

SRP RATIFICATION PACKAGE

2025-2026

ARTICLE VII -- WORKING CONDITIONS

SECTION A--S Same

SECTION T – ~~JOB SHARING~~ Job Sharing

The Board and the Union recognize the need to allow increased flexibility in finding and successfully completing college courses, as well as maintaining a family focus. The district shall provide a job sharing program as follows:

Job sharing is the employment of two (2) SRP performing the duties and responsibilities of one individual. Job sharing is not designed to be permanent part-time employment or to provide opportunity for individuals to work for another employer.

Two (2) benefit earning SRP who wish to share one position must first request and obtain the approval of their principal/supervisor. Upon approval of the principal/supervisor, the request for job sharing must be sent to the Director of Employee Relations and the President of USEP for approval. If approved, two (2) SRP may participate in the job sharing program for the next school year. Upon approval of the principal, the two (2) SRP may request to extend job sharing ~~for additional years to a maximum of five (5) years~~. Job sharing will be approved in one-year periods.

Reasons for a SRP requesting to job share may include the following:

- a. Childcare.
- b. Medical condition of the SRP or immediate family member. Immediate family shall mean husband, wife, child, father, mother, brother, sister, or other close relative or member of his/her household.
- c. Advanced study leading toward a higher degree.
- d. College work leading toward certification in education.
- e. Other stated reasons.

SRP approved for job sharing must agree to the following conditions of employment:

- a. Each SRP must work one-half (1/2) day of the benefit earning position. The schedule of duties and assignments shall be made by the principal/supervisor. Any changes must be approved by the principal/supervisor.
- b. Each SRP shall be credited with four (4) one-half (1/2) days of Sick Leave in proportion with the hours of the position, at the end of the first month of employment each year and shall earn one-half (1/2) day of Sick Leave each month thereafter. Sick Leave will be credited each pay period until the yearly allotment is reached. Each SRP shall be allowed up to six (6) one-half (1/2) days of personal leave. Such leave will not be cumulative and shall be deducted from accrued sick leave when used.
- c. Each SRP in a vacation earning position shall earn vacation according to Article VIII, Section B-5.
- d. Each SRP shall receive the appropriate contributions for the Florida Retirement System and social security.
- e. Each SRP will be paid as shown on the appropriate salary schedule.
- f. For the purposes of seniority and credit on the salary schedule, assignments for each SRP will constitute more than one-half of the school year thus entitling each SRP to one year of service.
- g. One SRP will receive full benefits, health, and flexible benefits, as provided by the district. The other SRP will sign a waiver of such benefits.
- h. Should one of the two SRP job sharing have to vacate his/her position during the year due to unavoidable circumstances, the remaining SRP will assume that position. However, in cases where

a replacement for the vacating job sharing SRP can be found who is approved by the principal/supervisor, the Director of Employee Relations, and the President of USEP, the position may continue as a job sharing position.

- i. Upon return from an approved job sharing position of no more than one (1) year, a SRP shall be placed in the same position held upon applying for said job sharing position if such position exists. Any SRP who is hired for the purpose of replacing an individual who is job sharing will be notified upon employment that employment is for the period of the job share and will sign a condition of employment letter which states that they will be terminated at the end of the period. In the event the SRP does not return from his/her job sharing position or extends the job sharing agreement beyond one (1) year, the person occupying the position shall continue in the position.
- j. If a job share is extended beyond one (1) year, upon completion of the job share one (1) of the two (2) SRP will be laid off in accordance with Article VII, Section D, of the SRP Master Contract.
- k. Other working conditions and benefits as stipulated in the SRP Master Contract may not be applicable and subject to waiver based upon the needs of the students, school, or position. Such waivers shall be agreed to by the Director of Employee Relations and the President of USEP.

SECTION U – ~~MONITORING OF PRE-K STUDENTS ON BUSES~~Monitoring of Pre-K Students on Buses Same

SECTION V – ~~TRANSPORTATION COMMITTEE~~Transportation Committee Same

SECTION W – Electronic Device Committee

The District and Union agree that a committee should be formed each year and authorized to investigate reports of damage and/or theft/loss of District assigned electronic devices and determine staff liability.

In accordance with the staff policy regarding electronic devices, staff are financially responsible for repair costs or depreciated value due to negligence on or off campus. The Electronic Device Committee will be chaired by the District's Risk Manager with voting rights. The committee should be composed of:

1. Director of Human Resources or his/her designee.
2. Director of Employee Relations or his/her designee.
3. Director of Technology and Information Services or his/her designee.
4. 3 Voting Members designated by the President of the Union.

Other individuals may be invited to these committee meetings as needed to provide clarification as requested by the Committee Chair and/or the Union President. These other individuals are not voting members.

END OF ARTICLE VII

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - Salary Schedule and Remunerations

1. Through 11. - **Same**

SECTION B - Fringe Benefits

The Board agrees to contribute an annual rate of ~~\$9442.00~~ ~~\$8,700.00~~, an increase of ~~\$742.00~~ ~~\$459.36~~ from ~~2025~~ ~~2024~~, toward the cost of the benefits package for the ~~2026~~ ~~2025~~ 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. ~~An alternative Health Opt Out program will be provided for bargaining unit members who declare that they have health coverage through another provider and who do not choose one of the Board approved health plans. The amount paid to opt-out program participants will be \$1,200.00 per year.~~
- b. ~~SRP Retiree Health Opt Out Program: Effective January 1, 2004, the Board implemented a~~

~~Retiree Health Opt Out Program for those retirees who are eligible for district paid group health insurance in accordance with Article XI, Section F 1 and 2 of SRP Master Contract and who are enrolled in a comparable major medical health insurance plan through another carrier.~~

- ~~1) When a retiree enrolls in the Retiree Health Opt Out Program, the Board will pay the retiree the amount being paid to active employees who are participating in the opt out program. Such amount is subject to federal income tax. An annual payment for the number of months the retiree participates in the Retiree Health Opt Out Program will be issued in a lump sum in December of the plan year or upon termination of eligibility, whichever occurs first. A participant in the Retiree Health Opt Out Program will not be required to contribute to the board his/her FRS Health Insurance Subsidy.~~
- ~~2) A participant in the Retiree Health Opt Out Program may reenroll in the district paid group health insurance plan only if he/she is no longer covered by another major medical health insurance plan. Within thirty (30) calendar days following the date of cancellation/termination of the other major medical health insurance plan, the retiree wishing to reenroll in district paid group health insurance plan must submit to the district's department of Employee Benefits, Assistance, and Risk Management (EBARM) a written request to reenroll, completed application forms, and a letter from the previous major medical carrier or employer stating date of cancellation/termination of coverage. The letter must be on letterhead from the major medical carrier or employer, include the cancellation/termination date of coverage, and signature of the benefit administrator of the major medical carrier or employer. The effective date of coverage of the district paid group health insurance coverage will be the first day of the month following the submission of the written request, application, and related documents. The district does not guarantee continuous health coverage.~~
- ~~3) A retiree who fails to reenroll in the district paid group health insurance plan in accordance with the timelines set forth in the above paragraph will remain in the Retiree Health Opt Out Program until Medicare eligible or may elect to reenroll in the Board's retiree healthcare plan during the next regularly scheduled open enrollment for benefits to be effective January 1 of the following calendar year.~~

2. Through 7. - Same

SECTION C - Payroll Deduction for Additional Benefits - Same

SECTION D - Early Retirement Monthly Benefit – Same

SECTION E - Deferred Retirement Option Program (DROP) - Same

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)

An Employee Assistance Program will be provided for the purpose of offering employees, upon their request, short-term counseling and/or assistance with referrals for appropriate services. The program will also promote programs for wellness, nutrition, exercise, and stress reduction.

Participation or nonparticipation in the EAP shall be voluntary and shall not be a factor in any adverse employment action by the District Board. All personally identifiable information relating to an employee as a result of an employee's participation in the EAP shall be held in the strictest confidence by the director and staff of the EAP and such shall not be made a part of or otherwise noted in the employee's personnel file.

The Insurance Committee cited in Article XI, Section B(2) shall ~~An EAP Committee will be established for the purpose of evaluating~~ evaluate and recommend the services ~~provided~~ which shall include, but not be limited to, ~~the services provided~~, the cost and funding source, availability, accessibility, utilization,

and its effectiveness toward meeting the needs of the employees. ~~The committee shall meet periodically during the school year and by May 1 of each year shall make recommendations to the Board and USEP for the purpose of further negotiating the improvement and/or revision of the program. The EAP Committee will function as a subcommittee of the current Insurance Committee. The Board and USEP will mutually agree to appoint members to the EAP subcommittee who are not current members of the Insurance Committee. The EAP Committee shall consist of an equal number of members selected by the Board and USEP.~~

The USEP President maintains the right to review and approve any EAP materials and attend any meetings intended for the promotion of the EAP to bargaining unit members.

SECTION J - Premium Pay - Same

SECTION K - School Choice Preference Employee Request - Same

END OF ARTICLE XI

ARTICLE XIII – DURATION

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2027~~ June 30, 2028 and shall be renewed automatically from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after notification.
2. During any reopening of negotiations for changes to take effect during the term of the Agreement, the existing provisions of the Agreement shall remain in full force and effect until modified sections are executed.
3. This agreement may be reopened upon request of either party if any item is affected by legislature or by mutual consent of both parties.
4. This Agreement may be reopened for the ~~2025-2026~~ 2026-2027 and 2027-2028 school years and each subsequent school year on Article XI, Addendum A, salaries, items affected by legislation, mutual consent of both parties, and all currently established Memorandums of Understanding. The Union and the Board may each select a total of three (3) additional items to reopen for negotiations.
5. The agreements contained herein constitute the full and complete Agreement between the Union and the Board and shall not be changed, altered, modified, or amended by either party except as provided in paragraphs 2 and 3 above.

END OF ARTICLE XIII

ADDENDUM A

Rules Governing the Salary Schedule

1. All SRP shall be paid according to their job title, salary pay grade, and the rules governing that position. The parties created and implemented one SRP salary structure, consisting of multiple pay grades and a placement schedule during the 2017-2018 school year. The SRP Compensation Committee will meet to review and provide input regarding implementation of the salary structure during the ~~2025-2026~~2024-2025 school year. The newly created salary ranges, as opposed to the former step schedules, will be integrated as part of any salary increases for the 2017-2018 school year and beyond.
2. Effective November 19, 1987, any SRP employed in Pasco County whose service is interrupted due to active military service shall be granted experience for a maximum of four (4) years as if

he/she had been serving within the district.

3. In order to receive credit for a year of Pasco continuous service, an SRP must be in paid duty status one day more than one-half (1/2) of his/her work year. However, in the event an SRP is reassigned or promoted, credit will be given if that person would have received credit in either position.
4. Pay dates for the ~~2025-2026~~~~2024-2025~~ school year and the number of paychecks will be negotiated during the ~~2025-2026~~~~2024-2025~~ negotiations.
5. – 8. SAME

END OF ADDENDUM A

School Related Personnel Economic Proposal 2025-2026

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 2025-2026 school year as follows:

1. Salaries for 2025-2026

- A. ~~\$1,369,355~~ ~~2,190,968~~ \$1,776,460 will be provided to improve all SRP salary schedule ranges, and the base hourly rate of all SRP by ~~0.925%~~ ~~1.48%~~ 1.2%.
- B. The Board will provide an additional ~~\$1,047,806~~ ~~1,676,489~~ \$1,359,317 to provide an additional ~~0.925%~~ ~~1.48%~~ 1.27% increase (for a total increase of ~~1.85%~~ ~~2.96%~~ 2.47%) to all SRP who earned a year of service credit for the 2025-2026 school year.
- C. In total, ~~\$2,414,161~~ ~~3,867,457~~ \$3,135,777 will be provided to improve SRP compensation for the 2025-2026 school year.
- D. The amounts shown above are inclusive of all required employer withholdings and will be provided retroactively to July 1, 2025, 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 2024-2025 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 2025-2026 school year, the increased contribution amount is 0.4% or approximately \$362,095 based on existing, pre-raise SRP payroll.
- G. Should the District's budgetary status improve during the 2025-2026 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. Background Screening Fees

Florida Statute requires the submission of employee fingerprints to the Agency of Health Care Administration (AHCA). During the 2025-2026 and 2026-2027 school year all employees who have not completed fingerprinting through AHCA will be required to be reprinted through the AHCA

platform as directed by District staff and paid for by the Board. The total estimated cost for the 2025-2026 school year is \$185,000. Once employees transition to AHCA, the Board agrees to pay the 5-year resubmission fee of \$43.37 per employee.

3. Fringe Benefits

The Board agrees to contribute \$9,442 (pending approval from the District's Insurance Committee) per eligible employee, an increase of \$742 from 2025, toward the cost of the health insurance benefit package for the 2026 insurance plan year. In addition, the Board provides each eligible employee with a \$35,000 life insurance policy and access to Employee Assistance Program (EAP) benefits.

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.

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 ~~funding~~~~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 2027 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 2026 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

In addition, effective January 1, 2026, the alternative "opt-out" payment program shall be discontinued.

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 (Salary Chart and Placement Chart appear at the end of the document)

MEMORANDUMS OF UNDERSTANDING

SRP Referendum Implementation

On August 23, 2022, the voters of Pasco County approved a 4-year millage referendum to be used exclusively for the recruitment and retention of non-administrative employees via compensation improvements. The voter-approved referendum authorizes the Board to levy up to a total of 1 mil for each of the four years covered by the referendum to fund compensation improvements. The collection of referendum funds began in November of 2023, and collections are scheduled to occur through the 2026 tax year. The referendum may be renewed by the voters beyond the original term in accordance with state law in effect at the time of the renewal election. To facilitate the distribution of the proportional share of funds earmarked for School Related Personnel (SRP), the Board and Union understand and agree to the following for the ~~2024-2025~~ 2025-2026 payment period outlined below.

General Provisions

1. In accordance with their statutory authority, the Board maintains the exclusive authority to set the annual millage rate associated with this millage referendum, which will in turn determine the available annual budget for the stated employee compensation improvements.
2. All compensation improvements provided through this millage referendum are non-recurring salary supplements, the amounts of which are subject to the collective bargaining process.
3. The District has established a citizens' oversight committee to monitor and report on the expenditures of the millage referendum funds. While this committee does not have authority to make decisions on behalf of the Board or the Union, they may make recommendations.
4. The negotiated supplement amounts will be in effect from November 1, ~~2025~~2024, through October 31, ~~2026~~2025, or until new supplement amounts are determined, whichever occurs latest.
5. This memorandum and the annual salary supplement amounts will be renegotiated each year based on available funding from the budgeted and collected millage for the upcoming annual payment period. As such, no SRP shall have an expectation of receiving a specific referendum salary supplement amount after the conclusion of the annual reconciliation and payment period.
6. The non-recurring salary supplements provided to SRP employees during the 4-year referendum period will be considered a portion of an eligible SRP employee's compensation and will be part of that employee's salary for the purposes of Florida Retirement System (FRS), Social Security, Medicare, and other mandatory payroll contributions and deductions.
7. Should the millage referendum expire without renewal, SRP employees shall have no expectation of receiving referendum salary supplements once all available referendum funds have been dispersed, nor shall any expectation exist that any other non-referendum funds will be utilized to compensate for the non-renewal of the referendum salary supplements.
8. Should circumstances arise that increase the amount of referendum millage collections available during an annual payment period and/or should a surplus of funds exist at the end of an annual payment period, the Board and Union agree to include those amounts in their negotiations for the subsequent annual payment period.
9. Should circumstances arise that materially reduce the amount of referendum millage available during an annual payment period, the Board and Union agree to meet and negotiate, with all reasonable haste, changes to the annual salary supplement plan to bring salary referendum revenues and expenditures into alignment for the applicable annual payment period. Immaterial reductions at the end of an annual payment period will be adjusted in subsequent annual payments.

2024-2025 2025-2026 SRP Referendum Salary Supplements (RSS)

1. RSS amounts for SRP personnel are outlined in the table below. The RSS amounts listed are hourly amounts. For this table, SRP years shall mean the number of creditable years of service with the District (continuous and non-continuous).
2. An SRP's annual RSS amount is calculated by multiplying the applicable hourly supplement amount from the table below, times the number of days in the SRP's regular contracted work year, times the number of hours the SRP is regularly contracted for each day, plus any approved overtime hours. For SRP who do not have their pay pro-rated, such as bus drivers and transportation assistants, their RSS will be paid on the hours worked during the reported period.
3. Compensation provided to SRP employees for supplemented activities, ESY, ESD, emergency pay, and any other additional duty hours worked outside of their regular contracted workday/work year will not impact or be impacted by the SRP employee's RSS amount.

4. An SRP's annual RSS supplement will be equally prorated out across each scheduled paycheck for the SRP employee's position. Should an SRP employee change positions with the District during their contracted work year, the SRP employee's bi-weekly RSS amount for that pay period will be a blended amount based on the number of days worked in each of the two jobs during the bi-weekly pay period. Should an SRP employee terminate employment during their contracted work year, RSS payments will only be made for the bi-weekly pay periods for which the SRP employee is actively employed and being paid. RSS payments will not be made on accrued leave payouts at the time of an SRP's separation from employment.
5. SRP employees on unpaid leave shall have their RSS payment adjusted in the same manner as all other forms of compensation provided by the District.

Anticipation of Employee Ratification

In anticipation of employee ratification of the full ~~2024-2025~~2025-2026 collective bargaining agreement, the Board and Union agree to submit this memorandum for Board approval and processing consistent with the dates listed above. (Chart appears at the end of the document)

SRP to Teacher Program

The Board and the Union agree to continue the program to assist eligible SRP with monetary assistance for those enrolled as degree seeking students in a college of education to become certified classroom teachers in Pasco County Schools.

SRP must be employed with the District School Board of Pasco County (District) for at least one consecutive year to qualify for the program. The SRP must be seeking a Bachelor's degree in education and upon completion of the degree, make a commitment to teach in the District for a minimum of two years if/when offered employment.

A maximum of two courses and/or six credit hours per semester are eligible for financial assistance, with a maximum of eighteen credit hours reimbursable each fiscal year. Books are eligible for reimbursement with an itemized receipt and the syllabus showing the book(s) are required for the course. All courses reimbursed must be in the area of education, or documented prerequisites to education courses. Requests for reimbursement must be submitted no later than thirty days after the semester ends. The financial assistance for tuition is based upon the current state tuition rate.

When a SRP is completing their final internship at a Pasco County School as part of the SRP to Teacher Program, the SRP will be eligible to have their SRP salary and Board paid benefits paid by the District. If the eligible SRP utilizes the continuation of pay and health benefits during their final internship, final internship courses are not eligible for financial assistance. The Final Intern position is comparable to a teacher position and is exempt from overtime wages. SRP participating in this program will continue to use their accrued leave options as available if they are absent from work on a scheduled contracted day.

The Board and the Union agree to meet during the ~~2024-2025~~ 2025-2026 school year to discuss any issues or concerns that arise as a result of this memorandum.

The program will continue provided the funding sources are available. **(New Referendum chart appears at the end of the document)**

SRP's with Bachelor's Degree Serving as Professional Guest Teachers

In a continued effort to help address the critical shortage of qualified classroom teachers in Exceptional Student Education (ESE) classrooms, and in supplementation of the provisions contained in Article XI, Section A., Subsection 5., SRP who possess a Bachelor's Degree may express interest to their worksite supervisor to cover an instructional vacancy in a Professional Guest Teacher (PGT) capacity. Due to the District's critical needs in ESE classrooms, the PGT opportunity for the ~~2024-2025~~ 2025-2026 school year will be limited to those ESE classrooms in the areas of Autism Spectrum Disorders (ASD), Emotional Behavioral Disabilities (EBD), Intellectual Disabilities (IND), Varying Exceptionalities (VE), and Pre-K VE. SRP selected to cover in a PGT capacity will be compensated at the PGT rate of \$160.00 per day for the duration of the assignment. The SRP will be re-classified to an exempt employee while working as a PGT and will be returned to non-exempt status upon completion of their PGT assignment.

SRP who are qualified to work as a PGT, express interest, and are selected to cover an instructional vacancy in a PGT capacity, will be expected to fulfill the obligations of the classroom teacher including, but not limited to, grading, entering grades in myStudent, planning with their team, attending PLC's, duty assignments, and attending parent conferences. If, while in the position as a PGT, it is later deemed by the worksite supervisor that the SRP is not able to meet the expectations of a PGT, or should the assignment no longer be needed, the SRP may be removed from his/her role as a PGT and returned to the original position with the District. If the SRP realizes they are unable to satisfactorily perform the duties of the PGT, they can request and will be transitioned back to their original position. Further, the SRP will not receive any written performance documentation if they are unable to meet the additional duties associated with the PGT role.

The SRP will maintain all benefits associated with the original SRP position and shall retain their SRP continuous service date during the PGT assignment and upon return to their regular assignment at the conclusion of the PGT assignment. Should multiple SRP at a worksite express interest in a single PGT position, the provisions contained in Article VII, Sections C., Subsection 4, shall be used. This MOU will be in effect for the ~~2024-2025~~ 2025-2026 school year only.

In anticipation of ratification, the Board and Union agree to begin implementation of this MOU effective ~~August 5, 2024~~ August 20, 2025.

Relief Transportation Assistants

In an effort to further provide assistance to their employees in their mission of safely transporting students to and from school each day, the Transportation Department will continue to implement the Relief Transportation Assistant position ~~beginning~~which began in the 2024-2025 school year.

This position will act as a substitute bus assistant monitoring and supervising student bus riders, including working with exceptional students when necessary for coverage due to route vacancies or employee absences. In addition, Relief Transportation Assistants will be able to assist new bus drivers as they assimilate into their new role and also may be assigned to runs that have particular challenges that may need additional support. This ability to assist on routes with new bus drivers and/or to aid with student management needs will be greatly beneficial to both the operation of the department along with increasing the likelihood of better retention success.

Relief Transportation Assistants will receive a \$0.50 (50 cents) per hour supplement.

The Board and the Union agree to ~~begin~~ continue the implementation of this MOU ~~at the start of~~for the

~~2024-2025~~ ~~2025-2026~~ school year in anticipation of ratification, and to meet during the year to resolve any issues or concerns that may arise as a result of this memorandum.

This MOU expires at the end of the 2025-2026 school year.

FNS Safety Apparel

Food and Nutrition Services will continue their Program for the 2025-2026 and 2026-2027 ~~2024-2025~~ school years, regarding Safety Apparel.

Shirts

1. School-based FNS employees will receive five (5) shirts with the Zone logo for the 2025-2026 and 2026-2027 ~~2024-2025~~ school years.
2. Shirt colors will be determined by FNS.
3. School-based FNS employees must wear the issued shirts at least three (3) days per week on days designated by the FNS manager.

Safety Shoes

1. School-based FNS employees must wear safety shoes daily for work.
 - a. School-based safety shoes must have non-skid soles to prevent slips and falls.
 - b. No canvas, mesh or open-toed shoes are permitted.
 - c. Safety shoes may not be tattered or torn and must be appropriate for work.
2. Each employee will receive one \$45.00 (non-taxed) payment in one of their September paychecks (fall) and a second \$45.00 (non-taxed) payment in one of their February paychecks (winter) for the reimbursement for safety shoes for the 2025-2026 and 2026-2027 ~~2024-2025~~ school years. An employee is eligible for the fall shoe stipend if they have a start date prior to November 30, 2025, for the 2025-2026 school year or November 30, 2026, for the 2026-2027 school year 2024. Any employee with a start date or return to work date after November 30, 2025, for the 2025-2026 school year or November 30, 2026 for the 2026-2027 school year 2024 will only be eligible for the winter shoe stipend. Payments will be included as a separate line item on the FNS employee's paycheck. Employees may be required to show proof that the safety shoes purchased are non-skid. All FNS employees who receive the stipend(s) must remain employed with FNS for thirty (30) calendar days after receiving both the September payment and/or February payment. If any FNS employee leaves the department and/or District before the thirty (30) calendar days have elapsed in the fall and/or winter, they will be required to repay the stipend to FNS.

Responsibility

1. FNS will replace the shirts damaged in work-related incident(s).
2. The employee will replace the shirt if damaged outside of work.
3. It will be the employees' responsibility to keep the shirt and shoes clean and appropriate for work.
4. The District will purchase extra shirts so that the replacement cost to employees for shirts shall not exceed the District's cost.

The Board and the Union agree to begin implementation of this MOU in anticipation of ratification, and to meet during the year to resolve any issues or concerns that arise as a result of this memorandum.

Maintenance Department Shirt Program

Effective with the 2013-2014 school year, the Maintenance Department will issue all maintenance employees five (5) work shirts to promote a professional appearance and provide a safety feature of

allowing all Maintenance employees to be easily recognizable. All employees who worked during the 2024-2025 2023-2024 school year and have already been issued their five (5) work shirts will continue to wear those shirts unless they need to be replaced due to damage or normal wear. New maintenance employees will be issued five (5) work shirts.

Shirts

1. All Maintenance employees must wear the issued work shirts daily while at work.
2. The color and style of the work shirts will be determined by the Maintenance Department.
3. New employees may choose to have either five (5) short-sleeved shirts, five (5) long-sleeved shirts or beginning with the 2016-2017 school year, any combination of short-sleeved shirts and long-sleeved shirts totaling five (5) shirts.

Responsibility

1. Maintenance Department will replace shirts damaged in work-related incidents or normal wear with the employee's preferred sleeve length.
2. The employee will replace shirts damaged outside of work.
3. It will be the employee's responsibility to keep the shirt clean and appropriate for work.
4. The District will purchase extra shirts so that the replacement cost to employees for shirts shall not exceed the District's cost.

The Board and the Union agree to begin implementation of this MOU in anticipation of ratification, for the 2025-2026 and 2026-2027 school years, and to meet during the year to resolve any issues or concerns that may arise as a result of this memorandum.

ASEP/PLACE Discount for Designated Opportunity Network Schools

In recognition of the commitment and service provided by SRP employees assigned to designated Opportunity Network Schools, the District agrees to provide the same ASEP/PLACE discount (50% off standard before/after school programming offered by ASEP/PLACE during the student school year) that is offered to instructional staff members at designated schools. The employee must be the parent or legal guardian of the child(ren) participating in the ASEP/Place Program and must follow all registration procedures and provide documentation of eligibility upon request.

This MOU expires at the end of the 2025-2026 school year.

Salary Referendum Placement Schedule

New rate effective 11/1/2025.

Annual salary can be determined by multiplying the hourly amount to employee's contracted work schedule.

Example: 196 days & 7.5 hours with 5 Pasco years of service: $196 \times 7.5 \times \$1.70 = \$2,499.00$ annually.

Pasco Service Years	Salary Referendum Supplement	Pasco Service Years	Salary Referendum Supplement	\$ w/ Progression
0	\$1.15	0	\$1.00	\$0.15
1	\$1.25	1	\$1.10	\$0.25
2	\$1.35	2	\$1.20	\$0.25
3	\$1.45	3	\$1.30	\$0.25
4	\$1.55	4	\$1.40	\$0.25
5	\$1.70	5	\$1.50	\$0.30
6	\$1.80	6	\$1.60	\$0.30
7	\$1.90	7	\$1.70	\$0.30
8	\$2.00	8	\$1.80	\$0.30
9	\$2.15	9	\$1.90	\$0.35
10	\$2.25	10	\$2.00	\$0.35
11	\$2.35	11	\$2.10	\$0.35
12	\$2.45	12	\$2.20	\$0.35
13	\$2.60	13	\$2.30	\$0.40
14	\$2.70	14	\$2.40	\$0.40
15	\$2.80	15	\$2.50	\$0.40
16	\$2.90	16	\$2.60	\$0.40
17	\$3.00	17	\$2.70	\$0.40
18	\$3.15	18	\$2.80	\$0.45
19	\$3.25	19	\$2.90	\$0.45
20	\$3.35	20	\$3.00	\$0.45
21	\$3.50	21	\$3.10	\$0.50
22	\$3.60	22	\$3.20	\$0.50
23	\$3.70	23	\$3.30	\$0.50
24	\$3.80	24	\$3.40	\$0.50
25	\$4.00	25	\$3.50	\$0.60
26	\$4.10	26	\$3.60	\$0.60
27	\$4.20	27	\$3.70	\$0.60
28	\$4.35	28	\$3.80	\$0.65
29	\$4.45	29	\$3.90	\$0.65
30	\$4.65	30	\$4.10	\$0.75

Additional Salary Referendum Supplement (RSS), 2025-2026

Job Class	Group/BU	Position	Additional RSS	RSS Hourly/Annual
5197	SRP	Air Conditioning Chiller Mechanic	\$2.25	Hourly
5005	SRP	Air Conditioning Specialist	\$2.25	Hourly
5008	SRP	Bus Driver	\$1.00	Hourly
5004	SRP	HVAC Systems Control Technician	\$2.25	Hourly
4005 4014 4030	SRP	Instructional Assistant ESE	\$0.40	Hourly
5212	SRP	Maintenance Technician - Other Crews	\$1.75	Hourly
5212	SRP	Maintenance Technician - Water/Sewer, Plumbing, Electric Crew	\$2.00	Hourly
5091	SRP	Physical Education Field Technician	\$1.75	Hourly
5095	SRP	Relief Bus Driver	\$2.00	Hourly
5314	SRP	Relief Custodian	\$2.00	Hourly
5356	SRP	Relief Transportation Assistant	\$0.50	Hourly
5077	SRP	Vehicle Technician - Transportation	\$1.75	Hourly
5077	SRP	Vehicle Technician - Maintenance	\$1.75	Hourly
5114	SRP	Vehicle Technician Assistant	\$1.00	Hourly

SRP Placement Guidelines Job Titles and Pay Grades 2025-2026

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. 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
Administrative Assistant	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Air Conditioning Chiller Mechanic	PG11	15	1 for 1	\$ 19.92	\$ 22.90	Maintenance RSS: \$2.25/hr.
Air Conditioning Specialist	PG05	15	1 for 1	\$ 17.18	\$ 19.75	Maintenance RSS: \$2.25/hr.
Behavior Assistant	PG02	15	1 for 1	\$ 15.95	\$ 18.33	
Benefits Associate	PG04	15	1 for 1	\$ 15.95	\$ 18.33	
Benefits Representative	PG02	15	1 for 1	\$ 15.95	\$ 18.33	
Bookkeeper Secretary	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Bus Driver	PG03	10	1 for 2	\$ 16.35	\$ 17.89	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	\$ 15.95	\$ 18.33	
Classroom Assistant	PG01	1	Level 1	\$ 15.56	\$ 15.56	
Clinic Assistant	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Clinic Assistant (LPN)	PG07	10	1 for 2	\$ 18.05	\$ 19.74	
Construction Finance Assistant	PG01	15	1 for 1	\$ 15.56	\$ 17.90	
Courier	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Culinary Assistant	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Custodian	PG01	10	1 for 2	\$ 15.56	\$ 17.03	\$0.20/hour for Certified Custodian certification <u>or</u> \$0.40/hour for Master Custodian certification
Customer Service Associate	PG01	15	1 for 1	\$ 15.56	\$ 17.90	
Data Entry Operator	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Department of Juvenile Justice Program Specialist	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Distribution and Materials Handler	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Driver, Non-CDL	PG03	10	1 for 2	\$ 16.35	\$ 17.89	
Early Head Start Caregiver	PG02	10	1 for 1	\$ 15.95	\$ 17.44	
Enrollment Technician	PG03	15	1 for 1	\$ 16.35	\$ 18.80	
Extended Learning Tutor	PG04	15	1 for 1	\$ 16.35	\$ 18.80	
Facility Service Worker	PG02	15	1 for 1	\$ 15.95	\$ 18.33	\$0.20/hour for Certified Custodian certification <u>or</u> \$0.40/hour for Master Custodian certification
Family Services Worker	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Finance Assistant	PG01	15	1 for 1	\$ 15.56	\$ 17.90	
Financial Aid Assistant	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Food and Nutrition Services Assistant	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Food and Nutrition Services Assistant, Relief	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Food and Nutrition Services Associate	PG02	15	1 for 1	\$ 15.95	\$ 18.33	
Food and Nutrition Services Production Assistant	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Food and Nutrition Services Production Assistant, Relief	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Food and Nutrition Services Production Coordinator	PG04	15	1 for 1	\$ 16.76	\$ 19.27	
Food and Nutrition Services Vending Technician	PG04	15	1 for 1	\$ 16.76	\$ 19.27	
Group Leader	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Help Desk Technician	PG03	15	1 for 1	\$ 16.35	\$ 18.80	
Home Services Worker	PG02	15	1 for 1	\$ 15.95	\$ 18.33	
HVAC Systems Control Technician	PG11	15	1 for 1	\$ 19.92	\$ 22.90	Maintenance RSS: \$2.25/hr.
Instructional Assistant/Bus Driver	PG03	10	1 for 2	\$ 16.35	\$ 17.89	
Instructional Assistant: Basic	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Instructional Assistant: Deaf/Hard of Hearing (DHH)	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Instructional Assistant: Department of Juvenile Justice (DJJ)	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Instructional Assistant: English for Speakers of Other Languages (ESOL/Bilingual)	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Instructional Assistant: Exceptional Student Education	PG02	10	1 for 2	\$ 15.95	\$ 17.44	RSS: \$0.40/hr.
Instructional Assistant: Instructional Learning Systems (ILS)	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Instructional Assistant: Kindergarten	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Instructional Assistant: Physical Education (PE)	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Instructional Assistant: Pre-Kindergarten	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Instructional Assistant: Special Adult Education Programs	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Instructional Assistant for Student Services	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Interpreter for the Deaf and Hard of Hearing	PG10	10	1 for 2	\$ 19.43	\$ 21.25	
Interpreter for the Deaf and Hard of Hearing (EIPA 3.3 or greater)	PG10	10	1 for 2	\$ 19.43	\$ 21.25	\$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	\$ 15.56	\$ 17.90	
Licensed Practical Nurse	PG07	10	1 for 2	\$ 18.05	\$ 19.74	
Lunchroom Monitor	PG01	1	Level 1	\$ 15.56	\$ 15.56	
Maintenance Technician	PG02	15	1 for 1	\$ 15.95	\$ 18.33	Maintenance RSS - Water/Sewer, Plumbing, Electric Crew: \$2.00/hr. Maintenance RSS - Other Crews: \$1.75/hr.
Network Technician	PG03	15	1 for 1	\$ 16.35	\$ 18.80	
Occupational Therapy Assistant	PG14	15	1 for 1	\$ 21.45	\$ 24.65	
Office Assistant	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Onboarding Representative	PG02	15	1 for 1	\$ 15.95	\$ 18.33	
Paraprofessional (Basic)	PG03	10	1 for 2	\$ 15.56	\$ 17.03	
Paraprofessional (Cytosis)	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Paraprofessional (ESL)	PG03	10	1 for 2	\$ 15.56	\$ 17.03	
Paraprofessional (Kindergarten)	PG03	10	1 for 2	\$ 15.56	\$ 17.03	
Paraprofessional (Special Services)	PG03	10	1 for 2	\$ 15.56	\$ 17.03	
Paraprofessional (Translating/Interpreting)	PG03	10	1 for 2	\$ 15.56	\$ 17.03	
Parent Involvement Assistant	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Payroll Representative	PG02	15	1 for 1	\$ 15.95	\$ 18.33	
Physical Education Field Technician	PG02	15	1 for 1	\$ 15.95	\$ 18.33	Maintenance RSS: \$1.75/hr.
Physical Therapy Assistant	PG14	15	1 for 1	\$ 21.45	\$ 24.65	
Property Control Assistant	PG01	15	1 for 1	\$ 15.56	\$ 17.90	
Public Records Specialist	PG07	15	1 for 1	\$ 18.05	\$ 20.75	
Records Management Technician	PG03	10	1 for 2	\$ 16.35	\$ 17.89	
Relief Bus Driver	PG04	10	1 for 2	\$ 16.76	\$ 18.33	Extracurricular trip rate: \$20.00/hr. Driver Trainer rate: \$19.39/hr. Transportation RSS: \$2.00/hr.
Relief Custodian	PG02	10	1 for 2	\$ 15.95	\$ 17.44	\$0.20/hour for Certified Custodian certification <u>or</u> \$0.40/hour for Master Custodian certification Maintenance RSS: \$2.00/hr.
Relief Transportation Assistant	PG01	10	1 for 2	\$ 15.56	\$ 17.03	Transportation RSS: \$0.50/hr.
Resource Management Associate	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Senior Finance Assistant	PG02	15	1 for 1	\$ 15.95	\$ 18.33	
Senior Food and Nutrition Services Associate	PG04	15	1 for 1	\$ 16.76	\$ 19.27	
Senior Testing Assistant	PG02	15	1 for 1	\$ 15.95	\$ 18.33	
Social Educator	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Student System Data Entry Operator	PG02	10	1 for 2	\$ 15.95	\$ 17.44	
Technology Services Technician	PG03	15	1 for 1	\$ 16.35	\$ 18.80	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	PG03	10	1 for 2	\$ 15.56	\$ 17.03	
Transportation Assistant	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Transportation Communications Technician	PG02	15	1 for 1	\$ 15.95	\$ 18.33	Transportation Mechanic Tool Allowance: \$500/yr.
Transportation Customer Svc Rep	PG01	10	1 for 2	\$ 15.56	\$ 17.03	
Vehicle Technician - Transportation	PG08	15	1 for 1	\$ 18.50	\$ 21.27	Transportation Vehicle Tech Tool Allowance: \$500/yr. Transportation RSS: \$1.75/hr.
Vehicle Technician - Maintenance	PG08	15	1 for 1	\$ 18.50	\$ 21.27	Maintenance Vehicle Tech Tool Allowance: \$500/yr. Maintenance RSS: \$1.75/hr.
Vehicle Technician Assistant	PG03	10	1 for 2	\$ 16.35	\$ 17.89	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 (HR) 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 HR.

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

SRP Placement Schedule

2025-2026

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	RANGE	
																	Minimum	Maximum
PG15	21.99	22.21	22.43	22.65	22.88	23.11	23.34	23.57	23.81	24.05	24.29	24.53	24.78	25.03	25.28	PG15	21.99	39.58
PG14	21.45	21.66	21.88	22.10	22.32	22.54	22.77	23.00	23.23	23.46	23.69	23.93	24.17	24.41	24.65	PG14	21.45	38.61
PG13	20.93	21.14	21.35	21.56	21.78	22.00	22.22	22.44	22.66	22.89	23.12	23.35	23.58	23.82	24.06	PG13	20.93	37.67
PG12	20.42	20.62	20.83	21.04	21.25	21.46	21.67	21.89	22.11	22.33	22.55	22.78	23.01	23.24	23.47	PG12	20.42	36.76
PG11	19.92	20.12	20.32	20.52	20.73	20.94	21.15	21.36	21.57	21.79	22.01	22.23	22.45	22.67	22.90	PG11	19.92	35.86
PG10	19.43	19.62	19.82	20.02	20.22	20.42	20.62	20.83	21.04	21.25	21.46	21.67	21.89	22.11	22.33	PG10	19.43	34.97
PG09	18.96	19.15	19.34	19.53	19.73	19.93	20.13	20.33	20.53	20.74	20.95	21.16	21.37	21.58	21.80	PG09	18.96	34.13
PG08	18.50	18.69	18.88	19.07	19.26	19.45	19.64	19.84	20.04	20.24	20.44	20.64	20.85	21.06	21.27	PG08	18.50	33.30
PG07	18.05	18.23	18.41	18.59	18.78	18.97	19.16	19.35	19.54	19.74	19.94	20.14	20.34	20.54	20.75	PG07	18.05	32.49
PG06	17.61	17.79	17.97	18.15	18.33	18.51	18.70	18.89	19.08	19.27	19.46	19.65	19.85	20.05	20.25	PG06	17.61	31.70
PG05	17.18	17.35	17.52	17.70	17.88	18.06	18.24	18.42	18.60	18.79	18.98	19.17	19.36	19.55	19.75	PG05	17.18	30.92
PG04	16.76	16.93	17.10	17.27	17.44	17.61	17.79	17.97	18.15	18.33	18.51	18.70	18.89	19.08	19.27	PG04	16.76	30.17
PG03	16.35	16.51	16.68	16.85	17.02	17.19	17.36	17.53	17.71	17.89	18.07	18.25	18.43	18.61	18.80	PG03	16.35	29.43
PG02	15.95	16.11	16.27	16.43	16.59	16.76	16.93	17.10	17.27	17.44	17.61	17.79	17.97	18.15	18.33	PG02	15.95	28.71
PG01	15.56	15.72	15.88	16.04	16.20	16.36	16.52	16.69	16.86	17.03	17.20	17.37	17.54	17.72	17.90	PG01	15.56	28.02

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 11/1/2025

The 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 employees' contracted work schedule.