

**School District of Hillsborough County  
and  
Hillsborough School Employees Federation**

***Economic Proposal*  
2009-2010**

1. The School District of Hillsborough County (SDHC) will pay the cost of fingerprinting approximately 807 employees during the 2009-2010 school year (approximately 25 percent of the existing employees needing re-fingerprinting).
2. The SDHC agrees to pay the full cost of the employee-only health insurance premium for designated health plans offered by the SDHC for the 2009-2010 school year.
3. The SDHC agrees to pay in full the cost of uniforms for employees in the Hillsborough School Employees Federation bargaining unit for the 2009-2010 school year.
4. Student Nutrition Assistants shall be scheduled a minimum of twenty-five (25) hours per week each week schools are in session.
5. An Attendance Incentive Supplement shall be paid to all eligible employees as identified in such *Memorandum of Understanding* (a supplement to this economic proposal) for the 2009-2010 school year, prior to July 1, 2010.
6. A Safe Driver Incentive Supplement shall be paid to all eligible employees as identified in such *Memorandum of Understanding* (a supplement to this economic proposal) for the 2009-2010 school year prior to August 1, 2010.
7. Workdays during the week of Thanksgiving will be relocated to facilitate a one-week shutdown of the SDHC. This action will include no loss of pay or diminishment of the contractual year with respect to hours and benefits. The relocated work times are as follows:
  - Bus Drivers shall work on October 30, 2009, and February 15, 2010, in lieu of November 23 and 24, 2009.
  - Student Nutrition Assistants shall work on February 15, 2010, and June 11, 2010, in lieu of November 23 and 24, 2009.
  - Twelve-month employees shall work four (4) days of ten (10) hours each day during the weeks of:
    - Labor Day – September 8 through September 11, 2009
    - Martin Luther King Jr. Day- January 19 through January 22, 2010
    - Memorial Day- June 1 through June 4, 2010
8. Federal stimulus dollars will be used to offer additional voluntary training opportunities for all employees on non-work time. The Board approved stipend rate of \$11 per hour shall be paid to those employees attending the trainings.
9. Retired employee's (hired after the required time has elapsed for the purpose of FRS) salary shall be determined by placement on the position's appropriate pay grade on a level equal to the level number at the employee's time of retirement, but in no case greater than level fifteen (15). An exception may be made for salary determination for placement in a position agreed to by SDHC and HSEF to be a critical shortage area.

Signed July 29, 2009

**Hillsborough School Employees Federation**  
Luis E. Perez, President, Chief Negotiator

Date

Signed July 29, 2009

**School District of Hillsborough County**  
Charles Raburn, Chief Negotiator

Date