factor listed above, calculate the applicable percentage increase for teachers in each base category. The cost-of-living percentage plus the GF/PFP will result in the overall percentage.

<b>Base Categories</b>	<b>Salary Factor/Share Value (%)</b>	<b>Overall Percentage</b>
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PFPP if worked sufficient days but no 15-16 17-18 evaluation	.5	.90%	2.4%
Grandfathered	1	1.8%	3.3%
PFPP Effective	1	1.8%	3.3%
PFPP Highly Effective	1.33	2.4%	3.9%

- The District will cover the cost of additional required contributions to the Florida Retirement System. For the ~~2018-2019~~ 2019-2020 school year, the increased contribution amount is approximately ~~\$1,457,903~~ \$530,537. The District will also continue to provide \$250,000 for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District ~~from October 1, 2018—April 30, 2019~~. For the 2019-2020 school year, Critical Shortage for the purposes of differentiated pay is defined as: ~~Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher - Middle School Science, Certified School Counselor: Elementary, Middle and High, Teacher - Varying Exceptionalities, Teacher - Intellectual Disabilities, and School Psychologist.~~

Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers on the performance pay plan and grandfathered pay plan are eligible for these supplements.

#### **Differentiated Pay Categories/Supplements**

Title One eligible or DDD/F  
Critical Shortage

- The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2019, onto the instructional salary range.
  - Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided ~~a copy of their contract~~ documentation from HREQ that will reflect their base salary for the ~~2018-2019~~ 2019-2020 year.
  - Instructional employees hired after July 1, 2018, will be paid year-round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
- B. Salary Proposal for the 2020-2021 School Year**
- For the 2020-2021 school year, approximately \$7,814,372 will be provided for instructional salary increases (an overall increase of 3% of the prior year's instructional salary expenditures). One half of this amount, approximately \$3,907,186 will be provided for eligible instructional employees to receive a cost of living increase of one point five percent (1.5%) of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date before June 1, 2020, will be eligible for the cost of living increase through the improvements made to the new hire placement schedule. The formula and criteria articulated in sub-section A.3. above will be advanced one year and used in combination with the applicable summative evaluation results to distribute the remaining approximately \$3,907,186 in compliance with Florida Statute 1012.22. Payment of these amount is contingent upon the District receiving at least a 3% increase to its Base Student Allocation through the 2020-2021 Florida Education Finance Program. Should the Base Student Allocation provided to the District for the 2020-2021 school year be less than 3%, this provision shall be void and the parties agree to return to the bargaining table to negotiate a replacement provision. Should the Base Student Allocation provided to the District for the 2020-2021 school year be more than 3%, both parties agree to return to the bargaining table to negotiate if and/or how this provision will be amended.

2. For the 2020-2021 school year, an additional total amount of approximately \$13,000,000 will be made available to further improve instructional salaries. The availability of these funds is contingent upon the District realizing the approximately \$15,600,000 in salary savings associated with the allocation reductions identified in its two-year salary plan by implementing an alternative schedule model workday for secondary teachers. Should the total amount produced for employee salary increases through these efforts be greater or less than the total projected, the \$13,000,000 listed above shall be pro-rated up or down accordingly. Distribution of the salary funds associated with this provision shall be addressed through the 2020-2021 collective bargaining process.

~~B.C.~~ Except as otherwise noted, supplement schedule amounts will remain the same as during the ~~2017-2018~~ 2019-2020 school year.

~~C.~~ 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.

~~D.~~ In addition, should the District's budgetary status improve during the ~~2018-2019~~ 2019-2020 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

## **2. Additional Compensation for Teachers Providing Additional Instruction**

For the ~~2018-2019~~ 2019-2020 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of \$5,500 annually, or \$2,750 on a semester basis. Full time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this supplement.

## **3. Fingerprint Retention Fees**

The Board will continue to pay fingerprint retention fees for teachers, estimated to be ~~\$34,806~~ \$34,631 for the ~~2018-2019~~ 2019-2020 school year.

## **4. Fringe Benefits**

The Board agrees to contribute ~~\$6,785.88~~ \$7021.53 (no increase from 2018 an increase of \$235.65 from 2019) per eligible employee, toward the cost of the health insurance benefits package for the ~~2019~~ 2020 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. For the ~~2018-2019~~ 2019-2020 school year, the District will continue to offer the annual health risk assessment incentive of up to \$250 per employee.

Should there be any surplus 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, then such surplus will be placed in the insurance reserve/surplus account applied towards the insurance costs and/or reserve for the 2020 2021 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~~ 2020 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 2013-2014 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.

Due to the need to expend some of the grant-funded portions of the salary increases included in this economic proposal prior to the end of the District's fiscal year, any tentative agreement to the terms of this economic proposal shall only be valid until May 31, ~~2019~~ 2020. Should employee ratification of the entire collective bargaining agreement not occur

on or before this date, both parties understand that this tentative agreement shall be null and void and a new tentative agreement will need to be negotiated based on the funding available at that time.

**ADDENDUM B**

**SUPPLEMENT SCHEDULE: SAME**

**SUPPLEMENT SCHEDULE**

<b>ACADEMIC SUPPLEMENTS</b>	<b>DOLLAR AMOUNT</b>
CTE Lead Teacher	1175
FBLA District Advisor	1000
Band Director:	
Middle School	2549
High School	3476
* Behavior Specialist	1568
Board Certified Behavior Analyst	1000
Choral Director	1101
Orchestra Director	1101
Department/Grade Level Chairperson/Team Coordinator/PLC Facilitator	1019
Flag Corps Sponsor	1101
* Certified School Counselor	1568
High School Class Sponsor	1101
High School Newspaper Sponsor	1101
Drama Play Director	1101
Dance Director	1101
* Instructional Trainer/Coach	1568
Learning Design Coach	1568
Assessment Coordinator	1568
* Pasco FDLRS Resource Teacher	1568
* Pasco FDLRS Child Find Resource Teacher	1568
* School Nurse	1568
* School Social Worker	1568
Senior Project Coordinator	1019
Special Olympics	
Fall	500
Winter	500
Spring	500
* Speech/Language Pathologist (BA-NON CERT)	1568
* Speech/Language Pathologist (MA-CERT)	3066
* Speech/Language Pathologist (MA-CERT/CCC)	5000
Speech/Language Pathologist Mentor	2352
Student Achievement Coach	1019
Student Council Sponsor High School	1101
Teacher Assistance Team (Activated)	As specified per USEP/District agreement up to 1854
Teacher Mentor	398
<u>Title I School-Based Compliance Coordinator</u>	<u>2500</u>

<u>Title I School-Based Parent and Family Engagement Coordinator</u>	2500
Vocational Agriculture Teacher	2329
Career Technical Student Organization (High School)	1226
Sponsorship (Requires District/State Competition)	
Career Technical Student Organization (CTSO) Middle School	975
Sponsorship (Requires District/State Competition)	
Participation in state competition	290
Participation in national competition	290
Yearbook Sponsor:	
Middle School	875
High School	1101

\* Identifies Supplements for required 8-hour day  
 END OF ACADEMIC SUPPLEMENT SCHEDULE

<b>ATHLETIC SUPPLEMENTS</b>	<b>DOLLAR AMOUNT</b>
Athletic Director	4815
Summer	500
Head Football:	
Fall	3100
Spring	1376
Assistant Football:	
Fall	1515
Spring	675
<u>Lacrosse</u>	<u>2387</u>
Basketball	3031
Assistant Basketball	1652
Baseball/Softball	2387
Assistant Baseball/Softball	1562
Track	2387
Assistant Track	1562
Wrestling	2387
Assistant Wrestling	1562
Cross Country	1745
Golf	1469
Soccer	2387
Assistant Soccer	1562
Swimming	1745
Assistant Swimming	1104
Tennis	1469
Volleyball	2387
Assistant Volleyball	1562
Weightlifting	1469
Business Manager/Assistant Athletic Director	2019
Cheerleader Coach	2387
Assistant Cheerleader Coach	1787

END OF HIGH SCHOOL ATHLETIC SUPPLEMENT SCHEDULE

<b>MIDDLE SCHOOL ATHLETIC SUPPLEMENTS</b>	<b>DOLLAR AMOUNT</b>
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Athletic Director	2003
Football	1727
Assistant Football	1160
Basketball	1452
Soccer	1452
Track	1452
Assistant Track	919
Volleyball	1452
Business Manager/Assistant Athletic Director	919
Cheerleader Coach	1452

END OF MIDDLE SCHOOL ATHLETIC SUPPLEMENT SCHEDULE

**END OF ADDENDUM B**

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For the Board

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Date

\_\_\_\_\_  
For the Union

\_\_\_\_\_  
Date