

Joint Salary

August 26, 2020

TEACHER SALARY INCREASE ALLOCATION



HB 641 - TEACHER SALARY INCREASE ALLOCATION

HB 641 amends the FEFP and creates a new categorical as follows:

- Each school district and charter school shall use its share of the allocation to increase the minimum base salary for **full-time** classroom teachers as defined in s. 1012.01(2)(a) ...plus certified prekindergarten teachers funded in the FEFP, to at least \$47,500, **or to the maximum amount achievable based on the allocation** and as specified in the General Appropriations Act.

GENERAL APPROPRIATIONS ACT – HOUSE BILL 5001

- Proviso language stipulates that 80% of the total allocation is provided to increase the minimum base salary for **full-time** classroom teachers as defined in s. 1012.01(2)(a), F.S., plus certified prekindergarten teachers funded in the FEFP, but not including substitute teachers, to at least \$47,500, **or to the maximum amount achievable** based on the school district's allocation.
- 20% of the total allocation, plus any remaining funds from the district's share of the 80% allocation, shall be used by school districts as specified in s. 1011.62, F.S.

TEACHER SALARY INCREASE ALLOCATION – 80%

I. Each school district and charter school shall use its share of the allocation to increase the minimum base salary for **full-time** classroom teachers, as defined in Section 1012.01(2)(a), F.S., plus certified prekindergarten teachers funded in the FEFP, to at least \$47,500, **or to the maximum amount achievable** based on the allocation and as specified in the General Appropriations Act.

TEACHER SALARY INCREASE ALLOCATION – 20%

2. In addition, each district shall use the allocation to provide salary increase, as funding permits, for the following personnel:

a. **Full-time** classroom teachers, as defined in Section 1012.01(2)(a), F.S., plus certified pre-k teachers funded in the FEFP, who did not receive an increase **or** who received an increase of **less than two percent** under 1 or as specified in the General Appropriations Act. This does not apply to substitute teachers.

b. Other **full-time** instructional personnel as defined in Section 1012.01(2)(b)-(d), F.S.

TEACHER BUCKETS

80% Bucket

Full Time Classroom Teachers per 1012.01 F.S

Classroom teachers are staff members assigned the professional activity of instructing students in courses in classroom situations, including basic instruction, exceptional student education, career education, and adult education.

20% Bucket

- Teachers who received less than 2% out of the 80% Bucket.
- Part Time Teachers
- Guidance Counselors
- Media Specialists
- BRT/Deans
- Social Workers
- Activity Directors
- OT/PT
- Magnet Coordinators
- Speech & Language
- Teacher Coaches
- Psychologists

Charter School Allocation

	WFTE	Percentage
District Students	28,880	94%
Charter Students	1,881	6%
Total	<u>30,761</u>	100%
Charter School Allocation	<u>\$ 301,528</u>	

District Allocation

Total Allocation	\$ 4,930,819
Charter School Allocation	<u>301,528</u>
District Total	\$ 4,629,291
FICA & FRS Set Aside	\$ 817,070
Total Available	<u>\$ 3,812,221</u>

Buckets

80%	\$ 3,049,777
20%	<u>762,444</u>
	\$ 3,812,221

TIMELINES

- Each school district must submit the approved district salary distribution plan, along with the approved salary distribution plan for each charter school in the district, to the department by **October 1, 2020**, of each fiscal year.
- By **December 1, 2020**, each school district must provide a preliminary report to DOE that includes a detailed summary explaining the school district's planned expenditure of the entire allocation received by the district.

Teacher Salary Increase Allocation 80% Bucket

<u>Step</u>	<u>FTE</u>	<u>Current Salary</u>	<u>New Salary</u>	<u>Increase</u>	<u>Estimated Cost</u>
0	147	38,416	44,143	\$ 5,727	\$ 839,387
1	106	38,992	44,143	\$ 5,151	\$ 546,006
2	74	39,576	44,143	\$ 4,567	\$ 339,785
3	111	40,171	44,143	\$ 3,972	\$ 439,303
4	61	40,771	44,143	\$ 3,372	\$ 205,692
5	144	41,383	44,143	\$ 2,760	\$ 397,431
6	64	42,004	44,143	\$ 2,139	\$ 137,752
7	51	42,635	44,143	\$ 1,508	\$ 77,210
8	68	43,275	44,143	\$ 868	\$ 58,616
9	40	43,923	44,143	\$ 220	\$ 8,800
10	38	44,582	44,582	\$ -	\$ -
11	40	45,250	45,250	\$ -	\$ -
12	48	45,930	45,930	\$ -	\$ -
13	57	46,619	46,619	\$ -	\$ -
14	66	47,318	47,318	\$ -	\$ -
15	43	48,027	48,027	\$ -	\$ -
16	51	48,747	48,747	\$ -	\$ -
17	54	49,479	49,479	\$ -	\$ -
18	20	50,221	50,221	\$ -	\$ -
19	41	50,972	50,972	\$ -	\$ -
20	29	51,737	51,737	\$ -	\$ -
21	34	52,515	52,515	\$ -	\$ -
22	33	53,302	53,302	\$ -	\$ -
23	26	54,102	54,102	\$ -	\$ -
24	27	54,914	54,914	\$ -	\$ -
25	22	55,738	55,738	\$ -	\$ -
26	22	56,581	56,581	\$ -	\$ -
27	19	57,436	57,436	\$ -	\$ -
28	19	58,303	58,303	\$ -	\$ -
29	20	59,184	59,184	\$ -	\$ -
30	16	60,076	60,076	\$ -	\$ -
31	5	60,984	60,984	\$ -	\$ -
32	13	61,904	61,904	\$ -	\$ -
33	7	62,840	62,840	\$ -	\$ -
	<u>1,679</u>			<u>\$</u>	<u>3,049,981</u>

Teacher Salary Increase Allocation 20% Bucket

<u>Step</u>	<u>FTE</u>	<u>Current Salary</u>	<u>New Salary</u>	<u>Increase</u>	<u>Estimated Cost</u>
0	12	38,416	44,143	\$ 5,727	\$ 66,433
1	15	38,992	44,143	\$ 5,151	\$ 75,977
2	14	39,576	44,143	\$ 4,567	\$ 63,253
3	16	40,171	44,143	\$ 3,972	\$ 61,963
4	4	40,771	44,143	\$ 3,372	\$ 12,814
5	9	41,383	44,143	\$ 2,760	\$ 25,392
6	8	42,004	44,143	\$ 2,139	\$ 16,827
7	13	42,635	44,143	\$ 1,508	\$ 20,056
8	11	43,275	44,143	\$ 868	\$ 9,114
9	46	43,923	44,528	\$ 605	\$ 28,072
10	47	44,582	44,967	\$ 385	\$ 18,108
11	48	45,250	45,635	\$ 385	\$ 18,480
12	54	45,930	46,315	\$ 385	\$ 20,867
13	66	46,619	47,004	\$ 385	\$ 25,526
14	77	47,318	47,703	\$ 385	\$ 29,626
15	55	48,027	48,412	\$ 385	\$ 21,341
16	61	48,747	49,132	\$ 385	\$ 23,330
17	62	49,479	49,864	\$ 385	\$ 23,997
18	30	50,221	50,606	\$ 385	\$ 11,396
19	54	50,972	51,357	\$ 385	\$ 20,848
20	38	51,737	52,122	\$ 385	\$ 14,476
21	40	52,515	52,900	\$ 385	\$ 15,445
22	38	53,302	53,687	\$ 385	\$ 14,476
23	34	54,102	54,487	\$ 385	\$ 13,032
24	33	54,914	55,299	\$ 385	\$ 12,782
25	28	55,738	56,123	\$ 385	\$ 10,896
26	32	56,581	56,966	\$ 385	\$ 12,320
27	23	57,436	57,821	\$ 385	\$ 8,932
28	24	58,303	58,688	\$ 385	\$ 9,163
29	24	59,184	59,569	\$ 385	\$ 9,240
30	19	60,076	60,461	\$ 385	\$ 7,123
31	8	60,984	61,369	\$ 385	\$ 2,984
32	17	61,904	62,289	\$ 385	\$ 6,545
33	13	62,840	63,225	\$ 385	\$ 5,005
34	12	63,788	64,173	\$ 385	\$ 4,524
35	14	64,753	65,138	\$ 385	\$ 5,236
36	12	65,729	66,114	\$ 385	\$ 4,620
37	13	66,721	67,106	\$ 385	\$ 4,931
38	9	67,730	68,115	\$ 385	\$ 3,465
39	2	68,752	69,137	\$ 385	\$ 770
40	7	69,792	70,177	\$ 385	\$ 2,599
41	5	70,846	71,231	\$ 385	\$ 2,021
	1,145				\$ 764,002

GRANDFATHERED TEACHER SALARY SCHEDULE

Teacher Salary Increase Allocation

Board Proposal 8-26-20

Step	Bachelors	Masters	Specialist	Doctorate
0	44,143	1,921	3,841	5,762
1	44,143	1,951	3,898	5,848
2	44,143	1,980	3,959	5,935
3	44,143	2,008	4,016	6,025
4	44,143	2,040	4,079	6,117
5	44,143	2,072	4,142	6,209
6	44,143	2,102	4,203	6,301
7	44,143	2,132	4,265	6,395
8	44,143	2,163	4,329	6,491
9	44,528	2,196	4,394	6,589
10	44,967	2,229	4,461	6,687
11	45,635	2,265	4,527	6,788
12	46,315	2,296	4,594	6,889
13	47,004	2,332	4,663	6,993
14	47,703	2,366	4,733	7,098
15	48,412	2,403	4,804	7,205
16	49,132	2,439	4,876	7,313
17	49,864	2,475	4,948	7,423
18	50,606	2,513	5,023	7,533
19	51,357	2,553	5,099	7,648
20	52,122	2,591	5,177	7,764
21	52,900	2,628	5,253	7,878
22	53,687	2,669	5,333	7,997
23	54,487	2,708	5,412	8,116
24	55,299	2,749	5,493	8,237
25	56,123	2,790	5,574	8,362

GRANDFATHERED TEACHER SALARY SCHEDULE

Teacher Salary Increase Allocation

Board Proposal 8-26-20

Step	Bachelors	Masters	Specialist	Doctorate
0	44,143	46,064	47,984	49,905
1	44,143	46,094	48,041	49,991
2	44,143	46,123	48,102	50,078
3	44,143	46,151	48,159	50,168
4	44,143	46,183	48,222	50,260
5	44,143	46,215	48,285	50,352
6	44,143	46,245	48,346	50,444
7	44,143	46,275	48,408	50,538
8	44,143	46,306	48,472	50,634
9	44,528	46,724	48,922	51,117
10	44,967	47,196	49,428	51,654
11	45,635	47,900	50,162	52,423
12	46,315	48,611	50,909	53,204
13	47,004	49,336	51,667	53,997
14	47,703	50,069	52,436	54,801
15	48,412	50,815	53,216	55,617
16	49,132	51,571	54,008	56,445
17	49,864	52,339	54,812	57,287
18	50,606	53,119	55,629	58,139
19	51,357	53,910	56,456	59,005
20	52,122	54,713	57,299	59,886
21	52,900	55,528	58,153	60,778
22	53,687	56,356	59,020	61,684
23	54,487	57,195	59,899	62,603
24	55,299	58,048	60,792	63,536
25	56,123	58,913	61,697	64,485