

**BOARD PROPOSAL**  
**ARTICLE X - SALARY AND TEACHER WELFARE**  
**August 28, 2024**

**SECTION A - Salary Schedule and Remunerations**

1. Same
2. The placement schedule contained in Addendum A will be used to establish the starting salary for teachers hired on or after July 1, 2024.
3. Same
4. ~~Mileage shall be reimbursed at the standard rate established by the District School Board of Pasco County but shall not be at a lesser rate than allowed by the State Department of Education rules and regulations in effect at the time the mileage was accrued. Employees shall be reimbursed for the use of a privately owned vehicle for official travel at the Internal Revenue Service's published business mileage rate in effect at the start of the District's fiscal year on July 1st.~~  
Employees shall be reimbursed for the use of a privately owned vehicle for official travel at the Internal Revenue Service's published business mileage rate in effect at the start of the District's fiscal year on July 1st.
- 5-8. Same

**SECTION B - Fringe Benefits**

1. Health Insurance
  - a. The Board agrees to contribute ~~\$8,700~~ \$7,812.50 per eligible employee toward the cost of the benefits package for the ~~2024~~ 2023 insurance plan year.
    - i. Same
    - ii. Same
  - b. through f. - Same
2. Retirement - Same

**SECTION C – Payroll Deduction for Additional Benefits - Same**

**SECTION D – Early Retirement Monthly Benefit**

- ~~1. Effective January 1, 1997, the Board shall provide a retirement benefit for all instructional bargaining unit members. To qualify for an early retirement benefit prior to June 30, 2018, the instructional bargaining unit member must meet the following criteria:
  - a. be 50 years of age or older at the time of retirement;
  - b. have 25 or more years of creditable FRS service;
  - c. employed on or before June 30, 2001 and who have reached Step 13 on the teacher salary schedule, or whose number of years of experience in the Pasco school district is equal to the number of years of service on Step 13 of the teacher salary schedule, or teachers hired on or after July 1, 2001 who have twelve (12) years of Pasco service, the last ten (10) of which must be Pasco continuous service; and
  - d. have retired under the Florida Retirement System (FRS) Defined Benefit Plan (Pension Plan) or who retires with any vested benefit in the Defined Benefit Plan (Pension Plan).
  - e. Effective July 1, 2001, those instructional bargaining unit members who meet the above criteria will be eligible to receive the early retirement benefit in accordance with the following:
  - f. A member who is at least fifty (50) years of age but less than fifty five (55) years of age at the time of early retirement will receive an amount equal to thirty five percent (35%) of the unreduced FRS retirement benefit.~~

~~The unreduced FRS retirement benefit is calculated using the premise of the member being sixty-two (62) years of age at the time of retirement.~~

- ~~g. A member who is at least fifty-five (55) years of age but less than sixty-two (62) years of age at the time of early retirement will receive an amount equal to one hundred percent (100%) of the difference between the unreduced FRS benefit and the reduced FRS early retirement benefit.~~
  - ~~h. At the time of early retirement, if the early retirement monthly benefit has a single sum value (present value) of less than five thousand dollars (\$5,000) as of the date the early retirement monthly benefit is first effective, then the Board will provide a one-time lump sum payment equal to the single sum value (present value) of the early retirement monthly benefit.~~
  - ~~i. In lieu of the above, for any employee meeting the above eligibility criteria and who has out-of-state service, or any other qualifying service, and is eligible to purchase such service according to FRS rules and regulations, the district may purchase such service if the purchase of such service would total 30 years and entitle the employee to full retirement under FRS. It is clearly understood that the Board shall provide the monthly benefit or out-of-state service or any other qualifying service whichever is more economical for the Board.~~
- ~~2. This provision shall not prohibit the Board from paying additional retirement bonuses provided for in this Agreement or future bonuses agreed to by the Board and the Union.~~
  - ~~3. No employee shall be required by the Board to take advantage of the provisions of this article.~~
  - ~~4. If an employee chooses one of these aforementioned early retirement options, the Board will have no further obligation toward his/her retirement benefits.~~
  - ~~5. A teacher who selects one of these aforementioned early retirement options is required to retire from the Florida Retirement System (FRS) and terminate his/her employment with the district. Therefore, such teacher is not eligible to participate in the Deferred Retirement Option Program (DROP) as the DROP requires a teacher to retire from the FRS yet continue to work within the district.~~
  6. Effective June 30, 2018, no instructional employee or retiree will be permitted to begin receiving an early retirement benefit under this section. Any instructional employee or retiree already receiving a benefit under this section will continue to receive any benefit to which he/she is entitled.

#### **SECTION E – Deferred Retirement Option Program (DROP) - Same**

#### **SECTION F – Retiree Healthcare Premium –**

1-3. Same

4. Any employee hired or rehired on or after January 1, 2014, will not be eligible for the benefits provided for in this section. Any employee hired prior to January 1, 2014, will continue to be eligible for the benefits provided for in this section.

#### **SECTION G – Meritorious Attendance Incentive Pay –**

1. a – e Same

- f. During and after the twentieth (20<sup>th</sup>) year of service in the Pasco school district, the daily rate of pay multiplied by 100 percent (100%) times the number of days (100 percent) of accumulated sick leave credited with the District School Board of Pasco County.

g-h. Same

#### **SECTION H – Group Medical Benefits Recovery Incentive Program (Indemnity – PPO and HMO Programs) – Same**

#### **SECTION I – Employee Assistance Program (EAP) – Same**

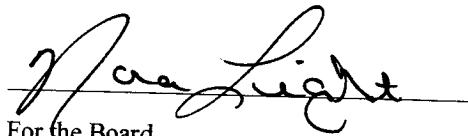
#### **SECTION J - School Choice Preference Employee Request**

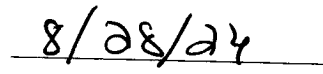
Preference shall be given to the child(ren) of an employee (i.e., any child in his/her custodial care) to attend school at the employee's assigned worksite, or within the feeder pattern, unless the following prevents granting the request:

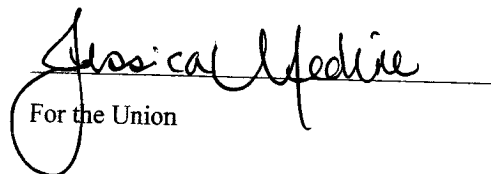
- a. The appropriate educational program does not exist at that site, or
- b. Other extenuating circumstances (i.e., expulsion, serious disciplinary infractions, class size requirements, etc.) exist that may be cause for the child(ren)'s nonattendance.

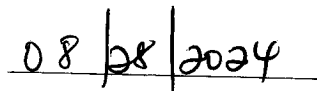
The employee may appeal any denied request to the Office for ~~Teaching~~ Leading and Learning, or designee. The decision of the appeal shall be final.

**END OF ARTICLE X**

  
For the Board

  
Date

  
For the Union

  
Date