

UNION COUNTER ECONOMIC 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 to provide an additional ~~1.75%~~ 2.75% increase (for a total increase of ~~3.0%~~ 4.0%) 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 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

Date

For the Union

Date