

**SCHOOL RELATED PERSONNEL ECONOMIC PROPOSAL
2015-2016**

School Related Personnel Economic Proposal 2015-2016

Recognizing the important role that SRP play in the operation of the school district, the Superintendent, Board, and Union prioritized the providing of salary increases for SRP for the 2015-2016 school year as follows:

1. Salaries

~~\$1,723,711~~ \$2,847,332 will be provided to ~~improve for~~ SRP compensation as follows:

- I. ~~\$1,565,363~~ \$653,789 a salary increase of approximately three percent of the SRP's base salary, ~~exclusive of all supplements~~ to provide step increases to those eligible for a year of service credit for the 2014-2015 school year.
- II. \$2,193,543 to ensure all eligible SRP receive a minimum increase of 3% over their current hourly base rate of pay. No steps shall be reduced to achieve this targeted percentage.
- III. An additional ~~\$158,348.00~~ \$468,852 will be provided for the following:
 - A. \$29,400 to provide an additional \$1.50 per hour to Custodians designated as Relief Custodian allocated from Maintenance and Facilities Services providing relief custodial services at schools.
 - B. ~~\$24,377~~ \$36,565 to provide ~~up to an additional four (4)~~ six (6) hours paid at a Bus Driver's hourly rate of pay within ~~two~~ four (4) weeks following the last student day to clean his/her bus if required and approved by Transportation administration.
 - C. \$70,358 to provide an additional \$0.75 per hour to Clinic Assistants on Salary Schedule 10B and Occupational Therapist Assistants and Physical Therapist Assistants.
 - D. ~~\$1,960 to move the Maintenance IAA for the Air Conditioning Shop from Salary Schedule 13B to 23B.~~
 - E. \$234,529 to provide Bus Drivers an additional 15 minutes per day pay as "report and leave" time to ensure proper pre and post-tripping of their buses.
 - F. \$98,000 (est.) - Longevity and Service Factor payments established prior to the 2015-2016 school year will continue to be paid at the rates and levels at which they were established. The new longevity payment of 20cents/hour, established in the 2014-2015 school year, will continue current and newly eligible SRP.
 - G. Upon ratification, SRP providing instruction for an absent teacher shall be paid his/her regular hourly rate plus a \$2.00 per hour differential or the regular substitute rate of pay whichever is greater, in increments of fifteen (15) minutes or more, rounded to the nearest fifteen (15) minute interval, for the period of time in which he or she provides instruction. Administrator pre-approval is required for this additional compensation to be paid.
- IV. The parties will meet to discuss movement towards the creation of SRP Salary Ranges and eliminate the usage of salary schedules now in existence. The discussion will take place in the SRP Compensation Committee with the goal of moving to these Salary Ranges at the start of the 2016-2017 school year. After the application of the salary increases specified above, all SRP will be placed on a SRP salary range based on their individual compensation amounts.
- V. All supplements and differentials will continue to be paid at 2014-2015 rates except as provided in this proposal.
- VI. Should there be any deviations during implementation, the Board and the Union are authorized to correct these deviations. In addition, should the District's budgetary status improve during

the 2015-2016 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

2. Fingerprint Retention Fees

The Board will continue to pay the fingerprint retention fee for SRP, estimated to be \$29,500 for the 2015-2016 school year.

3. Fringe Benefits

The Board agrees to contribute the specific amount identified by the 2015 actuarial analysis for the District's health insurance program toward the cost of the health insurance benefits package for the 2016 insurance plan year. The amount of this Board contribution will be at the level needed for the plan design approved by the District Insurance Committee for the 2016 insurance plan year, while maintaining the 2015 employee contribution levels for the employee coverage contribution.

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. In order to balance the insurance budget, the District Insurance Committee agreed that effective January 1, 2014, the annual \$150 per employee flexible benefit would be replaced with an annual health risk assessment incentive of up to \$250 per employee.

Should there be any funds 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 benefit package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, such funds will be placed in the insurance reserve/surplus account and applied towards the costs for the 2017 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 2016 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 2012-2013 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

Date

For the Union

Date

USEP COUNTER PROPOSAL #1

July 27, 2015

ARTICLE XI -- SALARY AND SCHOOL RELATED PERSONNEL WELFARE

SECTION A - Salary Schedule and Remunerations

1. The regular salary schedules, attached as Addendum A, shall be adhered to for all SRP for the ~~2014-2015~~ 2015-2016 school year.
2. Placement on the salary-schedules, entitled Addendum A, shall follow the rules attached to and included in the schedules.
3. Same.
4. Same.
5. Upon ratification, SRP providing instruction substituting for a teacher shall be paid his/her regular hourly rate plus a \$2.00 per hour differential or the regular substitute rate of pay, whichever is greater, in increments of fifteen (15) minutes or more, rounded to the nearest fifteen (15) minute interval, for the period of time in which he or she provides instruction. Administrator pre-approval is required for this additional compensation to be paid.
6. Same.
7. Same.
8. Same.
9. Same.
10. Same.
11. Same.

SECTION B - Fringe Benefits

1. The Board agrees to contribute the specific amount identified by the 2015 actuarial analysis for the District's health insurance program at an annual rate of no more than \$6,255.44 toward the cost of the health insurance benefits package for the 2015 2016 insurance plan year. The amount of this Board contribution will be at the level needed for the plan design approved by the District Insurance Committee for the 2016 insurance plan year, while maintaining the 2015 employee contribution levels for the employee coverage contribution.
 - a. Same
 - b. Same
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 Incentive Program (Indemnity-PPO and HMO Programs) - Same.

SECTION I - Education Supplemental Pay Plan – Same.
SECTION J – Employee Assistance Program (EAP) – Same.
END OF ARTICLE XI

For the Board

Date

For the Union

Date

USEP COUNTER PROPOSAL #1

July 27, 2015

ADDENDUM A -- RULES GOVERNING THE SALARY SCHEDULE

1. All SRP shall be paid according to their job title, salary schedule, and the rules governing that schedule.
2. Same.
3. In order to receive credit for a year of Pasco continuous service, a SRP must be in paid duty status one day more than one-half (1/2) of his/her work year. However, in the event a SRP is reassigned or promoted, credit will be given if that person would have received credit in either position. A SRP who receives credit for a year of Pasco continuous service will advance one (1) step on the salary schedule.
4. Pay dates for the ~~2014-2015~~ 2015-2016 school year and the number of paychecks will be negotiated during the ~~2014-2015~~ 2015-2016 negotiations providing that when any regular pay date falls on a nonworkday or during any holiday period, paychecks shall be issued on the last working day preceding said nonworkday or holiday period.
5. Same.
6. Upon Union request, step increases for the ~~2014-2015~~ 2016-2017 school year shall be withheld to allow restructuring of the salary schedules.
7. Same.
8. A SRP who works in an optional program after school, on weekends, or other additional days shall continue to be paid in accordance with the salary schedule applicable to the position worked.
- 9 through 10. – Same.

Service Factor

1. To be eligible to receive the Service Factor, a SRP must have earned at least one year's credit of Pasco continuous service since arriving at the step that is paid the highest rate of his/her salary schedule.
2. Longevity and Service Factor payments established prior to the ~~2015-2016~~ 2014-2015 school year will continue to be paid at the rates and levels at which they were established. Effective with the 2014-2015 school year, eligible SRP will receive an additional twenty cents (\$0.20) per hour.
3. Employees who were eligible to receive the Service Factor and Longevity payments as of the 2007-2008 school year will continue to be paid at the 2007-2008 rates and levels. From the 2008-2009 to 2013-2014 school year, no additional Service Factor or Longevity payments were awarded. In the 2013-2014 school year, an additional step was added in lieu of Service Factor or Longevity payments. In years where no Longevity or Service Factor payments were awarded, SRP were entitled to a year of service credit but were not entitled to the incremental increase in Service Factor compensation for that year of service credit.
4. The 2007-2008 Service Factor hourly rate is equal to nine cents (\$0.09) times the number of years of Pasco District employment through the 2006-2007 school year. The total annual amount is calculated by multiplying the hourly rate times the current number of hours worked daily times the current length of the individual SRP's work year. This amount will continue to be spread equally over the SRP's pay dates so long as there is no break in service.
5. SRP eligible for the 2007-2008 Service Factor will continue to receive an additional eighty cents (\$.80) per hour for Longevity so long as there is no break in service.

END OF ADDENDUM A

For the Board

Date

For the Union

Date

Article VII – Working Conditions

Section I - Work Day/Work Year

1. SAME

2. SAME

3. No SRP shall be required to work beyond the normal workday without additional pay. SRP who are required to work beyond the normal workday will be given adequate advance notice of such work. When overtime is necessary, a SRP who is not an exempt employee within the meaning of the Fair Labor Standards Act who works such overtime shall be paid at a rate of one and one-half (1 ½) times his/her regular hourly rate for each hour in excess of forty (40) hours per week. With mutual agreement, compensatory time-off may be substituted for overtime pay provided such compensatory time can be granted prior to the end of the SRP's workweek.

4. SAME

5. Subject to the following conditions, a Bus Driver shall be guaranteed six (6) hours, fifteen (15) minutes of work per day during the regular work year including forty (40) minutes for the completion of paperwork and the cleaning and fueling of his/her assigned bus, and fifteen (15) minutes each day, starting with the actual "report time" to allow for proper pre-tripping and other necessary tasks required of drivers. This fifteen (15) minutes will be recorded as 10 minutes in the morning and 5 minutes in the afternoon prior to departure:

a) guarantee will be calculated on a biweekly pay period basis;

b) the driver will be given the opportunity to work the difference in hours provided by his/her route and the guaranteed minimum hours by either (1) working additional daily driving assignments, (2) driving extracurricular trips, or (3) cleaning spare buses; in the event a driver is unwilling or unable to work the difference in hours, he/she will be paid for the time worked, not the time guaranteed;

c) when there is an open route at or above the guaranteed minimum hours, if a driver currently driving a route that is ~~shorter than the~~ guaranteed minimum is offered the route and refuses it, he/she shall no longer be guaranteed minimum hours for that school year;

d) route selection for the regular school year will occur seven (7) calendar days prior to the first student day.

6. SAME

7. SAME

8. A change in working hours, along with the reason, will be announced to affected SRP as soon as it has been determined, but not less than 10 days.

9. SAME

10. SAME

11. End-of-Year Bus Cleaning – bus drivers required to wash, inspect and generally ensure their respective buses are prepared for future use will be paid for six (6) hours to accomplish this task.

For the Board

Date

For the Union

Date