

**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 0.06% 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.~~

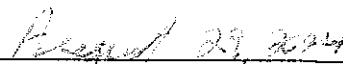
Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District 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


For the Board

 August 22, 2024
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.

Title	Pay Grade	MPL ¹	Experience Credit	Minimum Hourly Rate	Maximum Hiring Rate	Eligible Supplements/Notes ²
Administrative Assistant	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Air Conditioning Chiller Mechanic	PG11	15	1 for 1	\$ 19.67	\$ 22.61	Maintenance RSS: \$2.25/hr.
Air Conditioning Specialist	PG05	15	1 for 1	\$ 16.96	\$ 19.49	Maintenance RSS: \$2.25/hr.
Behavior Assistant	PG02	15	1 for 1	\$ 15.76	\$ 18.12	
Benefits Associate	PG01	15	1 for 1	\$ 15.38	\$ 17.68	
Benefits Representative	PG02	15	1 for 1	\$ 15.76	\$ 18.12	
Bookkeeper Secretary	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Bus Driver	PG03	10	1 for 2	\$ 16.15	\$ 17.65	Extracurricular trip rate: \$20.00/hr. Driver Trainer rate: \$19.39/hr. Bus Driver Trainee \$15.00/hr. Transportation RSS: \$1.00/hr.
Bus Parts Specialist	PG02	15	1 for 1	\$ 15.76	\$ 18.12	
Classroom Assistant	PG01	1	Level 1	\$ 15.38	\$ 15.38	
Clinic Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Clinic Assistant (LPN)	PG07	10	1 for 2	\$ 17.81	\$ 19.48	
Construction Finance Assistant	PG01	15	1 for 1	\$ 15.38	\$ 17.68	
Courier	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Culinary Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Custodian	PG01	10	1 for 2	\$ 15.38	\$ 16.82	\$0.20/hour for Certified Custodian certification or \$0.40/hour for Master Custodian certification
Human Capital Associate-Customer Service Associate	PG01	15	1 for 1	\$ 15.38	\$ 17.68	
Data Entry Operator	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Department of Juvenile Justice Program Specialist	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Distribution and Materials Handler 245	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Early Head Start Caregiver	PG02	10	1 for 1	\$ 15.76	\$ 17.24	
Enrollment Technician	PG03	15	1 for 1	\$ 16.15	\$ 18.55	
Extended Learning Tutor	PG01	1	Level 1	\$ 15.38	\$ 15.38	
Facility Service Worker	PG02	15	1 for 1	\$ 15.76	\$ 18.12	\$0.20/hour for Certified Custodian certification or \$0.40/hour for Master Custodian certification
Family Services Worker	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Finance Assistant	PG01	15	1 for 1	\$ 15.38	\$ 17.68	
Financial Aid Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Food and Nutrition Services Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Food and Nutrition Services Assistant, Relief	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Food and Nutrition Services Associate	PG02	15	1 for 1	\$ 15.76	\$ 18.12	
Food and Nutrition Services Production Assistant	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Food and Nutrition Services Production Assistant, Relief	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Food and Nutrition Services Production Coordinator	PG04	15	1 for 1	\$ 16.55	\$ 19.03	
Food and Nutrition Services Vending Technician	PG04	15	1 for 1	\$ 16.55	\$ 19.03	
Group Leader	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Help Desk Technician	PG03	15	1 for 1	\$ 16.15	\$ 18.55	
Home Services Worker	PG02	15	1 for 1	\$ 15.76	\$ 18.12	
HVAC Systems Control Technician	PG11	15	1 for 1	\$ 19.67	\$ 22.61	Maintenance RSS: \$2.25/hr.
Instructional Assistant/Bus Driver	PG03	10	1 for 2	\$ 16.15	\$ 17.65	
Instructional Assistant: Basic	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Deaf/Hard of Hearing (DHH)	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Department of Juvenile Justice (DJJ)	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Instructional Assistant: English for Speakers of Other Languages (ESOL)/Bilingual	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Exceptional Student Education (ESE)	PG02	10	1 for 2	\$ 15.76	\$ 17.24	RSS: \$0.40/hr.
Instructional Assistant: Instructional Learning Systems (ILS)	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Kindergarten	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Physical Education (PE)	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Pre-Kindergarten	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant: Special Adult Education Programs	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Instructional Assistant for Student Discipline Student Services	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Interpreter for the Deaf and Hard of Hearing	PG10	10	1 for 2	\$ 19.19	\$ 20.99	
Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or greater)	PG10	10	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 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 Assistant	PG01	15	1 for 1	\$ 15.38	\$ 17.68	
Licensed Practical Nurse	PG07	10	1 for 2	\$ 17.81	\$ 19.48	
Lunchroom Monitor	PG01	1	Level 1	\$ 15.38	\$ 15.38	
Maintenance Technician	PG02	15	1 for 1	\$ 15.76	\$ 18.12	Maintenance RSS - Water/Sewer, Plumbing, Electric Crew: \$2.00/hr Maintenance RSS - Other Crews: \$1.75/hr.
Network Technician	PG03	15	1 for 1	\$ 16.15	\$ 18.55	
Occupational Therapy Assistant	PG14	15	1 for 1	\$ 21.18	\$ 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	Pay Grade	MPL ¹	Experience Credit ²	Minimum Hourly Rate	Maximum Hiring Rate	Eligible Supplements/Notes ³
Office Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Onboarding Representative	PG02	15	1 for 1	\$ 15.76	\$ 18.12	
Paraprofessional (Basic)	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Paraprofessional (Cyesis)	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Paraprofessional (ESE)	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Paraprofessional (Kindergarten)	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Paraprofessional (Social Services)	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Paraprofessional (Transition Assistant)	PG01	10	1 for 1	\$ 15.38	\$ 16.82	
Parent Involvement Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Payroll Representative	PG02	15	1 for 1	\$ 15.76	\$ 18.12	
Physical Education Field Technician	PG02	15	1 for 1	\$ 15.76	\$ 18.12	Maintenance RSS: \$1.75/hr.
Physical Therapy Assistant	PG14	15	1 for 1	\$ 21.18	\$ 24.34	
Property Control Assistant	PG01	15	1 for 1	\$ 15.38	\$ 17.68	
Public Records Specialist	PG07	15	1 for 1	\$ 17.81	\$ 20.47	
Records Management Technician	PG03	10	1 for 2	\$ 16.15	\$ 17.65	
Relief Bus Driver	PG04	10	1 for 2	\$ 16.55	\$ 18.11	Extracurricular trip rate: \$20.00/hr. Driver Trainer rate: \$19.39/hr. Transportation RSS: \$3.00/hr. <i>2.00/yr</i>
Relief Custodian	PG02	10	1 for 2	\$ 15.76	\$ 17.24	\$0.20/hour for Certified Custodian certification or \$0.40/hour for Master Custodian certification Maintenance RSS: \$2.00/hr.
Relief Transportation Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	Transportation RSS: \$0.50/hr.
Resource Management Associate	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Senior Finance Assistant	PG02	15	1 for 1	\$ 15.76	\$ 18.12	
Senior Food and Nutrition Services Associate	PG04	15	1 for 1	\$ 16.55	\$ 19.03	
Senior Testing Assistant	PG01	15	1 for 1	\$ 15.38	\$ 17.68	
Social Educator	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Student System Data Entry Operator	PG02	10	1 for 2	\$ 15.76	\$ 17.24	
Technology Services Technician	PG03	15	1 for 1	\$ 16.15	\$ 18.55	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	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Transportation Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Transportation Communications Technician	PG02	15	1 for 1	\$ 15.76	\$ 18.12	Transportation Mechanic I Tool Allowance: \$500/yr.
Transportation Customer Svcs Rep	PG01	10	1 for 2	\$ 15.38	\$ 16.82	
Vehicle Technician	PG08	15	1 for 1	\$ 18.26	\$ 20.99	Transportation Vehicle Tech Tool Allowance: \$500/yr. Transportation RSS: \$1.75/hr.
Vehicle Technician - Maintenance	PG08	15	1 for 1	\$ 18.26	\$ 20.99	Maintenance Vehicle Tech Tool Allowance: \$500/yr. Maintenance RSS: \$1.75/hr.
Vehicle Technician Assistant	PG01	10	1 for 2	\$ 15.38	\$ 16.82	Transportation RSS: \$1.00/hr.

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 by HREQ.

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.

Proposed SRP Placement Schedule 2024-2025

Job Titles and Salary Schedule 2024-2025
Addendum E

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	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	Pay Grade	Minimum	Maximum
PG15	21.71	21.93	22.15	22.37	22.59	22.82	23.05	23.28	23.51	23.75	23.99	24.23	24.47	24.71	24.96	PG15	21.71	39.07
PG14	21.18	21.39	21.60	21.82	22.04	22.26	22.48	22.70	22.93	23.16	23.39	23.62	23.86	24.10	24.34	PG14	21.18	38.13
PG13	20.66	20.87	21.08	21.29	21.50	21.72	21.94	22.16	22.38	22.60	22.83	23.06	23.29	23.52	23.76	PG13	20.66	37.20
PG12	20.16	20.36	20.56	20.77	20.98	21.19	21.40	21.61	21.83	22.05	22.27	22.49	22.71	22.94	23.17	PG12	20.16	36.30
PG11	19.67	19.87	20.07	20.27	20.47	20.67	20.88	21.09	21.30	21.51	21.73	21.95	22.17	22.39	22.61	PG11	19.67	35.41
PG10	19.19	19.38	19.57	19.77	19.97	20.17	20.37	20.57	20.78	20.99	21.20	21.41	21.62	21.84	22.06	PG10	19.19	34.54
PG09	18.72	18.91	19.10	19.29	19.48	19.67	19.87	20.07	20.27	20.47	20.67	20.88	21.09	21.30	21.51	PG09	18.72	33.70
PG08	18.26	18.44	18.62	18.81	19.00	19.19	19.38	19.57	19.77	19.97	20.17	20.37	20.57	20.78	20.99	PG08	18.26	32.86
PG07	17.81	17.99	18.17	18.35	18.53	18.72	18.91	19.10	19.29	19.48	19.67	19.87	20.07	20.27	20.47	PG07	17.81	32.02
PG06	17.38	17.55	17.73	17.91	18.09	18.27	18.45	18.63	18.82	19.01	19.20	19.39	19.58	19.78	19.98	PG06	17.38	31.29
PG05	16.96	17.13	17.30	17.47	17.64	17.82	18.00	18.18	18.36	18.54	18.73	18.92	19.11	19.30	19.49	PG05	16.96	30.55
PG04	16.55	16.72	16.89	17.06	17.23	17.40	17.57	17.75	17.93	18.11	18.29	18.47	18.65	18.84	19.03	PG04	16.55	29.80
PG03	16.15	16.31	16.47	16.63	16.80	16.97	17.14	17.31	17.48	17.65	17.83	18.01	18.19	18.37	18.55	PG03	16.15	29.09
PG02	15.76	15.92	16.08	16.24	16.40	16.56	16.73	16.90	17.07	17.24	17.41	17.58	17.76	17.94	18.12	PG02	15.76	28.38
PG01	15.38	15.53	15.69	15.85	16.01	16.17	16.33	16.49	16.65	16.82	16.99	17.16	17.33	17.50	17.68	PG01	15.38	27.68

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.

Salary Referendum Supplement

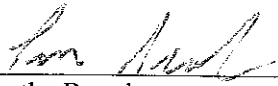
New rate effective 11/1/2024.

The SRP salary referendum supplement is paid in addition to the base rate and determined by Pasco years of service. Annual salary can be calculated by multiplying the hourly amount by the employee's contracted work schedule.

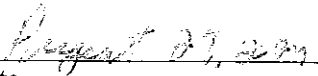
Example: 196 days & 7.5 hours with 5 Pasco years of service: 196 x 7.5 x \$1.25 = \$1,837.50 annually

Pasco Service Years	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Salary Referendum Supplement	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20	\$2.30	\$2.40	\$2.50	\$2.60	\$2.70	\$2.80	\$2.90	\$3.00	\$3.10	\$3.20	\$3.30	\$3.40	\$3.50	\$3.60	\$3.70	\$3.80	\$3.90	\$4.10


END OF ADDENDUM E




For the Board



Date



For the Union



Date