



It's All IN the BARGAIN!

Be INvested! Be INformed! Be INvolved!



September 22, 2016

ESP 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.

- ESP's received a 1.3% increase in their salary.
- All increases are retroactive to July 1, 2016.
- 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 changes be implemented as previously presented. However, in the last ratification we provided only the twelve month (payment) premium schedule. In this vote we are providing the 20 payment schedule applicable to ESPs. We hope this will make the issue a little clearer.
- The ESP members of the team also agreed to a one year extension of the current Master Contract. This extension protects the language in your contract such as Longevity Pay and Discipline.
- Included in this ratification is a new section to the contract. Article IX.3.1 will enable an ESP to request a demotion if the District has decided to terminate the employee.



Escambia County School District

2017 Bi-Weekly (20 deductions) Funding Rates, ECSD Subsidy, and Employee Premiums

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

Educational Support Personnel (20-Deduction Periods)			
TIER	Total Rates	ECSD Subsidy	Emp Premiums
H.S.A. PLAN:			
Employee Only	\$294.60	\$264.60	\$30.00
Employee+Spouse	\$618.60	\$473.40	\$145.20
Employee+Child(ren)	\$530.40	\$405.60	\$124.80
Employee+Family	\$884.40	\$676.80	\$207.60
Dual Spouse	\$618.60	\$558.60	\$60.00
Dual Spouse+Family	\$884.40	\$762.00	\$122.40
BASE HRA PLAN:			
Employee Only	\$318.60	\$258.60	\$60.00
Employee+Spouse	\$669.60	\$473.40	\$196.20
Employee+Child(ren)	\$573.60	\$405.60	\$168.00
Employee+Family	\$956.40	\$676.80	\$279.60
Dual Spouse	\$669.60	\$565.20	\$104.40
Dual Spouse+Family	\$956.40	\$783.60	\$172.80
\$500 HRA PLAN:			
Employee Only	\$350.40	\$260.40	\$90.00
Employee+Spouse	\$736.20	\$473.40	\$262.80
Employee+Child(ren)	\$630.60	\$405.60	\$225.00
Employee+Family	\$1,051.20	\$676.80	\$374.40
Dual Spouse	\$736.20	\$584.40	\$151.80
Dual Spouse+Family	\$1,051.20	\$796.20	\$255.00
In-Hospital Indemnity Plan			
Employee Only	\$0.30	\$0.30	\$0.00

Kunite Flute 9/15/16
Conna 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

YJP 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.

LAP 9/15/16
APK 9/15/16

Changes to Master Contract Article VI

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 premlums 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.

STIPULATION OF AGREEMENT

Between the

ESCAMBIA COUNTY SCHOOL DISTRICT

And the

UNION OF ESCAMBIA EDUCATION STAFF PROFESSIONALS

The parties agree to add IX.3.1 to the Master Contract,

In lieu of termination, an employee may request a demotion or lateral transfer to another position within the school district. If such a request is made, the superintendent and/or his designee shall have the right to determine if the transfer is acceptable and to which position the employee is transferred. This aforementioned position must be open and previously advertised internally with no successful applicant selected. The denial of the request for a demotion or lateral transfer is not grievable.

For the District



Kelly Krostag

Chief Negotiator, ECSD

8/11/16

For the Union



Linda Pate

President, Union of Escambia
Education Staff Professionals

8/11/16

Kelly Hobbs 9/15/16
Randy Harte 9/15/16

The School District of Escambia County
EDUCATIONAL SUPPORT PERSONNEL SALARY SCHEDULE
 (Escambia Education Staff Professionals)
 2016-2017 Fiscal Year

Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 8	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
8	\$ 9.03	\$ 9.22	\$ 9.39	\$ 9.58	\$ 9.78	\$ 9.97	\$ 10.17	\$ 10.37	\$ 10.58	\$ 10.80	\$ 11.00	\$ 11.22	\$ 11.45	\$ 11.69	\$ 11.91
9	9.48	9.67	9.87	10.06	10.27	10.46	10.68	10.89	11.11	11.34	11.55	11.79	12.01	12.27	12.51
10	9.95	10.16	10.35	10.57	10.78	10.98	11.21	11.44	11.67	11.90	12.15	12.37	12.61	12.88	13.13
11	10.44	10.67	10.88	11.09	11.32	11.54	11.77	12.00	12.25	12.49	12.74	13.00	13.26	13.52	13.80
12	10.97	11.19	11.42	11.65	11.88	12.12	12.36	12.60	12.85	13.11	13.37	13.63	13.92	14.19	14.48
13	11.52	11.76	11.99	12.24	12.48	12.73	12.99	13.25	13.50	13.79	14.05	14.33	14.62	14.91	15.21
14	12.10	12.35	12.59	12.84	13.10	13.37	13.63	13.91	14.18	14.47	14.76	15.04	15.36	15.66	15.98
15	12.71	12.96	13.23	13.48	13.76	14.03	14.31	14.59	14.89	15.17	15.49	15.79	16.11	16.44	16.76
16	13.34	13.60	13.88	14.15	14.44	14.73	15.01	15.32	15.63	15.94	16.26	16.58	16.92	17.25	17.60
17	14.01	14.30	14.58	14.87	15.16	15.47	15.78	16.09	16.42	16.74	17.08	17.42	17.77	18.12	18.49
18	14.70	14.99	15.30	15.61	15.92	16.23	16.56	16.89	17.23	17.58	17.93	18.27	18.65	19.02	19.41
19	15.44	15.74	16.06	16.38	16.71	17.05	17.39	17.73	18.09	18.46	18.81	19.20	19.58	19.98	20.36
20	16.21	16.54	16.87	17.20	17.56	17.90	18.25	18.63	18.99	19.39	19.76	20.15	20.56	20.97	21.38
21	17.03	17.36	17.71	18.07	18.43	18.78	19.17	19.55	19.95	20.33	20.75	21.16	21.59	22.01	22.45
22	17.88	18.23	18.61	18.97	19.35	19.74	20.13	20.54	20.95	21.36	21.80	22.23	22.68	23.14	23.59
23	18.76	19.15	19.52	19.93	20.31	20.73	21.13	21.56	21.99	22.42	22.87	23.33	23.80	24.27	24.77
24	19.70	20.10	20.50	20.90	21.32	21.75	22.18	22.64	23.09	23.55	24.03	24.49	24.98	25.48	25.99
25	20.69	21.10	21.54	21.96	22.39	22.83	23.30	23.76	24.24	24.72	25.21	25.72	26.24	26.76	27.30
26	21.72	22.15	22.61	23.06	23.52	23.98	24.45	24.94	25.45	25.95	26.48	27.01	27.54	28.09	28.66
27	22.80	23.27	23.73	24.21	24.69	25.18	25.69	26.21	26.73	27.26	27.81	28.36	28.93	29.50	30.09
28	23.95	24.42	24.91	25.41	25.92	26.44	26.97	27.50	28.06	28.62	29.19	29.77	30.37	30.98	31.60
29	25.15	25.65	26.17	26.69	27.22	27.77	28.32	28.88	29.46	30.05	30.65	31.27	31.89	32.52	33.18
30	26.40	26.94	27.47	28.02	28.58	29.14	29.73	30.33	30.94	31.55	32.17	32.83	33.48	34.16	34.83
31	27.73	28.28	28.84	29.42	30.01	30.60	31.22	31.85	32.48	33.13	33.78	34.47	35.15	35.85	36.58
32	29.10	29.68	30.29	30.89	31.50	32.13	32.77	33.44	34.10	34.78	35.48	36.18	36.91	37.65	38.39
33	30.56	31.16	31.80	32.44	33.08	33.74	34.42	35.10	35.81	36.52	37.25	38.01	38.76	39.54	40.33

Note:
 - Additional pay for longevity: 2% for 5 - 10 years of service, 4% for 10 - 15 years of service, 6% for 15 - 20 years of service, 8% for 20 - 25 years of service, 10% for 25 - 28 years of service, 11% for 28 - 30 years of service, 12% for more than 30 years of service.
 - No Child Left Behind Paraprofessional Career Ladder provides an opportunity for paraprofessionals to receive an additional 2%, 4% or 6%, dependent upon the agreed-upon criteria.
 - 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.

Kelly Korb 9/15/16
Kim Hoke 9/15/16

The School District of Escambia County
EDUCATIONAL SUPPORT PERSONNEL SALARY SCHEDULE
 (Escambia Education Staff Professionals)
 2016-2017 Fiscal Year

Grade	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	STEP 21	STEP 22	STEP 23	STEP 24	STEP 25	STEP 26	STEP 27	STEP 28	STEP 29	STEP 30
8	\$ 12.16	\$ 12.40	\$ 12.63	\$ 12.90	\$ 13.15	\$ 13.41	\$ 13.68	\$ 13.95	\$ 14.23	\$ 14.52	\$ 14.82	\$ 15.10	\$ 15.42	\$ 15.71	\$ 16.03
9	12.76	13.02	13.28	13.54	13.82	14.08	14.37	14.65	14.95	15.25	15.55	15.86	16.18	16.50	16.84
10	13.39	13.66	13.94	14.21	14.50	14.79	15.08	15.39	15.69	16.01	16.33	16.64	16.99	17.33	17.67
11	14.07	14.35	14.63	14.93	15.22	15.53	15.84	16.16	16.48	16.82	17.14	17.49	17.84	18.19	18.55
12	14.77	15.05	15.37	15.67	15.99	16.31	16.62	16.97	17.31	17.65	18.00	18.37	18.72	19.11	19.49
13	15.51	15.82	16.15	16.47	16.80	17.12	17.46	17.83	18.17	18.54	18.91	19.28	19.67	20.07	20.47
14	16.30	16.61	16.96	17.29	17.64	17.99	18.36	18.71	19.08	19.48	19.85	20.26	20.66	21.08	21.50
15	17.09	17.43	17.79	18.14	18.51	18.88	19.25	19.64	20.03	20.43	20.84	21.25	21.68	22.11	22.55
16	17.95	18.30	18.67	19.04	19.44	19.81	20.22	20.61	21.04	21.46	21.88	22.31	22.76	23.22	23.68
17	18.86	19.23	19.61	20.01	20.41	20.82	21.22	21.66	22.09	22.53	22.97	23.44	23.91	24.38	24.87
18	19.78	20.19	20.58	21.01	21.41	21.85	22.30	22.73	23.19	23.64	24.12	24.61	25.10	25.60	26.12
19	20.78	21.19	21.62	22.04	22.49	22.93	23.40	23.86	24.34	24.83	25.33	25.83	26.36	26.87	27.41
20	21.82	22.26	22.70	23.16	23.61	24.09	24.58	25.07	25.56	26.06	26.58	27.13	27.67	28.22	28.79
21	22.90	23.36	23.83	24.31	24.80	25.29	25.79	26.31	26.83	27.37	27.92	28.48	29.05	29.63	30.23
22	24.07	24.54	25.03	25.53	26.03	26.56	27.09	27.62	28.19	28.75	29.34	29.91	30.51	31.12	31.75
23	25.25	25.76	26.27	26.79	27.33	27.88	28.43	29.00	29.59	30.18	30.79	31.39	32.03	32.66	33.31
24	26.51	27.04	27.58	28.13	28.70	29.28	29.86	30.46	31.06	31.68	32.32	32.96	33.63	34.29	34.99
25	27.84	28.39	28.96	29.54	30.14	30.74	31.35	31.97	32.62	33.27	33.95	34.61	35.30	36.01	36.73
26	29.24	29.81	30.42	31.02	31.64	32.27	32.92	33.57	34.25	34.93	35.63	36.35	37.07	37.81	38.58
27	30.69	31.32	31.94	32.58	33.23	33.91	34.57	35.26	35.97	36.69	37.42	38.16	38.92	39.71	40.50
28	32.22	32.88	33.53	34.20	34.89	35.59	36.30	37.02	37.75	38.52	39.28	40.07	40.87	41.70	42.52
29	33.84	34.51	35.20	35.91	36.63	37.35	38.11	38.87	39.65	40.44	41.25	42.07	42.91	43.77	44.64
30	35.54	36.24	36.96	37.70	38.45	39.22	40.00	40.80	41.62	42.45	43.32	44.18	45.06	45.95	46.88
31	37.30	38.06	38.81	39.60	40.38	41.19	42.01	42.85	43.71	44.57	45.47	46.39	47.32	48.25	49.22
32	39.17	39.95	40.75	41.56	42.39	43.24	44.12	45.00	45.89	46.82	47.74	48.71	49.67	50.67	51.68
33	41.14	41.95	42.80	43.64	44.51	45.40	46.32	47.24	48.19	49.14	50.13	51.14	52.16	53.19	54.26

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