

BOARD PROPOSAL #1

August 29, 2024

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - Salary Schedule and Remunerations

1. The regular salary structure, which consists of multiple pay grades and a placement schedule, attached as Addendum E, shall be adhered to for all SRP. The SRP Compensation Committee will meet to review and provide input regarding implementation of the new structure, which was created and implemented during the 2017-2018 school year. The newly created salary ranges, as opposed to the former step schedules, will serve as the starting point for negotiations and be integrated as part of any salary increases for the 2017-2018 school year and beyond.
2. Placement within the pay grades shall follow the rules outlined in the SRP Placement Guidelines, entitled Addendum E.
3. Employees shall be reimbursed for the use of a privately owned vehicle for official travel at the Internal Revenue Service's published business mileage rate in effect at the start of the District's fiscal year on July 1st. The regular salary Mileage shall be reimbursed at the standard rate established by the District School Board of Pasco County but shall not be at a lesser rate than allowed by the State Department of Education rules and regulations in effect at the time the mileage was accrued.
4. **SAME**
5. ~~Upon ratification,~~ SRP providing instruction for a teacher absent from the classroom shall be paid his/her regularly hourly rate plus \$2.00 per hour differential or the regular substitute rate of pay, whichever is greater, in increments of fifteen (15) minutes or more, rounded to the nearest fifteen (15) minute interval, for the period of time which he or she provides instruction. Administrator pre-approval is required for this additional compensation to be paid.
6. Through 11. - **SAME**

SECTION B - Fringe Benefits

1. The Board agrees to contribute an annual rate of ~~\$8,700.00~~ \$8,240.64, ~~an increase of \$459.36~~ \$428.14 from ~~2024~~ 2023, toward the cost of the benefits package for the ~~2025~~ 2024 insurance plan year. The Board will also provide each eligible employee a \$35,000 life insurance policy and access to Employee Assistance Program (EAP) benefits at the estimated total cost of \$385,014. In addition, the Board has agreed to make a one-time nonrecurring contribution of approximately \$850,000 into the health insurance claims reserve account to ensure the health insurance benefit package meets annual actuarial requirements.
 - a. **SAME**
 - b. **SAME**
2. Through 7. - **SAME**

SECTION C – Payroll Deduction for Additional Benefits - **SAME**

SECTION D – Early Retirement Monthly Benefit

Effective June 30, 2018, no SRP or retiree will be permitted to begin receiving an early retirement benefit under this section. Any SRP or retiree already receiving a benefit under this section will continue to receive any benefit to which he/she is entitled.

1. ~~Effective January 1, 1997, the Board shall provide an early retirement benefit for all SRP bargaining unit members. To qualify for an early retirement benefit, prior to June 30, 2018, the SRP bargaining unit member must meet the following criteria:~~
 - a. ~~are fifty (50) years of age or older at the time of retirement;~~
 - b. ~~have twenty-five (25) or more years of creditable FRS service;~~
 - c. ~~have reached the final step on his/her salary schedule;~~
 - d. ~~have completed twelve (12) years of Pasco service, the last ten (10) of which must be Pasco continuous service; and~~
 - e. ~~have retired under the Florida Retirement System (FRS) Defined Benefit Plan (Pension Plan) or who retires with any vested benefit in the Defined Benefit Plan (Pension Plan). Qualifying SRP who choose to retire early on or after July 1, 2001, will receive the early retirement benefit in accordance with the~~

following:

- f. SRP who are at least fifty (50) years of age but less than fifty five (55) years of age at the time of early retirement will receive an amount equal to thirty-five percent (35%) of the unreduced FRS retirement benefit. The unreduced FRS retirement benefit is calculated using the premise of the SRP being sixty-two (62) years of age at the time of retirement.
- g. SRP who are at least fifty five (55) years of age but less than sixty two (62) years of age at the time of early retirement will receive an amount equal to one hundred percent (100%) of the difference between the unreduced FRS benefit and the reduced FRS early retirement benefit.
- h. At the time of early retirement, if the early retirement monthly benefit has a single sum value (present value) of less than five thousand dollars (\$5,000) as of the date the early retirement monthly benefit is first effective, then the Board will provide a one time lump sum payment equal to the single sum value (present value) of the early retirement monthly benefit.
- i. In lieu of the above, for any employee meeting the above eligibility criteria and who has out of state service, or any other qualifying service, and is eligible to purchase such service according to FRS rules and regulations, the Board may purchase such service if the purchase of such service would total thirty (30) years and entitle the employee to full retirement under FRS. It is clearly understood that the Board shall provide the monthly benefit or out of state service, or any other qualifying service, whichever is more economical for the Board.

SECTION E – Deferred Retirement Option Program (DROP)

- 1. Through 3. – SAME
- 4. The initial payment will be made on June 30 following the employee’s DROP effective date. Subsequent payments shall be made each June 30 following the employee’s DROP effective date anniversary.

Payment	Payment Date	Maximum Percentage of Accumulated Terminal Sick Leave Days
1	June 30	23.3%
2	June 30	25.6%
3	June 30	36.0%
4	June 30	50.8%
5 or more	June 30	86.1%
Final	Upon Separation	100.0%

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 - Employee Assistance Program (EAP) – SAME

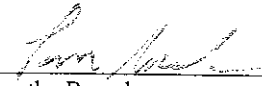
SECTION J - Premium Pay

Notwithstanding the provisions of the F.S. 252, Emergency Management, the District will provide the following for SRP who volunteer their services:

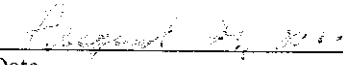
- a. SAME
- b. SAME
- c. SAME
- d. SAME
- e. SAME

SECTION K – School Choice Preference Employee Request - SAME

END OF ARTICLE XI



For the Board



Date

For the Union

Date