



It's All IN the BARGAIN!



Be INvested! Be INformed! Be INvolved!

September 22, 2016

EEA Ratification Information

Thank you for participating in this ratification. As you may recall we ratified the changes to the insurance earlier but it did not pass both units. Therefore, we returned to the table and reached an agreement on salaries as well as the insurance and therefore must hold another ratification vote. Below is a summary of the changes.

- The agreement calls for a 1% salary increase for all teachers plus a \$200 increase for all teachers with an Effective of Highly Effective evaluation last year. This \$200 is not a bonus but an increase in your annual salary.
- The increase is retroactive to July 1, 2016.
- New Supplement for an Assistant Coach for Lacrosse
- New Supplement for an Assistant Coach for Middle School Volleyball.
- Previously we reported that there had been an agreement on the insurance changes. EEA then ratified those changes but Escambia ESP voted no to the changes. It is the recommendation of your union representatives that the insurance changes be implemented as previously presented.



Escambia County School District

2017 Monthly Funding Rates, ECSD Subsidy, and Employee/Retiree/LOA/Cobra Premiums

Note: \$35 Monthly Wellness Bonus Can Be Earned For Completing Wellness Incentive Program

Instructional, Administrative, Professional, Retirees, LOA, Cobra (12-Pay/Deduction Periods)			
TIER	Total Rates	ECSD Subsidy	Emp/Ret/LOA &Cobra Premiums
H.S.A. PLAN:			
Employee Only	\$491.00	\$441.00	\$50.00
Employee+Spouse	\$1,031.00	\$789.00	\$242.00
Employee+Child(ren)	\$884.00	\$676.00	\$208.00
Employee+Family	\$1,474.00	\$1,128.00	\$346.00
Dual Spouse	\$1,031.00	\$931.00	\$100.00
Dual Spouse+Family	\$1,474.00	\$1,270.00	\$204.00
BASE HRA PLAN:			
Employee Only	\$531.00	\$431.00	\$100.00
Employee+Spouse	\$1,116.00	\$789.00	\$327.00
Employee+Child(ren)	\$956.00	\$676.00	\$280.00
Employee+Family	\$1,594.00	\$1,128.00	\$466.00
Dual Spouse	\$1,116.00	\$942.00	\$174.00
Dual Spouse+Family	\$1,594.00	\$1,306.00	\$288.00
\$500 HRA PLAN:			
Employee Only	\$584.00	\$434.00	\$150.00
Employee+Spouse	\$1,227.00	\$789.00	\$438.00
Employee+Child(ren)	\$1,051.00	\$676.00	\$375.00
Employee+Family	\$1,752.00	\$1,128.00	\$624.00
Dual Spouse	\$1,227.00	\$974.00	\$253.00
Dual Spouse+Family	\$1,752.00	\$1,327.00	\$425.00
In-Hospital Indemnity Plan			
Employee Only	\$0.50	\$0.50	\$0.00

Tentative Agreement
EEA and ECSD
September 15, 2016

APK 9/15/16
DJP 9/15/16
LHP 9/15/16

Changes to Master Contract Article XIV

NEW B: The Board will pay a minimum of 90% (rounded to the nearest dollar) of the monthly premium of the lowest cost single coverage plan. The wellness bonus is also an expense incurred by the District which increases the aforementioned percentage paid by the Board. The total contributions towards premiums and wellness incentives shall be maintained at 72% for the Board and 28% for employees paid to the Benefit Trust Fund. In the 2017 calendar year, should the participation in the Wellness Program exceed expectations, the additional cost shall be borne by the District.

Section 1, Paragraphs B – H shall be re-lettered C – I.

NEW E: In case an employee and spouse are both employed by the District, both in permanent full-time positions, the employees may each elect individual insurance coverage, or may elect to combine the Board's individual contributions to be applied to the cost of another tier of coverage (~~2-Board-0-Dependents Dual Spouse, 2-Board-1-Dependent, 2-Board Dual Spouse~~-Family Coverage). Any remaining balance necessary to fully fund the cost of these additional tiers and coverage shall be payroll deducted from the salary of the employee in whose name the coverage is registered.

NEW J: No change to first paragraph

1. The committee shall monitor the self-insurance employee benefits plans, review and develop proposals for changes, modifications and improvements to the plans, and submit all proposals or recommendations to the bargaining teams for changes no later than June 1 for negotiations. Such proposals shall include ~~a plan option for health insurance with a premium that shall be offset to zero cost with~~ a wellness incentive to the employee to be bargained in accordance with the rule set forth in Chapter 447 of Florida Statutes. All employees shall be eligible to participate in the wellness program, and upon completion shall be also eligible for the incentive. Both parties agree to meet once a month from January to June to negotiate insurance details. If no agreement has been reached by May 31, both parties agree to meet bi-weekly in June, July and August. At any point during the negotiations either party may declare impasse as defined in Chapter 447. If an agreement on a proposal is not reached by the bargaining teams by the second week after students return, the Employee Benefits Committee will develop a proposal to be voted on by the bargaining units. If approved by both bargaining units, the proposal will be considered ratified and then presented to the School Board for approval. Should the proposal fail to pass the matter shall be returned to the bargaining teams for further negotiations.
2. If at any time during the life of this agreement the employee Benefit Trust Fund excess reserves are projected to fall below a level(determined by an actuary) acceptable for state approval with the plan year, both parties agree that the Superintendent will immediately convene the Employee Benefits Committee to make recommendations that will ensure the appropriate financial stability of the plans regardless of the date. Such recommendations shall be negotiated in accordance with the rules set forth in Chapter 447 of Florida Statutes.

Kunde Flitt 9/15/16
Donna Harper 9/15/16
Kelsey King 9/15/16
Tentative Agreement
9/15/2016

Monetary Increase (Retro to July 1, 2016)

Union for Educational Support Personnel

- 1.30 % salary increase for all educational support personnel

Escambia Education Association

- 1.00 % salary increase for all instructional personnel
- \$200.00 performance pay for all instructional personnel with Effective or Highly Effective Ratings

Contract Language Agreement

- Agree to postpone the opening of the Educational Support Employees' Full Book until August of 2017. All language will stay as written in the contract for this school year and until negotiations are settled next year.

Supplements:

Add Assistant Coach to supplement schedule for High School Lacrosse

Add Assistant Coach/J.V. to supplement schedule for Middle School Volleyball

Health Insurance:

(Scenario 9 from the committee)

1. Plan Design Changes

a) Increase the out-of-pocket maximums for all plans an additional \$250 for single coverage and \$500 for family coverage, and b) Adjust prescription co-pays in the Base HRA to \$15/\$40/\$100 and in the HRA \$500 to \$12/\$35/\$75. We believe the changes to the out-of-pocket maximums affect relatively few individuals, as the majority of employees do not reach these levels. We believe the changes to prescription co-pays are necessary to encourage employees become more consumer-driven when making prescription drug choices.

2. Premium Schedules

B. Premium Schedule 2 (Scenario 9), which contains the following attributes:

- Maintains contribution levels at 72% for the District and 28% for employees
- Moves away from a defined contribution model
- Eliminates a "free" coverage option for employees
- Increases premiums on single tiers from \$10-\$20 per month

YAP 9/15/16
DJA 9/15/16
RJK 9/15/16

- Results in lower increases on other tiers than Premium Schedule 1
- Begins to address the dual-spouse premium concern

3. Dual Spouse Premiums

We have begun the process of addressing the disparity of the employee portion of the dual spouse premiums. The consultant initially provided us with premium schedules which addressed the issue almost in its entirety. These schedules resulted in employee premium increases of up to \$246 per month for dual spouse family coverage. Recognizing the hardship this may create, we asked the consultant to scale back the increases to 75% of what was initially presented. The attached schedules include the scaled-back premiums. We do not feel this compromises our effort to normalize the premiums. Our goal for the coming year is to develop a methodology for determining the premium levels, and implement any remaining necessary adjustments during our negotiations for recommendations for the 2018 year.

4. Overhead and Wellness Incentive Funding

The consultant has informed us that our premiums cannot be designed to generate revenue sufficient to offset costs related to overhead and the wellness incentives. These costs must be funded separately. You will note that each premium schedule includes \$1.19 million in additional funding at the bottom of the schedule. This amount is included in the overall District contribution of 72% of total funding. As this amount will not be funded by the District through the premium schedule, we recommend this amount be funded by the District through the trust, with expenses paid from the trust and the corresponding revenue transferred into the trust, preferably monthly based on actual costs, or in some other manner most convenient to the Finance Department.

Wellness Program and Incentive:

- No changes to the requirements for qualification.
- Qualification steps for incentive payments to begin January 2017 be completed by September 30, 2016.
- Implement quarterly qualification, with a one quarter delay, be available to those that fail to qualify by the September 30, 2016 deadline (i.e. If an employee qualifies in February 2017 [first quarter], then the monthly incentive payments would begin in July 2017 [third quarter]).
- Wellness incentive total amount of \$35 per month (\$420 per year).
- The continuation of monthly payments.

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 INSTRUCTIONAL SUPPLEMENTS SCHEDULE
 2016-2017 FISCAL YEAR

Keely Kuest 9/15/16
Donna Harper 9/15/14

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

CO-CURRICULAR

Curriculum Coordinator	AUG	JUN	0.0651	2,396	0.0674	2,481
Administrative Dean						
High School	AUG	JUN	0.0860	3,166	0.0883	3,250
Middle School	AUG	JUN	0.0860	3,166	0.0883	3,250
Educational Specialist	AUG	JUN	0.0768	2,827	0.0790	2,908
Staffing Specialist	JUL	JUN	0.0768	2,827	0.0790	2,908
Teacher On Special Assignment	JUL	JUN	0.0768	2,827	0.0790	2,908
School Social Worker	AUG	JUN	0.1023	3,766	0.1046	3,850
Teacher-In-Charge	AUG	JUN	0.0686	2,525	0.0709	2,610
Academic Honor Society	AUG	JUN	0.0337	1,240	0.0361	1,329
Academic Sponsors	AUG	JUN	0.0337	1,240	0.0361	1,329
Student Government	AUG	JUN	0.0337	1,240	0.0361	1,329
Agriculture Teacher						
Basic	JUL	JUN	0.0860	3,166	0.0883	3,250
Future Farmers of America	JUL	JUN	0.0604	2,223	0.0628	2,312
Learning Laboratory	JUL	JUN	0.0604	2,223	0.0628	2,312
Yearbook/Newspaper Sponsor						
High School	AUG	JUN	0.0523	1,925	0.0546	2,010
Middle School	AUG	JUN	0.0349	1,285	0.0372	1,369
Theatre Arts						
High School	AUG	JUN	0.0337	1,240	0.0361	1,329
Forensics						
High School	AUG	JUN	0.0337	1,240	0.0361	1,329
Speech/Drama						
Middle School	AUG	JUN	0.0314	1,156	0.0337	1,240

Notes:

- Faculty Leader supplements are determined by the number of instructional units at each cost center multiplied by \$100. Cost center dollar entitlement will be determined annually and will be based on instructional grids.
- Differentiated Pay supplements of \$1,000 will be paid to instructional staff with a final overall rating of effective or higher on the instructional appraisal at any school designated by the parties as critically low-performing.
- Wellness Coordinator - \$200.00 supplement to be paid at the end of the academic year once the coordinator has completed the required activities and paperwork. The paperwork should be turned into Risk Management.

Kelley Kosh 9/15/16
Debra Harper 9/15/16

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 INSTRUCTIONAL SUPPLEMENTS SCHEDULE
 2016-2017 FISCAL YEAR

SUPPLEMENT	10 MONTHS	11 MONTHS	12 MONTHS
RANK PAY			

Masters (In-Field)	2,500	2,750	3,000
Masters (Out-of-Field)	1,700	1,870	2,040
Specialist (In-Field)	3,100	3,410	3,720
Specialist (Out-of-Field)	2,600	2,860	3,120
Doctorate (In-Field)	3,600	3,960	4,320
Doctorate (Out-of-Field)	3,300	3,630	3,960

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 INSTRUCTIONAL SUPPLEMENTS SCHEDULE
 2016-2017 FISCAL YEAR

Kelly Hoop 9/15/16
Jessie Harper 9/15/16

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

ATHLETIC ACTIVITY

HIGH SCHOOL:

Athletic Director	JUL	JUN	0.1151	4,237	0.1279	4,708
Head Coach						
Baseball	JAN	MAY	0.1023	3,766	0.1046	3,850
Basketball (Boy's & Girl's)	NOV	FEB	0.1116	4,108	0.1163	4,281
Cross Country	AUG	OCT	0.0535	1,969	0.0558	2,054
Diving	AUG	NOV	0.0535	1,969	0.0558	2,054
Football	JUL	JUN	0.1593	5,864	0.1674	6,162
Lacrosse	JAN	MAY	0.1023	3,766	0.1046	3,850
Golf (Boy's & Girl's)	AUG	OCT	0.0535	1,969	0.0558	2,054
Soccer (Boy's & Girl's)	OCT	JAN	0.1023	3,766	0.1046	3,850
Softball	JAN	MAY	0.1023	3,766	0.1046	3,850
Swimming	AUG	OCT	0.0535	1,969	0.0558	2,054
Tennis	JAN	APR	0.0535	1,969	0.0558	2,054
Track (Boy's & Girl's)	JAN	APR	0.1023	3,766	0.1046	3,850
Volleyball	AUG	OCT	0.1023	3,766	0.1046	3,850
Weightlifting (Boy's)	JAN	APR	0.0535	1,969	0.0558	2,054
Weightlifting (Girl's)	NOV	FEB	0.0535	1,969	0.0558	2,054
Wrestling	NOV	FEB	0.0535	1,969	0.0558	2,054
Assistant Coach						
Baseball (J.V. & 9th)	JAN	MAY	0.0616	2,267	0.0628	2,312
Basketball (J.V. Boy's & Girl's; 9th Boy's & Girl's)	NOV	FEB	0.0779	2,867	0.0814	2,996
Football - Fall	AUG	NOV	0.0651	2,396	0.0675	2,485
Football - Spring	MAY	JUN	0.0407	1,498	0.0419	1,542
Lacrosse	JAN	MAY	0.0616	2,267	0.0628	2,312
Soccer (J.V. Boy's & Girl's)	OCT	JAN	0.0616	2,267	0.0628	2,312
Softball (J.V. & 9th)	JAN	MAY	0.0616	2,267	0.0628	2,312
Swimming	AUG	OCT	0.0454	1,671	0.0477	1,756
Track (Boy's & Girl's)	JAN	APR	0.0616	2,267	0.0628	2,312
Volleyball (J.V. & 9th)	AUG	OCT	0.0616	2,267	0.0628	2,312
Cheerleader Sponsor						
9th Grade	AUG	JUN	0.0454	1,671	0.0477	1,756
Junior Varsity	AUG	JUN	0.0454	1,671	0.0477	1,756
Varsity	AUG	JUN	0.0675	2,485	0.0698	2,569

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 INSTRUCTIONAL SUPPLEMENTS SCHEDULE
 2016-2017 FISCAL YEAR

Kelly Kloby 9/15/16
Donna Harper 9/15/16

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

MIDDLE SCHOOL:

Head Coach

Basketball	AUG	NOV	0.0535	1,969	0.0558	2,054
Football	AUG	NOV	0.0535	1,969	0.0558	2,054
Swimming	DEC	FEB	0.0535	1,969	0.0558	2,054
Track	MAR	MAY	0.0535	1,969	0.0558	2,054
Volleyball	DEC	FEB	0.0535	1,969	0.0558	2,054

Assistant Coach

Basketball	AUG	NOV	0.0454	1,671	0.0477	1,756
Swimming	DEC	FEB	0.0454	1,671	0.0477	1,756
Track	MAR	MAY	0.0454	1,671	0.0477	1,756
Volleyball	DEC	FEB	0.0454	1,671	0.0477	1,756

Cheerleader Sponsor

AUG	JUN	0.0395	1,454	0.0419	1,542
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MUSIC ACTIVITY

HIGH SCHOOL:

Band

Director	JUL	JUN	0.1256	4,623	0.1302	4,793
Assistant Director	JUL	JUN	0.0895	3,294	0.0918	3,379

Choral

Director	AUG	JUN	0.0895	3,294	0.0918	3,379
Assistant Director	AUG	JUN	0.0779	2,867	0.0802	2,952

Strings Director

AUG	JUN	0.1035	3,810	0.1070	3,939
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MIDDLE SCHOOL:

Band Director

AUG	JUN	0.0779	2,867	0.0814	2,996
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Choral Director

AUG	JUN	0.0535	1,969	0.0558	2,054
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Strings Director

AUG	JUN	0.1035	3,810	0.1070	3,939
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Handwritten signature and date: Kelly Hood 9/15/16

THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
PERFORMANCE BASE AND PERFORMANCE PLUS INSTRUCTIONAL SALARY SCHEDULES
2016-2017 FISCAL YEAR
ALL PROBATIONARY CONTRACT OR ANNUAL CONTRACT INSTRUCTIONAL PERSONNEL
(PROFESSIONAL SERVICE CONTRACT FORFEIT THAT OPT TO ANNUAL CONTRACT)

Level	Performance Base 10 Months	Performance Base 11 Months	Performance Base 12 Months	Level	Performance Plus 10 Months	Performance Plus 11 Months	Performance Plus 12 Months
1	36,810	40,491	44,172	1	37,864	41,650	45,437
2	37,336	41,070	44,804	2	38,405	42,246	46,086
3	38,083	41,892	45,700	3	39,173	43,091	47,007
4	38,845	42,729	46,614	4	39,957	43,951	47,948
5	39,621	43,585	47,545	5	40,756	44,831	48,907
6	40,414	44,455	48,497	6	41,571	45,728	49,886
7	41,223	45,346	49,467	7	42,403	46,643	50,884
8	42,047	46,252	50,457	8	43,249	47,575	51,899
9	42,888	47,177	51,465	9	44,115	48,527	52,937
10	43,746	48,120	52,496	10	44,999	49,497	53,998
11	44,621	49,083	53,545	11	45,898	50,488	55,078
12	45,514	50,065	54,616	12	46,817	51,498	56,180
13	46,424	51,066	55,709	13	47,753	52,528	57,302
14	47,352	52,087	56,823	14	48,707	53,577	58,449
15	48,299	53,129	57,960	15	49,683	54,650	59,620
16	49,264	54,191	59,117	16	50,675	55,742	60,810
17	50,251	55,276	60,300	17	51,689	56,858	62,027
18	51,255	56,381	61,507	18	52,723	57,995	63,267
19	52,282	57,510	62,737	19	53,778	59,155	64,533
20	53,327	58,661	63,994	20	54,853	60,339	65,824
21	54,393	59,832	65,270	21	55,949	61,545	67,139
22	55,479	61,028	66,575	22	57,069	62,777	68,483
23	56,589	62,249	67,907	23	58,210	64,030	69,852
24	57,722	63,495	69,266	24	59,374	65,312	71,248

16-17 Add on:	E/HE = \$200	E/HE = \$220	E/HE = \$240	16-17 Add on:	E/HE = \$200	E/HE = \$220	E/HE = \$240
15-16 Add on:	E = \$700	E = \$770	E = \$840	15-16 Add on:	E = \$700	E = \$770	E = \$840
	HE = \$1,150	HE = \$1,265	HE = \$1,380		HE = \$1,150	HE = \$1,265	HE = \$1,380

- Notes:
- 1- Virtual School teachers receive \$130 per student for courses successfully completed.
 - 2- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(m)&(o), Florida Statutes.
 - 3- Add on = Performance Pay for evaluation final ratings to be included for final salary calculation.
 - * Instructional Staff with a final rating of Unsatisfactory/Needs Improvement = \$0 Pay Performance.
 - * Instructional Staff with a final rating of Effective or Highly Effective = 10 Month Contract \$200, 11 Month Contract \$220, 12 Month Contract \$240.

Kelly Kost 9/15/16
D. Harper 9/15/16

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY
 GRANDFATHER BASE AND GRANDFATHER PERFORMANCE BASE INSTRUCTIONAL SALARY SCHEDULES
 2016-2017 FISCAL YEAR
 ALL PROFESSIONAL SERVICE CONTRACT AND CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL**

Level	Grandfather Base 10 Months	Grandfather Base 11 Months	Grandfather Base 12 Months	Level	Grandfather Performance Base 10 Months	Grandfather Performance Base 11 Months	Grandfather Performance Base 12 Months
1	36,810	40,491	44,172	1	37,864	41,650	45,437
2	37,336	41,070	44,804	2	38,405	42,246	46,086
3	38,083	41,892	45,700	3	39,173	43,091	47,007
4	38,845	42,729	46,614	4	39,957	43,951	47,948
5	39,621	43,585	47,545	5	40,756	44,831	48,907
6	40,414	44,455	48,497	6	41,571	45,728	49,886
7	41,223	45,346	49,467	7	42,403	46,643	50,884
8	42,047	46,252	50,457	8	43,249	47,575	51,899
9	42,888	47,177	51,465	9	44,115	48,527	52,937
10	43,746	48,120	52,496	10	44,999	49,497	53,998
11	44,621	49,083	53,545	11	45,898	50,488	55,078
12	45,514	50,065	54,616	12	46,817	51,498	56,180
13	46,424	51,066	55,709	13	47,753	52,528	57,302
14	47,352	52,087	56,823	14	48,707	53,577	58,449
15	48,299	53,129	57,960	15	49,683	54,650	59,620
16	49,264	54,191	59,117	16	50,675	55,742	60,810
17	50,251	55,276	60,300	17	51,689	56,858	62,027
18	51,255	56,381	61,507	18	52,723	57,995	63,267
19	52,282	57,510	62,737	19	53,778	59,155	64,533
20	53,327	58,661	63,994	20	54,853	60,339	65,824
21	54,393	59,832	65,270	21	55,949	61,545	67,139
22	55,479	61,028	66,575	22	57,069	62,777	68,483
23	56,589	62,249	67,907	23	58,210	64,030	69,852
24	57,722	63,495	69,266	24	59,374	65,312	71,248

16-17 Add on:	E/HE = \$200	E/HE = \$220	E/HE = \$240	16-17 Add on:	E/HE = \$200	E/HE = \$220	E/HE = \$240
15-16 Add on:	E/HE = \$600	E/HE = \$660	E/HE = \$720	15-16 Add on:	E/HE = \$600	E/HE = \$660	E/HE = \$720

Notes:

- 1- Virtual School teachers receive \$130 per student for courses successfully completed.
- 2- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(m)&(o), Florida Statutes.
- 3- Add on = Performance Pay for evaluation final ratings to be included for final salary calculation.
 - * Instructional Staff with a final rating of Unsatisfactory/Needs Improvement = \$0 Performance Pay.
 - * Instructional Staff with a final rating of Effective or Highly Effective = 10 Month Contract \$200, 11 Month Contract \$220, 12 Month Contract \$240.