

Best and Final

BOARD ECONOMIC COUNTER PROPOSAL #4

December 13, 2018

ECONOMIC PROPOSAL

School Related Personnel Economic Proposal 2018-2019

Recognizing the important role that SRP play in the operation of the school district, the Superintendent, Board, and Union prioritized the providing of salary increases for SRP for the 2018-2019 school year as follows:

1. Salaries

~~\$3,197,700 \$990,540 \$2,476,350 \$1,155,630 \$2,483,338 \$1,218,186 \$2,153,098 \$1,744,529~~ will be provided to improve SRP compensation as follows:

- I. ~~\$3,197,700 \$990,540 \$2,476,350 \$1,155,630 \$2,311,260 \$1,218,186 \$1,981,080 \$1,320,720~~ to provide a salary increase of ~~four and one-half (4.50%) one and one-half (1.50%) three and three-quarters (3.75%) one and three-quarters percent (1.75%) three and one-half (3.5%) two percent (2.0%) three (3.0%) two percent (2.0%)~~ of base salary to all eligible SRP, exclusive of all supplements including Longevity and Service Factor, provided the SRP earned a year of service credit for the 2017-2018 school year.
- II. The SRP Compensation Committee will again be convened to provide input in the implementation of the new salary structure, which occurred during the 2017-2018 school year. The newly created salary ranges, as opposed to the former step schedules, were integrated as part of any salary increases for the 2017-2018 school year and beyond.
- III. All supplements and differentials will continue to be paid at 2017-2018 rates except as provided in this proposal. (see Addendum E)
- IV. Should there be any deviations during implementation, the Board and the Union are authorized to correct these deviations. In addition, should the District's budgetary status improve during the 2018-2019 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- V. 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.
- VI. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2018-2019 school year, the increased contribution amount is approximately \$389,612.

2. Other Considerations

- a. ~~Non-Recurring Bonuses~~ each eligible SRP will receive a non-recurring bonus payment to be determined by the parties related to the Health Insurance Program surplus as of June 30, 2018, and after all items in #4 below (Fringe Benefits) have been addressed.
- b. ~~Other adjustments: Total of \$202,547 as follows:~~
 - \$19,404 to increase all employees in Salary Grade #1 by 50 cents per hour;
 - \$23,599 to increase all Registrars (196-245 day) by 50 cents per hour;
 - \$87,859 to increase all Transportation Assistants by 50 cents per hour;
 - \$9,870 to increase all Para-Cyesis employees by 50 cents per hour;
 - \$658 to increase the Para-Social Services by 50 cents per hour;
 - \$61,157 to increase all Bus Drivers who did not receive the additional increase last year.
- I. \$9,225 to reclassify all employees (Lunchroom Monitors, Child Care Assistants & Classroom Assistants) currently on Pay Grade S01 to Pay Grade S02;
- II. \$159,983 to reclassify FNS Assistants currently on Pay Grade S02 to Pay Grade S03;

- III. \$50,842 to reclassify FNS Productions Assistants currently on Pay Grade S05 to Pay Grade S06;
- IV. \$14,744 to reclassify the Registrar position currently on Pay Grade S02 to Pay Grade S03;
- V. \$170,654 to increase all Custodians, Transportation Assistants, and Early Childhood Programs Health Assistants currently on Pay Grade S02 by 15 cents (\$.15) per hour;
- VI. \$16,057 to reclassify Early Head Start Caregivers currently on Pay Grade S09 to Pay Grade S10;
- VII. \$2,304 to reclassify Early Head Start Lead Caregivers currently on Pay Grade S10 to Pay Grade S11.

3. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$25,176 for the 2018-2019 school year.

4. Fringe Benefits

The Board agrees to contribute \$6,785.00 (therefore no increase) per eligible employee, toward the cost of the health insurance benefit package for the 2019 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. In order to balance the insurance budget, the District Insurance Committee agreed that effective January 1, 2014, the annual \$150 per employee flexible benefit would be replaced with an annual health risk assessment incentive of up to \$250 per employee.

Should there be any funds 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, such funds will be placed in the insurance reserve/surplus account and ~~the Board and Union will meet to decide how to best utilize the excess funds which may include applied the application of~~ towards the costs for the 2020 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 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 2012-2013 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.

END OF ECONOMIC PROPOSAL

For the Board

Date

For the Union

Date

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BOARD COUNTER PROPOSAL #4

December 13, 2018

**ARTICLE XI -- SALARY AND SCHOOL RELATED
PERSONNEL WELFARE**

SECTION A - Salary Schedule and Remunerations

1. The regular salary schedules ~~pay grades structure, which consists of multiple pay grades and a placement schedule, attached as Addendum A E, shall be adhered to for all SRP. which were created and implemented during the 2017-2018 school year, will now be used to reflect current SRP positions and salary levels, shall be adhered to for all SRP until the new salary structure is developed. The parties have, and will continue to meet to discuss the creation and implementation of one SRP salary structure consisting of multiple salary ranges, a placement schedule, and eliminate the usage of the current step salary schedules. The SRP Compensation Committee will meet to review and provide input in the development as to the regarding implementation of the new structure, which shall be was created and implemented during the beginning of the 2017-2018 school year, and any salary changes will be retroactive to July 1, 2017. The newly created salary ranges, as opposed to the current former step schedules, will serve as the starting point for the negotiations be and be integrated as part of any salary increases for the 2017-2018 school year and beyond.~~
2. Placement ~~on the salary schedules within the pay grades, entitled Addendum A, shall follow the rules outlined in the SRP Placement Guidelines, entitled Addendum E, attached to and included in the schedules.~~
3. Through 9 11 - SAME

SECTION B - Fringe Benefits

1. The Board agrees to contribute an annual rate of no more than \$6,785.00 toward the cost of the benefits package for the 2019 insurance plan year.
 - a. SAME
 - b. SAME
2. Through 7. - SAME

SECTION C – Payroll Deduction for Additional Benefits - SAME

SECTION D – Early Retirement Monthly Benefit – SAME

SECTION E – Deferred Retirement Option Program (DROP) – SAME

SECTION F - Retiree Health Care Premium - SAME

SECTION G - Meritorious Attendance Incentive Pay - SAME

SECTION H - Group Medical Benefits Recovery Inc. (Indemnity – PPO and HMO Programs) – SAME

SECTION I - Education Supplemental Pay Plan - SAME

SECTION J - Employee Assistance Program (EAP) – SAME

SECTION K – Premium Pay - SAME

END OF ARTICLE XI

For the Board

Date

For the Union

Date

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BOARD COUNTER PROPOSAL #4

December 13, 2018

ADDENDUM A -- RULES GOVERNING THE SALARY SCHEDULE

1. All SRP shall be paid according to their job title, salary ~~schedule~~ pay grade, and the rules governing that ~~schedule position~~. The parties ~~have, and will continue to meet to discuss the creation~~ created and implementation implemented of one SRP salary structure, consisting of multiple ~~salary ranges~~ pay grades, and a placement schedule, and ~~eliminate the usage of the current step salary schedules.~~ during the 2017-2018 school year. The SRP Compensation Committee will meet to review and provide input in the development as to the regarding implementation of the new salary structure, ~~which shall be implemented during prior to the beginning of the 2017-2018 2018-2019 school year~~. The newly created salary ranges, as opposed to the ~~current former step schedules~~, will be integrated as part serve as the starting point for the negotiations of any salariesy increases for the 2017-2018 school year and beyond.
2. Effective November 19, 1987, any SRP employed in Pasco County whose service is interrupted due to active military service shall be granted experience for a maximum of four (4) years as if he/she had been serving within the district.
3. In order to receive credit for a year of Pasco continuous service, a SRP must be in paid duty status one day more than one-half (1/2) of his/her work year. However, in the event a SRP is reassigned or promoted, credit will be given if that person would have received credit in either position.
4. Pay dates for the ~~2017-2018 2018-2019~~ school year and the number of paychecks will be negotiated during the ~~2017-2018 2018-2019~~ negotiations.
- 5 - 9. SAME

Service Factor:

1. All Service Factor and Longevity payments established prior to July 1, 2016, will continue to be paid at the rates which they were established, however as part of the new salary structure these payments will now be part of the employee's base salary and no longer treated as a supplement. (see Addendum E) Effective July 1, 2016, the Service Factor/Longevity concept will be discontinued and no longer utilized going forward as both the District and Union believe employees will receive higher compensation levels by using any and/or all available monies for annual raises and other improvements.

END OF ADDENDUM A

For the Board

Date

For the Union

Date

BOARD PROPOSAL
December 13, 2018
ADDENDUM E
Job Titles and Salary Schedules 2018-2019

SRP Placement Guidelines

2018-2019

Credit for related applicable experience will be granted according to the rules outlined below. In order to receive credit, all experience must be verified in writing by former employer(s) and submitted to the Office for Human Resources and Educator Quality. If the aggregate of verified outside experience results in a fractional part of a year greater than one-half (1/2), it will be counted as a year of outside experience.

Job Title	Rate	Non-PAV Grant	Min	Max	Comments/Notes
Administrative Assistant	S10		5	1 for 2	
Air Conditioning Chiller Mechanic	S15		15	1 for 1	
Air Conditioning Specialist	S13		15	1 for 1	
Behavior Assistant	S07		15	1 for 1	
Benefits Associate	S06		15	1 for 1	
Benefits Representative	S11		15	1 for 1	
Bookkeeper Secretary	S08		5	1 for 2	
Bus Driver	S09		5	1 for 2	Extracurricular trip rate: \$13.87/hr Driver Trainer rate: \$17.37/hr Bus Driver Trainee \$12.23/hr
Bus Parts Specialist	S10		15	1 for 1	
Child Care Assistant	S01	S02	1	Level 1	
Classroom Assistant	S01	S02	1	Level 1	
Clinic Assistant	S06		5	1 for 2	
Clinic Assistant (LPN)	S12		5	1 for 2	
Computer Operator	S08		15	1 for 1	
Conservation and Recycling Operations	S04		5	1 for 2	
Construction Finance Assistant	S09		15	1 for 1	
Courier	S04		5	1 for 2	
Custodian	S02		5	1 for 2	\$0.20/hour for certified custodian certification or \$0.40/hour for master custodian certification; \$1.50/hour for those designated as relief custodians
Data Entry Operator	S07		5	1 for 2	
Department of Juvenile Justice Program Specialist	S06		5	1 for 2	
Distribution and Materials Handler	S09		5	1 for 2	
Early Childhood Programs Health Assistant	S02		5	1 for 2	
Early Head Start Caregiver	S09	S10	7	1 for 1	
Early Head Start Lead Caregiver	S10	S11	7	1 for 1	
Facility Service Worker	S06		15	1 for 1	
Family Services Worker	S04		5	1 for 2	
Finance Assistant	S09		15	1 for 1	
Financial Aid Assistant	S04		5	1 for 2	
Food and Nutrition Services Assistant	S02	S03	5	1 for 2	
Food and Nutrition Services Associate	S06		15	1 for 1	
Food and Nutrition Services Production Assistant	S05	S06	5	1 for 2	
Food and Nutrition Services Vending Technician	S13		15	1 for 1	
Help Desk Technician	S08		15	1 for 1	
Home Services Worker	S08		15	1 for 1	
Home Visitor	S03		1	Level 1	
Human Capital Associate	S06		15	1 for 1	
HVAC Systems Control Technician	S15		15	1 for 1	
Instructional Assistant (Basic Education Programs & Federal and State Programs)	S04		5	1 for 2	
Instructional Assistant (Basic Education Programs & Federal and State Programs)	S04		5	1 for 2	
Instructional Assistant (Deaf/Hard of Hearing) (Exceptional Student Education)	S04		5	1 for 2	
Instructional Assistant (Department of Juvenile Justice)	S05		5	1 for 2	

Job Titles and Salary Schedules 2018-2019

Job Title	Pay Grade	Step	MTPL	Experience Credit	Eligible Supplement (Notes)
Instructional Assistant (Eligible for Florida Educator's Certificate)	S08		5	1 for 2	Instructional Assistants or Paraprofessionals eligible for a state issued Florida Educator's Certificate at the Bachelor's level or higher will be paid according to Pay Grade S08 effective beginning the next pay period after submission of evidence of eligibility and review and approval by the Office for Human Resources and Educator Quality. All individuals who previously applied for a certificate and possess a statement of eligibility will no longer need to reapply for this statement once it expires.
Instructional Assistant (ESOL/Bilingual)	S04		5	1 for 2	
Instructional Assistant (Exceptional Student Education)	S05		5	1 for 2	
Instructional Assistant (Exceptional Student Education)	S05		5	1 for 2	
Instructional Assistant (Instructional Learning Systems)	S04		5	1 for 2	
Instructional Assistant (Pre-Kindergarten)	S04		5	1 for 2	\$0.53 per hour for a Child Development Associate (CDA) or equivalent
Instructional Assistant (Special Adult Education Programs)	S04		5	1 for 2	
Instructional Assistant (Student Discipline)	S06		5	1 for 2	
Instructional Assistant/Bus Driver	S09		5	1 for 2	
Instructional Assistant/Paraprofessional Physical Education	S04		5	1 for 2	
Interpreter for the Deaf and Hard of Hearing	S07		5	1 for 2	
Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or greater)	S16		5	1 for 2	\$7.00 per hour for attaining a score of 4 or greater on the Educational Interpreter Performance Assessment (EIPA) or obtaining national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRID)
Interpreter for the Deaf and Hard of Hearing (EIPA 4 or greater)	S16		5	1 for 2	\$7.00 per hour for attaining a score of 4 or greater on the Educational Interpreter Performance Assessment (EIPA) or obtaining national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRID) \$45.00/hour Additional Duty outside of regular work duties
Inventory Records Specialist	S08		15	1 for 1	
Licensed Practical Nurse	S12		5	1 for 2	
Licensed Practical Nurse	S12		5	1 for 2	
Licensed Practical Nurse 245	S12		5	1 for 2	
Lunchroom Monitor	S04	S02	1	Level 1	
Maintenance Worker Technician	S10		15	1 for 1	
Maintenance IAA	S11		15	1 for 1	
Maintenance IAA (Air Conditioning Shop)	S16		15	1 for 1	
Mechanic I	S15		15	1 for 1	Transportation Mechanic I Tool Allowance - \$500/yr
Multimedia Production Assistant	S06		15	1 for 1	
Network Technician	S12		15	1 for 1	
Occupational Therapy Assistant	S17		15	1 for 1	
Onboarding Representative	S11		15	1 for 1	
Paraprofessional (Cyesis)	S03		5	1 for 2	\$0.53 per hour for a Child Development Associate (CDA) or equivalent (which will be considered in the calculation of the Educational Supplemental Pay Plan ceiling). CDA issued and credit received through Pasco County Schools Adult Education Program does not qualify for this supplement.
Paraprofessional (Eligible for Florida Educator's Certificate)	S08		5	1 for 2	
Paraprofessional (Social Services)	S03		5	1 for 2	
Paraprofessional (Transition Assistant)	S04		10	1 for 1	
Paraprofessional (Transition Assistant)	S04		10	1 for 1	
Parent Involvement Assistant	S05		5	1 for 2	
Parent Involvement Assistant 245	S05		5	1 for 2	

Job Titles and Salary Schedules 2018-2019

Job Title	Pay Grade	Min. Pay Grade	YPL ¹	Experience Credit ²	Supplemental/Notes
Physical Education Field Technician	S08		15	1 for 1	
Physical Therapy Assistant	S17		15	1 for 1	
Property Control Assistant	S08		15	1 for 1	
Purchasing Associate	S06		15	1 for 1	
Records Management Assistant	S04		5	1 for 2	
Registrar	S02	S03	5	1 for 2	
Registrar 245	S02	S03	5	1 for 2	
Relief Bus Driver	S09		5	1 for 2	Relief Bus Driver \$1.00/hr Extracurricular trip rate: \$13.87/hr Driver Trainer rate: \$17.37/hr
Resource Management Associate	S06		5	1 for 2	
Secretary II	S05		5	1 for 2	
Secretary III	S03		5	1 for 2	
Senior Child Care Assistant	S04		5	1 for 2	
Senior Finance Assistant	S11		15	1 for 1	
Senior Food and Nutrition Services Associate	S11		15	1 for 1	
Senior Testing Assistant	S08		15	1 for 1	
Social Educator	S09		5	1 for 2	
Student System Data Entry Operator	S07		5	1 for 2	
Technology Services Technician	S12		15	1 for 1	Tech Services Certification: \$1.00/hr for those who are certified to complete warranty repair work for which the company and the District have a warranty program agreement
Testing Assistant	S04		5	1 for 2	
Transportation Assistant	S02		5	1 for 2	
Transportation Communications Technician	S12		15	1 for 1	Transportation Mechanic I Tool Allowance - \$500/yr
Transportation Maintenance Assistant	S05		5	1 for 2	
Water and Sewer Plant Operator	S08		15	1 for 1	

¹ **MPL (Maximum Placement Level)** - Credit for related experience shall not exceed the level (MPL) indicated

² **Experience Credit** - Credit for related experience will be granted on the basis of: (a) 1 level for every 1 year of related experience (*1 for 1*); (b) 1 level for every 2 years of related experience (*1 for 2*); or (c) at level 1 for all employees (*Level 1*)

³ For payment of supplements for certifications and/or licenses, proof of certification or license must be submitted to the Office for Human Resources and Educator Quality (HREQ) along with the appropriate form. Payment will begin at the start of the pay period following submission of evidence of certification/license and review and approval

Additional Considerations:

Bus Drivers/Relief Bus Drivers:

- (a) Bus Drivers and Relief Bus Drivers selected to function as *Bus Driver Trainers* will be paid \$17.37/hr, exclusive of supplements.
- (b) Bus Drivers and Relief Bus Drivers will be paid \$13.87/hr for *extra-curricular trips*, exclusive of supplements.

Instructional Assistants/Paraprofessionals:

The Director of Student Support Programs and Services may determine that certain programs require an Instructional Assistant or Paraprofessional to be a Licensed Practical Nurse because of the nature of the students being served. When this occurs, the Instructional Assistant or Paraprofessional will be paid from salary schedule S08.

Interpreter for the DHH

Interpreters for the Deaf and Hard of Hearing who have obtained national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRID) or earned a 4.0 or higher on the Educational Interpreter Performance Assessment (EIPA) shall receive \$45.00 per hour, or time and a half, whichever is greater, for any additional duty outside of their normal work duties that they accept.

Maintenance Worker Technician, Maintenance IAA:

If deemed necessary, the Director of Facilities and Maintenance Services may recommend placement beyond the maximum level indicated but at a rate no higher than any current employees with similar experience and credentials.

SRP Placement Schedule 2018-2019

The levels below do not represent steps or years of service. Please refer to the *SRP Placement Guidelines* for maximum hiring levels and rules regarding credit for previous work experience. Maximum hiring levels and credit for previous experience vary depending on the position.

Pay Grade	RANGE															Pay Grade	Minimum	Maximum
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11	Level 12	Level 13	Level 14	Level 15			
S17	19.23	19.47	19.71	19.96	20.21	20.46	20.72	20.98	21.24	21.50	21.77	22.05	22.32	22.60	22.88	S17	19.23	22.88
S16	18.31	18.54	18.78	19.01	19.25	19.49	19.73	19.98	20.23	20.48	20.74	21.00	21.26	21.52	21.79	S16	18.31	21.79
S15	17.44	17.66	17.88	18.10	18.33	18.56	18.79	19.03	19.26	19.51	19.75	20.00	20.25	20.50	20.76	S15	17.44	20.76
S14	16.61	16.82	17.03	17.24	17.46	17.68	17.90	18.12	18.35	18.58	18.81	19.04	19.28	19.52	19.77	S14	16.61	19.77
S13	15.82	16.02	16.22	16.42	16.63	16.83	17.04	17.26	17.47	17.69	17.91	18.14	18.36	18.59	18.83	S13	15.82	18.83
S12	15.07	15.26	15.45	15.64	15.83	16.03	16.23	16.44	16.64	16.85	17.06	17.27	17.49	17.71	17.93	S12	15.07	17.93
S11	14.35	14.53	14.71	14.89	15.08	15.27	15.46	15.65	15.85	16.05	16.25	16.45	16.66	16.86	17.08	S11	14.35	17.08
S10	13.67	13.84	14.01	14.19	14.36	14.54	14.72	14.91	15.09	15.28	15.47	15.67	15.86	16.06	16.26	S10	13.67	16.26
S09	13.02	13.18	13.34	13.51	13.68	13.85	14.02	14.20	14.38	14.56	14.74	14.92	15.11	15.30	15.49	S09	13.02	15.49
S08	12.40	12.55	12.71	12.87	13.03	13.19	13.36	13.52	13.69	13.86	14.04	14.21	14.39	14.57	14.75	S08	12.40	14.75
S07	11.81	11.95	12.10	12.25	12.41	12.56	12.72	12.88	13.04	13.20	13.37	13.53	13.70	13.87	14.05	S07	11.81	14.05
S06	11.24	11.38	11.53	11.67	11.82	11.96	12.11	12.26	12.42	12.57	12.73	12.89	13.05	13.21	13.38	S06	11.24	13.38
S05	10.71	10.84	10.98	11.11	11.25	11.39	11.54	11.68	11.83	11.97	12.12	12.28	12.43	12.58	12.74	S05	10.71	12.74
S04	10.20	10.33	10.45	10.59	10.72	10.85	10.99	11.12	11.26	11.40	11.55	11.69	11.84	11.99	12.14	S04	10.20	12.14
S03	9.71	9.83	9.96	10.08	10.21	10.33	10.46	10.59	10.73	10.86	11.00	11.13	11.27	11.41	11.56	S03	9.71	11.56
S02	9.25	9.37	9.48	9.60	9.72	9.84	9.97	10.09	10.22	10.34	10.47	10.60	10.74	10.87	11.01	S02	9.25	11.01
S01	9.00	9.11	9.23	9.34	9.46	9.58	9.70	9.82	9.94	10.06	10.19	10.32	10.45	10.58	10.71	S01	9.00	10.71

Note: Approximate annual rates may be calculated by multiplying the hourly rate above times the number of contract days times the number of hours worked per day. Due to the pay equalization process that pro-rates total annual amounts over the course of the year, biweekly amounts typically may not be calculated by multiplying your hourly rate times the number of hours per pay period. You may view your biweekly amount in ESS by choosing the Paycheck Simulator or by viewing a recent paystub.

END OF ADDENDUM E

For the Board

Date

For the Union

Date