#### Best and Final BOARD ECONOMIC COUNTER PROPOSAL #1

#### August 29, 2024

#### **ECONOMIC PROPOSAL**

## School Related Personnel Economic Proposal 2024-2025

Recognizing the important role that SRP play in the operation and success of the school district, the Superintendent, Board, and Union prioritized the providing of salary increases for SRP for the 2024-2025 school year as follows:

#### 1. Salaries for 2024-2025

- A. \$1,471,420 will be provided to improve all SRP salary schedule ranges, and to increase the base hourly rate of all SRP by 1.25%.
- B. The Board will provide an additional \$1,897,681 \$2,982,070 \$2,439,875 to provide an additional \$1.75\% 2.75\% 2.25\% increase (for a total increase of 3.0\% 4.0\% 3.5\%) to all SRP who earned a year of service credit for the 2023-2024 school year.
- C. In total, \$3,369,101 \$4,453,490 \$3,911,295 will be provided to improve SRP compensation for the 2024-2025 school year.
- D. The amounts shown above are inclusive of all required employer withholdings and will be provided retroactively to July 1, 2024, for current bargaining unit members employed on the date this agreement is executed. However, such payments and increases will not be provided to bargaining unit members who leave the District, for any reason, prior to the payroll processing of the above listed salary increases and any corresponding retroactive payments.
- E. All remaining supplements and differentials will continue to be paid at the 2023-2024 rates except as may be provided for in this proposal. (see Addendum E)
- F. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2024-2025 school year, the increased contribution amount is <u>0.06%</u> or approximately \$52,458 based on existing, pre-raise SRP payroll.
- G. Should the District's budgetary status improve during the 2024-2025 school year, the Board and the Union agree to meet to examine the possibility of further compensation improvement.
- H. The Board and the Union agree to meet and work to identify strategies to continue to address SRP salary compression concerns and other perceived salary equity issues created by the passage of the minimum wage increase in Florida. The SRP Compensation Committee may be convened to provide input regarding both the compression issue and future salary initiatives.
- I. In anticipation of ratification, all agreements in section 1: A. through H. shall be effective upon execution of this agreement and the signing by the parties of the corresponding Salary and Placement Grid.
- J. All increases listed above are calculated off each employee's base hourly rate. Wages paid as/for supplements, ESY, ESD, emergency pay, and any other additional duty activities are not included in an employee's base hourly rate.

#### 2. Fingerprint Retention Fees

Florida Statute requires the submission of SRP fingerprints to the Florida Department of Law Enforcement (FDLE) automated fingerprint identification system, annual monitoring, and resubmission of the fingerprints every five (5) years. The monitoring fee, currently \$6.00 per employee, must be paid each year and the resubmission fee, currently \$13.25 per employee, must be paid every five years. In order to comply with the applicable law and provide a benefit to SRP, the Board and Union agree that the Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$30,708.65 for the 2024-2025 school year.

#### 3. Fringe Benefits

The Board agrees to contribute \$8,700.00 \$8,240.64 per eligible employee, an increase of \$459.36 \$428.14 from 2024 2023, toward the cost of the health insurance benefit 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 state actuarial requirements.

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. For the 2023-2024 school year, the District will continue to offer the annual health risk assessment incentive of up to \$250 per employee.

Should there be any surplus 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, then such surplus will be placed in the insurance reserve/surplus account and applied towards the insurance costs and/or reserve for the 2026 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 2025 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 2013-2014 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

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For the Board	Date
For the Union	Date

## **SRP Placement Guidelines**

## Job Titles and Pay Grades 2024-2025

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.

Food and Nutrition Services Production Coordinator PG04 Food and Nutrition Services Vending Technician PG04 Food and Nutrition Services Vending Technician PG02 Food and Nutrition Services Vending Technician PG03 Food Bear Fechnician PG03 Food Bear Fechnician PG03 Food Bear Fechnician PG04 Food Bear Food B	MPL <sup>1</sup>	Experie Credi			linimun urly Raj		Maximun Hiring Pat	
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astructional Assistant: Basic PG01 astructional Assistant: Deaf/Hard of Hearing (DHH) PG01 astructional Assistant: Department of Juvenile Justice (DJJ) PG02 astructional Assistant: English for Speakers of Other anguages (ESOL)/Bilingual PG01 astructional Assistant: Exceptional Student Education (ESE) PG02 astructional Assistant: Exceptional Student Education (ESE) PG01 astructional Assistant: Instructional Learning Systems (iLS) PG01 astructional Assistant: Physical Education (PE) PG01 astructional Assistant: Pre-Kindergarten PG01 astructional Assistant: Special Adult Education Programs PG01 astructional Assistant for Student Discipline Student Services PG02 attructional Assistant for Student Discipline Student Services PG02 attructional Assistant Pre-Kindergarten PG01 attructional Assistant PG01 astructional Assistant PG01 astruc	10	1 for 2	_	\$	16.15	\$	17.65	
Instructional Assistant: Deaf/Hard of Hearing (DHH) PG01 Instructional Assistant: Department of Juvenile Justice (DJJ) PG02 Instructional Assistant: English for Speakers of Other Instructional Assistant: English for Speakers of Other Instructional Assistant: Exceptional Student Education (ESE) PG02 Instructional Assistant: Instructional Learning Systems (ILS) PG01 Instructional Assistant: Instructional Learning Systems (ILS) PG01 Instructional Assistant: Physical Education (PE) PG01 Instructional Assistant: Pre-Kindergarten PG01 Instructional Assistant: Special Adult Education Programs PG01 Instructional Assistant: Special Adult Education Programs PG01 Instructional Assistant for Student Discipline Student Services PG02 Interpreter for the Deaf and Hard of Hearing PG10 Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or PG10 Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or PG10 Interpreter for the Deaf and Hard of Hearing PG07 Interpreter PG07 In	10	1 for 2	+	ξ	15.38		16.82	
Instructional Assistant: Department of Juvenile Justice (DJJ) PG02 Instructional Assistant: English for Speakers of Other Inguages (ESOL)/Bilingual PG01 Instructional Assistant: Exceptional Student Education (ESE) PG02 Instructional Assistant: Exceptional Student Education (ESE) PG01 Instructional Assistant: Instructional Learning Systems (ILS) PG01 Instructional Assistant: Previous Education (PE) PG01 Instructional Assistant: Pre-Kindergarten PG01 Instructional Assistant: Special Adult Education Programs PG01 Instructional Assistant for Student Discipline Student Services PG02 Interpreter for the Deaf and Hard of Hearing PG10 Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or PG10 Interpreter for the Deaf	10	1 for 2	+ 7	<u></u>	15.38		16.82	
Instructional Assistant: English for Speakers of Other anguages (ESOL)/Bilingual Instructional Assistant: Exceptional Student Education (ESE) PG02 Instructional Assistant: Instructional Learning Systems (ILS) PG01 Instructional Assistant: Instructional Learning Systems (ILS) PG01 Instructional Assistant: Kindergarten PG01 Instructional Assistant: Physical Education (PE) PG01 Instructional Assistant: Pre-Kindergarten PG01 Instructional Assistant: Special Adult Education Programs PG01 Instructional Assistant: Special Adult Education Programs PG01 Instructional Assistant for Student Discipline Student Services PG02 Interpreter for the Deaf and Hard of Hearing PG10 Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or leater) PG01 Instructional Assistant PG01	10	1 for 2		<u>-</u>	15.76		17.24	
Instructional Assistant: Exceptional Student Education (ESE) PG02 Structional Assistant: Instructional Learning Systems (ILS) PG01 Structional Assistant: Instructional Learning Systems (ILS) PG01 Structional Assistant: Kindergarten PG01 Structional Assistant: Pre-Kindergarten PG01 Structional Assistant: Pre-Kindergarten PG01 Structional Assistant: Special Adult Education Programs PG01 Structional Assistant: Special Adult Education Programs PG01 Structional Assistant for Student Discipline Student Services PG02 Sterpreter for the Deaf and Hard of Hearing PG10 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG10 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 Sterpreter	10	1 for 2	\$		15.38		16.82	
structional Assistant: Kindergarten PG01 structional Assistant: Physical Education (PE) PG01 structional Assistant: Physical Education (PE) PG01 structional Assistant: Pre-Kindergarten PG01 structional Assistant: Special Adult Education Programs PG01 structional Assistant for Student Discipline Student Services PG02 sterpreter for the Deaf and Hard of Hearing PG10 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG10 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG01 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG00	10	1 for 2	\$	<b>S</b>	15.76	\$	17.24	RSS: \$0.40/hr.
structional Assistant: Physical Education (PE) PG01 structional Assistant: Pre-Kindergarten PG01 structional Assistant: Special Adult Education Programs PG01 structional Assistant for Student Discipline Student Services PG02 sterpreter for the Deaf and Hard of Hearing PG10 sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) sterpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter)	10	1 for 2	\$		15.38	\$	16.82	
structional Assistant: Pre-Kindergarten PG01 structional Assistant: Special Adult Education Programs PG01 structional Assistant for Student Discipline Student Services PG02 terpreter for the Deaf and Hard of Hearing PG10 terpreter for the Deaf and Hard of Hearing (EIPA 3.3 or eater)  rentory Records Assistant PG01 tensed Practical Nurse PG07 tensed Practical Nurse PG01 tensed PG01	10	1 for 2	\$	5	15.38	\$	16.82	
structional Assistant: Special Adult Education Programs PG01 structional Assistant for Student Discipline Student Services PG02  terpreter for the Deaf and Hard of Hearing PG10  terpreter for the Deaf and Hard of Hearing (EIPA 3.3 or eater)  rentory Records Assistant PG01  tensed Practical Nurse PG07  photograph PG01  prentory Monitor PG01	10	1 for 2	\$	,	15.38	\$	16.82	
terpreter for the Deaf and Hard of Hearing PG10 1  terpreter for the Deaf and Hard of Hearing (EIPA 3.3 or easter) PG10 1  ventory Records Assistant PG07 1  tensed Practical Nurse PG07 1  nchroom Monitor PG01 PG01	10	1 for 2	\$	5	15.38	\$	16.82	
terpreter for the Deaf and Hard of Hearing PG10 1  terpreter for the Deaf and Hard of Hearing (EIPA 3.3 or eater) PG10 1  ventory Records Assistant PG01 1  tensed Practical Nurse PG07 1  nchroom Monitor PG01	10	1 for 2	\$	5	15.38	\$	16.82	· · · · · · · · · · · · · · · · · · ·
terpreter for the Deaf and Hard of Hearing (EIPA 3.3 or eater)  PG10  1  ventory Records Assistant  ventory Records Assistant  ventory Records Assistant  rensed Practical Nurse  pG07  nchroom Monitor  PG01	10	1 for 2	\$	,	15.76		17.24	
ventory Records Assistant         PG01         1           sensed Practical Nurse         PG07         1           nchroom Monitor         PG01         1	.0	1 for 2	\$		19.19	\$	20.99	
ensed Practical Nurse         PG07         1           nchroom Monitor         PG01	.0	1 for 2	\$		19.19		20.99	\$7.00 per hour for attaining a score of 4 or greater on the Educational Interpreter Performance Assessment (EIPA) or obtainin national interpreter certification (NIC) by the National Registry of Interpreters for the Deaf (NRID)
ensed Practical Nurse         PG07         1           nchroom Monitor         PG01	5	1 for 1	\$		15.38	٠.	17.68	\$45.00/hour Additional Duty outside of regular work duties
nchroom Monitor PG01		1 for 2	\$					
			\$		17.81		19.48	
PG02 1		Level 1 1 for 1	\$		15.38 15.76		15.38	Maintenance RSS - Water/Sewer, Plumbing, Electric Crew: \$2.00/h
			1					Maintenance RSS - Other Crews: \$1.75/hr.
twork Technician PG03 1 cupational Therapy Assistant PG14 1		1 for 1 1 for 1	\$		16.15 21.18		18.55 24.34	

## **SRP Placement Guidelines**

## Job Titles and Pay Grades 2024-2025

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.

Title A Section 1	Pay Grade	MPL <sup>1</sup>	Experience	e N	Minimum		Maximum	Eligible Supplements/Notes®
	F RATE ASSESSED.		Credit <sup>2</sup>	H	ourly Rat	e	Hiring Rate	
Office Assistant	PG01	10	1 for 2	\$	15.3	8	\$ 16.82	
Onboarding Representative	PG02	15	1 for 1	\$	15.7	6	\$ 18.12	
Paraprofessional (Basic)	PG01	10	1 for 2	\$	15.3	8	\$ 16.82	
Paraprofessional (Cyesis)	PG01	10	1 for 2	\$	15.3	8	\$ 16.82	
Paraprofessional (ESE)	PG01	10	1 for 2	\$	15.3	8	\$ 16.82	
Paraprofessional (Kindergarten)	PG01	10	1 for 2	\$	15.3	8	\$ 16.82	
Paraprofessional (Social Services)	PG01	10	1 for 2	\$	15.3	8	\$ 16.82	
Paraprofessional (Transition Assistant)	PG01	10	1 for 1	\$	15.3	8	\$ 16.82	
Parent Involvement Assistant	PG01	10	1 for 2	\$	15.3	8 :	16.82	
Payroll Representative	PG02	1.5	1 for 1	Š	15.7	_		
Physical Education Field Technician	PG02	15	1 for 1	\$	15.7			Maintenance RSS: \$1.75/hr.
Physical Therapy Assistant	PG14	15	1 for 1	Ś	21.1	_		
Property Control Assistant	PG01	15	1 for 1	Ś	15.38	_		
Public Records Specialist	PG07	15	1 for 1	\$	17.83	<u>-</u> -		
Records Management Technician	PG03	10	1 for 2	1 5	16.15			
				Ť		+	27.00	Extracurricular trip rate: \$20.00/hr.
Relief Bus Driver	PG04	10	1 for 2	ls.	16.55	5 S	18.11	l_ a
				*	20.5.	` `	20.11	Driver Trainer rate: \$19.39/hr. Transportation RSS: \$3.00/hr. 200 4/2
				† ···-		+		\$0.20/hour for Certified Custodian certification or \$0.40/hour for
Relief Custodian	PG02	10	1 for 2	Ś	15.76	ء اء	17 24	Master Custodian certification
				"	13.70	Έ	17.24	Maintenance RSS: \$2.00/hr.
Relief Transportation Assistant	PG01	10	1 for 2	\$	15.38	1 5	16.82	Transportation RSS: \$0.50/hr.
Resource Management Associate	PG01	10	1 for 2	Š	15.38			Transportation 1997 90.30/III.
Senior Finance Assistant	PG02	15	1 for 1	\$	15.76	_		
Senior Food and Nutrition Services Associate	PG04	15	1 for 1	\$	16.55			
Senior Testing Assistant	PG01	15	1 for 1	\$	15.38			
ocial Educator	PG02	10	1 for 2	\$	15.76			
tudent System Data Entry Operator	PG02	10	1 for 2	\$	15.76	+		
			110. 2	<u> </u>	13.70	╁	17.24	Tech Services Certification: \$1.00/hr for those who are certified to
echnology Services Technician	PG03	15	1 for 1	\$	16.15	\$	19.55	complete warranty repair work for which the company and the
-	1000		11011	J	10,13	"		
esting Assistant	PG01	10	1 for 2	\$	15.38	Ś	16.82	District have a warranty program agreement
ransportation Assistant	PG01	10	1 for 2	\$	15.38	•	16.82	
ransportation Communications Technician	PG02	15	1 for 1	\$	15.76	-		Towns and the March of LT of Miles
ransportation Customer Svcs Rep	PG01	10				_		Transportation Mechanic I Tool Allowance: \$500/yr.
ehicle Technician	POUL	10	1 for 2	\$	15.38	1.5	16.82	
Chica recinician	PG08	15	1 for 1	\$	18.26	\$	20.99	Transportation Vehicle Tech Too! Allowance: \$500/yr.
ehicle Technician - Maintenance						<u> </u>		Transportation RSS: \$1.75/hr.
Cinere regionaliti- Manttenance	PG08	15	1 for 1	\$	18.26	\$	20.99	Maintenance Vehicle Tech Tool Allowance: \$500/yr.
ehicle Technician Assistant				<u> </u>				Maintenance RSS: \$1.75/hr.
enicle recinician Assistant	PG01	10	1 for 2	\$	15.38	\$	16.82	Transportation RSS: \$1.00/hr.

<sup>&</sup>lt;sup>1</sup> MPL (Maximum Placement Level) - Credit for related experience shall not exceed the level (MPL) indicated

#### Additional Considerations:

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.

<sup>&</sup>lt;sup>2</sup> 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)

<sup>&</sup>lt;sup>a</sup> 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 by HREQ.

Board Proposal August 29,2024 Addendum E

Job Titles and Salary Schedule 2024-2025

## **Proposed SRP Placement Schedule** 2024-2025

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.

		700	700%	3	PG03	PG04	2005	. 65	200	PG07	roug	P	PG09	OTOM	3	PG11	PG12	7010	9	PG14	PGIS	Pay Grade
		F	-	1	33	Z	Į.	1	ň	7	ò	6	<u>ح</u>	ē	5	Ε	12	5	ŭ	Σ.	5	H
		15.38	15./6		16 15	16.55	16.96	17,30	17 20	17.81	18.25	2000	18.72	19.19		19.67	20.16	20.66	30.00	21.18	21.71	Level 1
		15.53	15.92	10.01	16 31	16.72	17.13	1/.55	17 6	17.99	18.44	3	18.91	19.38		19.87	20.36	20.87	30	21.39	21.93	Level 2
		15.69	16.08	10.47	16 47	16.89	17.30	1/./3	1 1	18.17	18.62		19.10	19.57	10.07	20.07	20.56	21.08		21.60	22.15	Level 3
		15.85	16.24	16.63	1000	17.06	17.47	17.91	10:50	18 35	18.81	-515	19 29	19.77	17:07	70 77	20.77	21.29	1	21.82	22.37	Level 4
		16.01	16.40	16.80	17.60	1773	17.64	18.09	TO:02	18 52	19.00	17.40	10.49	19.97	14.02	700	20.98	21.50	10.32	77 07	22.59	Level 5
		16 17	16.56	16.97	T/.40	17 40	17.82	18.27	70.77	10 77	19.19	15.07	10.67	20.17	20.6/		71 10	21.72	07:77	37, 00	22.82	Level 6
	TO:00	16 22	16.73	17.14	1/.5/	17 57	18.00	18.45	T6.81	3	19.38	T9.6/	3	20.37	88.07	23.45	31 10	21.94	4,77	3	23.05	Level 7
	10.43	16 40	16.90	17.31	1/./5	10.10	19 19	18.63	19.10	3 3	19 57	20.07	200	20 5.7	21.09	70.17	71 61	22.16	22.70	3 2	23.78	Level 8
	T0.55		17.07	17.48	17.93	10.00	10 36	18.87	19.29		10 77	20.27	20.70	30.70	21.30	21.83	בר גר	22 26	22.93		7	Level 9
	16.82	12.72	1774	17.65	18.11	10.54	10.04	1001	19.48	15.5/	10.07	20.47	20.53	30.00	21.51	22.05		33 60	23.16	23.73	+	lave! In
	16.99	17.41	17.63	17 83	18.29	18./3	15.20	5 3	19.67	/1.02	7	20.67	07.17		21.73	22.27	20.22	2000	23.39	25.39	╁	Lavol 11
	17.16	1/.58	10.01	10 01	18.47	18,92	6F.6T	3	19.87	20.37	10.00	70 88	21.41		21 95	22.49	40.00		23.62	24.23		4
	17.33	17.76	18.19	10 10	18.65	19.11	19.58	10:0	20.07	20.57	71.03	21 00	21.62	17.77	77 17	22.71	25.29	20.00	23.86	24.47	CT SACT	
	17.50	17.94	18.37	10.04	18.84	19.30	19.78	17.07	70.77	20.78	71.30	ניני	21.84	65.77	מר ניני	22.94	23.52	14.10	74.10	24.71	Level 14	
27.00	17.68	18.12	18.55	20.02	10.00	19.49	19.98	20.4/	70,61	20.99	22.52	7,	22.06	14.57	?	23.17	23.76	40.47	2000	24.96	Level 15	
100	2	<b>PG</b> 83	PG03	17004	3	PGOS	PG06	/BDA		PG 28	PG09		PG10	PG11		PG12	PG13	PLUT	,	PC15	Pay Grade A	
00.01	170	15.76	16.15	16.55	10.50	16 96	17.38	17.81	20.20	18 26	18.72		19.19	19.67	20.20	20 16	20.66	21.18	3	21.71	Minimum	
27.58	10000	8E 8C	29.09	29.80	10.00	20.55	31.29	32.08	26.00	32 86	33.70	1	72 PE	35,41	00.00	36.36	37.20	38.13		39.07	Minimum   Maximum	RANGE

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 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

# Salary Referendum Supplement New rate effective 11/1/2024.

	Salary Referendum Supplement	Pasco Service Years	Example: 196 days &	The SRP salary refere	
31.00   \$1.40   \$1.50   \$1.60   \$1.70   \$1.80   \$1.90   \$2.00   \$2.10   \$2.20   \$2.20   \$2.50   \$2.50   \$2.70   \$2.80   \$2.90   \$3.10   \$3.20   \$3.20   \$3.30   \$3.40   \$3.50   \$3.60   \$3.70   \$3.80   \$3.90   \$4.10	YReferendum C1 nn	0 1 2 3 4 5 6 7 8 9 10 11 12 12 12 12 12 12 12 12 12 12 12 12	Example: 196 days & 7.5 hours with 5 Pasco years of service: 196 x 7.5 x 23.7 cm - 198 x 2	The SRP salary referendum supplement is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in addition to the base rate and determined by Programment is paid in the paid in t	
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