

**BEST AND FINAL**  
**INSTRUCTIONAL ECONOMIC BOARD COUNTERPROPOSAL #1**  
**2024-2025**  
**August 28, 2024**

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract.

**I. Salaries**

**A. Classroom Teacher and Other Instructional Personnel Salary Increases**

1. During the 2024 Legislative Session, the Florida Legislature increased funding to the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation and provided an additional \$201.8 million statewide specifically for teacher salary increases. As provided for by law, the increased funding for 2024-2025 must be used to either (a) increase the minimum base salary for all full-time classroom teachers to at least \$47,500 or the maximum amount achievable based on the increased funding; and/or (b) to provide salary increases to other full-time instructional personnel (excluding substitutes and instructional assistants/paraprofessionals) as best meets the needs of the district.
2. Based on the most recent FEFP Calculation released on July 17, 2024, Pasco County received an additional \$6,472,309 for classroom teacher and other instructional personnel salary increases. Of this total amount, approximately 10.738% has been allocated to the District's charter schools based on the Florida Department of Education's calculation methodology, leaving approximately \$5,777,312 for the District's use. This entire amount plus an additional proportional share of \$226,200 from grants and other non-general revenue funding sources will be utilized to (a) to increase the minimum full-time teacher salary to \$47,500 (an increase of approximately 1.064%); (b) to improve the new hire placement schedule by the same approximate 1.064%; (c) provide the same 1.064% salary increase to teachers who are new to the District and who did not earn a year of service credit for the 2023-2024 school year; and (d) provide a 1.83% salary increase to teachers who earned a year of service credit for the 2023-2024 school year.
3. Approximately \$1,107,881 of the \$6,003,512 allocated above will be provided to cover the 22.63% employee benefits costs associated with the above salary increases. These costs include the District's required contributions to each employees Florida Retirement Service account, Federal Social Security and Medicare contributions, and state Workers Compensation and Unemployment insurance coverage.
4. The definitions articulated in Florida law are to be applied, as required, to all relevant terms in this proposal.
5. The minimum teacher's salary referenced in this section is based on a traditional 196-day contract with 7.5 hours contracted per day. Teachers contracted for additional days and/or hours per day have their salaries adjusted proportionally to their contract terms.
6. All increases listed above are calculated off each employee's base salary. Payments made for advanced degrees, supplemented activities, ESY, ESD, emergency pay, and any other additional duty activities are not included in an employee's base salary.

**B. Additional Salary Increases and Other Salary Expenditures**

1. An additional amount of ~~\$3,838,311~~ ~~\$7,118,918.69~~ \$5,478,614.85 (inclusive of the District's required benefit contributions) will be provided to allow for an additional increase of ~~one point seventeen (1.17%)~~ ~~two point seventeen (2.17%)~~ one point sixty-seven (1.67%) percent for all eligible instructional employees who earned a year of service credit for the 2023-2024 school year, thus bringing the average instructional employee salary increase to ~~3.0%~~ ~~4.0%~~ 3.5% when combined with the Classroom Teacher and Other Instructional Personnel Salary Increase Allocation.
  2. 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 \$157,569 based on existing, pre-raise payroll.
  3. The District will also continue to provide \$250,000 for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District. For the 2024-2025 school year, Critical Shortage for the purposes of differentiated pay is defined as: Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - Intellectual Disabilities, Teacher - Vision Impaired, Teacher - Deaf and Hard of Hearing (DHH), and Speech Language Pathologist. Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers on the performance pay plan and grandfathered pay plan are eligible for these supplements.
  4. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2024, onto the instructional salary range.
  5. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided documentation from HREQ that will reflect their base salary for the 2024-2025 school year.
  6. Instructional employees hired after July 1, 2018, will be paid year-round on the 27-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 27-pay cycle. When an employee moves to a 27-pay cycle, he/she will remain on the year round 27-pay cycle and may not opt back into the 22-pay cycle.
- C. Approximately \$170,893 shall be provided to improve Addendum B - Supplement Schedule by 3.0% as specified in this proposal.
- D. The payment and increases shown above 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 prior to the payroll processing of the above listed salary increases and any corresponding retroactive payments.
- E. 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 compensation improvement.
- F. The Board and Union agree to continue to meet and work to identify strategies to address instructional salary compression concerns and other perceived salary equity issues created by the state mandated Teacher Salary Increase Categorical.

## **2. Additional Compensation for Teachers Providing Additional Instruction**

For the 2024-2025 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of \$6,695 annually, or \$3,347.50 on a semester basis. Full-time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this supplement. Secondary classroom teachers who are hired on or after July 1, 2020, and who sign a condition of employment to teach the equivalent of six instructional periods per day, shall be paid the supplement amount listed above.

## **3. Fingerprint Retention Fees**

Florida Statutes require the submission of employee fingerprints to the Florida Department of Law Enforcement (FDLE) automated fingerprint identification system, annual monitoring, and resubmission of the fingerprints every (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 (5) years. In order to comply with the applicable law and provide a benefit to teachers, the Board and the Union agree that the Board will continue to pay the fingerprint retention fee for teachers, estimated to be \$42,800 for the 2024-2025 school year.

#### 4. Fringe Benefits

The Board agrees to contribute \$8,700 per eligible employee, an increase of \$459.36 from 2024, toward the cost of the health insurance benefit package for the 2025 insurance plan year. The Board will provide each eligible employee a \$35,000 life insurance policy and access to Employee Assistance Program (EAP) benefits at the estimated total cost of \$545,353. 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.

  
\_\_\_\_\_  
For the Board

8/28/24  
Date

  
\_\_\_\_\_  
For the Union

08/28/2024  
Date