

Tampa Bay Area Coalition Survey Results

*The Tampa Bay Coalition conducted this survey in the spring of 2006. The following Districts participated:
Alachua, Duval, Hillsborough, Lee, Leon, Orange, Pasco, Polk, Sarasota, & Seminole*

	YES	NO
1 Does your district offer the 2% retirement multiplier for senior management positions?	Hillsborough	Alachua
	Lee	Duval
	Orange	Leon ??
	Pasco	Pinellas
	Seminole	Polk
		Sarasota

If yes, what groups are included? (i.e.: principals, directors, etc)

District Responses

Hillsborough: Superintendent, Deputy Superintendent

Lee: Superintendent and Board Attorney

Orange: Senior Management (10 Executive Cabinet), Principals and Policy Makers

Pasco: Principals, Directors, and Assistant Superintendents

	YES	NO
2 Does your district payout 100% of accrued sick leave upon retirement?	Alachua	Duval
	Hillsborough	Polk
	Lee	Seminole
	Leon	
	Orange	
	Pasco	
	Pinellas	
	Sarasota	

If your district pays out less than 100% please indicate below the % of payout and if it is based on a graduated system according to the number of years of service in your district:

District Responses

Duval: 93%

Hillsborough: 3 yrs = 35%, 4-6 yrs = 40%, 7-9 yrs = 45%, 10-12 yrs = 50%, & 13+ = 100%

Lee: If you have been with district for 12 years.

Orange: 0-3 yrs = 35%, 3-6 yrs = 40%, 6-9 yrs = 45%, 9-12 yrs = 50%, & 12+ = 100%

Pasco: With 20 yrs of service in Pasco 100% is paid out. 15-19 years-75%; 10-14 years-50%; 7-9 years 45%; 4-6 years -40%; 1-3 years -35%.

Seminole: 50 % of daily rate for up to 100 sick days accrued; 13 yrs= 75%; 14-19 yrs = 80%; 20-24 yrs =90%; 25+ yrs = 100%

	YES	NO
	3 Does your district pay administrators longevity pay?	Duval Hillsborough Sarasota

If yes, please list the number of years it takes to receive the longevity pay and the percent or dollar amount of the longevity pay:

District Responses

Duval: Paid by seniority. Administrators have a pay scale with steps for years of service.

Hillsborough: Only administrative experience entering: 20th yr = 1%, 25th yr = 1.5%, 30th yr = 2%

Leon: Adjustment for some experience

Sarasota: 7-9 yrs = 3%, 10-12 yrs = 6%, 13-15 yrs = 9%, 16-18 yrs = 12%, 19+ = 15%

	YES	NO
	4 Is your district currently paying all or part of the <u>health insurance</u> premiums for retirees?	Lee Pasco

If yes, please explain:

District Responses

Alachua: However, retirees do get a subsidy from FRS. The school Board makes contributions to FRS.

Duval: Only the \$150 from the state.

Leon: We are not able to have portable insurance that can be use if we do pay the \$300+ month rate.

Pasco: Until age 65, district will pay premiums – minus state subsidy – for employees who have 25-30 years in FRS with 20 being in Pasco and are 50+ yrs of age OR 30 years in FRS with 20 in Pasco at any age.

	YES	NO
5 Is your district currently paying <u>life insurance</u> premiums for retirees?	Pasco	Alachua Duval Hillsborough Lee Leon Orange Pinellas Polk Sarasota Seminole

If yes, please explain:

District Responses

Duval: You can pay it yourself upon retirement.

Pasco: Currently pay a portion of premiums until age 65. On a \$10,000 policy, employee pays \$2.00 monthly, and Board pays \$12.90 monthly.



	YES	NO
6 Does your district pay supplements for masters, specialist, and Doctorate?	Alachua Duval Hillsborough Lee Leon Pinellas Polk Sarasota Seminole	Orange Pasco

If yes, what is the amount of supplement for each degree?

District Responses

Alachua: The amount depends on the salary schedule. Ed D. =2500

Duval: \$1000

Hillsborough: Fixed Amount: Masters for administrators part of salary \$3547; Specialist = \$1773 above Masters; Doctoral = \$1773 above Specialist

Lee: Only where a position does not require the degree. If you apply for a position that does not require a masters such as an Assistant Director and you get a master you make \$500 a year. Specialist gets \$1000 and Doctorate gets \$2000.

Leon: \$2000 Ed. Specialist and \$4100 Doctorate

Polk: \$1750 masters and \$2200 for PhD or Ed D

Sarasota: Masters plus 30 = \$1000; Masters plus 45 = \$1500; PhD or Ed D = \$2000

Seminole: The district does advance the employee to higher step on the salary schedule, called differential in accordance with the degree earned.

	YES	NO
	7 Does your district contribute 100% towards health insurance premiums?	Duval Hillsborough Lee Orange Pasco Pinellas Polk Sarasota Seminole

If no, what percentage does the employee contribute to health insurance?

District Responses

Alachua: School Board pays 100% for employee coverage only on most plans. Employee pays family portion.

Duval: All

Hillsborough: 100% for employees and supplement 50% of family coverage

Leon: They pay all but approximately \$80 per employee.

Orange: While employed full time.

	YES	NO
	8 Does your district pay a portion of family health care costs?	Alachua Hillsborough Pinellas Sarasota

If yes, what is the amount that the district contributes to family health care plans?

District Responses

Alachua: School Board pays employee coverage only. Employee pays family portion.

Hillsborough: Up to 50% of family premium.

Leon: They have in the past but now the employee is paying the difference.

For further information about this survey please contact:

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