

SUMMARY OF TENTATIVE AGREEMENT 2023-2024 INSTRUCTIONAL NEGOTIATIONS



ECONOMICS

Salary Increases: Instructional employees will receive a salary increase equal to **3.5%** of their salary. To be eligible for the 3.5% increase, an Instructional employee must have earned a year of service credit for the 2022-2023 school year. The salary increase will be retroactive to July 1, 2023. This is a new increase on top of the Referendum Salary Supplement.

Teacher Salary Increase Allocation 23-24: The Teacher Salary Increase Allocation from the state for 2023-2024 will be utilized to increase the minimum full-time teacher salary by 1.25%, to improve the new hire placement schedule by 1.25%, and to provide a 1.25% salary increase to teachers who are new to Pasco and did not earn a year of service credit from the 2022-2023 school year. The minimum full-time teacher salary for 2023-2024 will be \$47,000. This does not include the Referendum Salary Supplement.

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.

Addendum A1 – Language updated to provide clarity on work performed during a declared emergency.

Addendum B – Supplement Schedule Increases: The District agrees to provide approximately \$1,257,271 to revise and improve Academic and Athletic Supplements on the Addendum B Supplement Schedule.

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

Article VIII – Leaves of Absence: This brings back a program that allows incoming teachers 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 XIII – Duration – The end date for the contract was changed from June 30, 2024, to June 30, 2025, to ensure continuation of the contract.

New MOUs

--Instructional Referendum Implementation: MOU that details the distribution of Referendum funds to Instructional employees

-- Additional Compensation for Teachers Covering Absent Teachers: one year MOU to provide financial compensation for teachers providing coverage for absent teachers (second year for this MOU)

--Additional Compensation for Teachers Providing Additional Instruction to increase the compensation for teaching an extra period from \$5500 annually to \$6500 annually for the 2023-2024 school year (second year for this MOU)

Re-Signed or Slightly Modified Existing Memorandums of Understanding

-Dual Enrollment

-Voluntary Pre-K

-Adult High School and Graduate 24/7 program

-Extended School Year

-Reading Endorsement Certification Supplement

-Pine View Middle School MYP

-Grow and Stay Retention Bonus

-Marchman Technical

-Pasco Virtual Instruction

-Technical High Schools MOU

-Title I Supplements

-Gulf Middle School MYP

-Gifted Endorsement Supplement