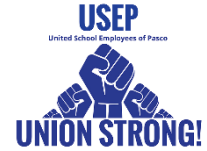


SUMMARY OF TENTATIVE AGREEMENT 2023-2024 SRP NEGOTIATIONS



ECONOMICS

Salary Increases: All SRP employees with a year of credit service for the 22-23 school year will receive a salary increase equal to 3.5% of their salary. Employees who do not have a year of credit service will receive a 1.25% increase. The salary increase will be retroactive to July 1, 2023. This is a new increase on top of the Referendum Salary Supplement.

Bus Drivers were changed from PG2 to PG3 and Relief Drivers were changed from PG3 to PG4.

Timeline for Raises: The District plans to have employees' new rates of pay in place for the November 24, 2023 paycheck. The District plans for a special payroll on Friday, December 15, 2023 to provide employees with retroactive pay on their salary increases stemming back to the start of their 2023-2024 work calendar.

Ongoing Budgetary Monitoring: Should the District's budgetary status improve during the 2023-2024 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

Health Benefits: The Board will maintain a fully funded employee benefits package by contributing \$8,240.64 (an increase of \$428.14) per eligible employee. For the 2023-2024 school year, the District will continue to offer the annual health risk assessment incentive of up to \$250 per employee.

FRS Rate Increase: The Board will cover the cost of additional contributions to the Florida Retirement System (FRS) for the 2023 - 2024 school year. The increased cost is estimated at \$4,457,371 or 1.66% of payroll.

Article VII Working Conditions: The District and Union agree to relieve the union of SRP of the Year responsibilities.

Article VIII – Leaves of Absence: This brings back a program that allows incoming SRP from other Districts in Florida to be credited for accrued leave. This leave shall be credited in the same manner as sick leave earned within the District.

Article XI – Salary and School Related Personnel Welfare: Change to pay-outs for SRP for terminal pay that mirrors the instructional contract. Change to premium pay that mirrors the instructional contract.

Article XIII – Duration: The end date for the contract was changed from June 30, 2024, to June 30, 2025, to ensure continuation of the contract.

MOUs

SRP Referendum Implementation: MOU that details the distribution of Referendum funds to SRP employees including the schedule.

Targeted SRP Referendum: This is in addition to the amounts included in the above MOU. For Drivers it is an additional \$1.00 on the referendum supplement, for Relief Drivers an additional \$2.00, For selected maintenance 1.75 per hour, for electric, plumbing, sewer, water an additional \$2.00 per hour, for specialists listed an additional \$2.25 per hour, and for relief custodians an additional \$2.00 per hour.

Extracurricular Trip Rate: Increased field trip rate from \$16.00 to \$20.00 per hour.

SRP with bachelor's degrees serving as Professional Guest Teachers: No changes.

Summer Food Service MOU: Date changes and increased pay for Production Assistants to \$15.38 per hour and \$15.00 per hour for all other employees.

FNS Safety Apparel: No changes.

Maintenance Department Shirt Program: No changes.

SRP to Teacher Program: No changes.

Return to Work Supplement for Transportation Employees: A specified amount to be divided among Bus Drivers, Relief Drivers, and Transportation Assistants who work the first 21 days of this school year without absence.

Ground Rules: No changes.