

SUMMARY OF TENTATIVE AGREEMENT

2021 – 2022 SRP Negotiations

ECONOMICS

\$ 3,295,770	Provides a 4% supplement for all SRP employees
<u>\$ 3,600,000</u>	Provided a one-time retention supplement in October of this year
\$ 6,895,770	Total package

ADDITIONAL ECONOMIC IMPROVEMENTS

\$ 536,284	Increased FRS contribution amount
\$ 34,295	Increased Fingerprint costs
<u>\$ 864,500</u>	Increase to Employee Healthcare
\$1,435,079	Total Improvements

\$8,330,849 Total economic improvements - 12.4% of SRP Payroll

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. The alternate opt-out will remain at \$1200 for those employees who have health care from another provider.

FRS Rate Increase: The District will cover the additional contributions to the Florida Retirement System (FRS) for the 2021-2022 school year.

Fingerprint Retention Fee: The District will cover the cost of fingerprint retention.

REVISED CONTRACT LANGUAGE

The below language deals with all employees who do not consent to an electronic version of their W-2. They will now receive a printed copy of their W-2 by January 31st.

Article XI – Salary and School Related Personnel Welfare

Section A:7 All employees may consent to receive their individual IRS Form W-2 electronically through the District's Employee Self Service System (ESS) Access to the prior year's IRS form W-2 shall be provided on or before January 31st. Employees who do not consent to receiving their IRS form electronically will continue to receive a paper copy on or before January 31st. Assistance shall be provided at each worksite for employees who need help accessing, viewing, or printing a copy of their individual IRS Form W-2 in the ESS system. Should IRS regulations and/or guidelines regarding electronic delivery of IRS Form W-2 change, the parties agree to modify their agreement to be consistent with the applicable changes.

New Memorandums of Understanding

Targeted Attendance Incentive Program

Outlines the attendance incentive criteria for all drivers and assistants. Outlines the amounts and attendance days.

Covid Retention Supplements/Bonus

Outlines the criteria for the payment of the \$1,000 bonus for all SRP which occurred in October 2021.

Transportation Mid-Year Tier Change

Outlines the new route selection procedure that occurred in late December for the remainder of the year.

Re-signed and continued Memorandums of Understanding

Ground Rules for 2021-2022

SRP Career Development

Continuance of the SRP Workplace Committee

FNS Safety Apparel

Summer Food Service Program - 2021

Summer Food Service Program - 2022

Maintenance Department Shirt Program

Health and Safety Guidelines