



SUMMARY OF TENTATIVE AGREEMENT 2018-2019 INSTRUCTIONAL NEGOTIATIONS

ECONOMICS: The Total Package Including salary increase, Supplements and Insurance:

\$4,942,045	Salary increases for Instructional employees retroactive to July 1, 2018;
1,457,903	FRS increased contribution;
250,000	Differentiated Pay Supplements;
34,806	Fingerprint Retention Fee;
\$6,684,754	Total represents an overall 2.71 % settlement package!

BENEFITS:

- The Board will maintain a **fully-funded employee benefits package** by contributing \$6,785.00 per eligible employee (the same as 2017-2018 levels). The alternate “opt-out” will remain at **\$1,200** for those employees who have health coverage from another provider and who do not choose one of the Board-approved health plans.
 - Any surplus realized after all self-insured components, including the health insurance reserve fund, are covered, will be applied towards the insurance plan costs for the 2020 plan year.

OTHER ECONOMIC ITEMS:

- **Retention Fee** -The Board will continue to cover the cost of state-required retention fee of digital fingerprinting
- **Compensation for teaching additional period** – agreement reached to increase the “.2%” payment from \$2,625 to \$2,750 per semester or \$5250 to \$5,500 annually.

MEMORANDUMS OF UNDERSTANDING - NEW OR SIGNIFICANTLY REVISED:

Differentiated Accountability – Negotiated the parameters set forth by Florida law and Dept. of Ed. Rules to include the use of “Predictive scoring” for teachers being transferred out of these schools, “Right to Return” if a teacher’s VAM score is at an effective or higher level and the possibility of using ½ of 3 teacher planning days for required professional development.

Dual Enrollment Compensation – teachers teaching college courses at a Pasco HS will receive a \$925 supplement per class each semester. Payment will be pro-rated if taught less than the full semester.

Teacher Evaluations – after extensive time and effort were given to this annual issue, the parties agreed to pull all new proposals and defer any changes to the next school year;

Pasco’s Virtual Instruction Program – revised memo to establish restrictions with “on-site” meetings in the week following any 3- plus day calendar breaks or during the last week of a semester excluding post-planning days and/or emergency situations.

Marchman Tech College – new MOU to set new work rules to support the new Technical High School by establishing 8 hour days for teachers, teach an additional period with appropriate additional pay, and transfer rights out of this school if the extra half-hour day does not work for teachers;

Pine View Middle School IB-MYP – to comply with IB program requirements, new MOU established a 7-period day with shorter periods, teachers teaching 5 of 7 periods with 2 periods of planning daily.

Voluntary Coverage Process – teachers receiving additional students for coverage when a substitute is not located will receive 30 minutes of “comp time” for each half-day of coverage. Certain restrictions exist but the time earned can be used within certain guidelines.

Wendell Krinn High School (formerly Ridgewood HS) – District decision to close RHS and open a new Technical High School named after a former principal. Teachers work and are paid for an 8-hour day, teacher 6 periods (with additional compensation) and receive one 50-minute planning period.

RE-SIGNED OR SLIGHTLY MODIFIED MEMORANDUMS OF UNDERSTANDING

- ELEMENTARY AND SECONDARY EDUCATION
ACT/NCLB
- FLORIDA’S K-12 COMPREHENSIVE RESEARCH-BASED
READING PLAN
- INSTRUCTIONAL EXTENDED SCHOOL YEAR –
SUMMER 2018
- RETENTION OF FINGERPRINTS
- SCHOOL CHOICE PREFERENCE EMPLOYEE REQUEST
- VOLUNTARY PRE-K PROGRAM – SUMMER 2018