

Joint Salary

September 24, 2020

ACEA JOINT SALARY PROPOSAL
September 10, 2020

GENERAL COMMENT

Contrary to the depiction of a shrinking fund balance, The Fund Balance in Alachua County Public Schools did grow last year, According to the most recent Annual Financial Report The 2019-2020 fund Balance Increased by .3 Million dollars from the previous year.

The FEA analyzed the current 2020-2021 ACPS budget with a report of an additional 3.1 million dollars to be used for bargaining salary outside of the Teacher Salary Allocation.

DISTRICT SCHOOL BOARD OF ALACHUA COUNTY
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCES - BUDGET AND ACTUAL
GENERAL FUND
For the Fiscal Year Ended June 30, 2020

	Account Number	Budgeted Amounts		Actual Amounts	Variance with Final Budget - Positive (Negative)
		Original	Final		
REVENUES					
Federal Direct	3100	190,000.00	190,000.00	183,840.19	(6,159.81)
Federal Through State and Local	3200	1,300,000.00	1,300,000.00	984,482.28	(315,517.72)
State Sources	3300	144,573,795.00	141,887,315.50	140,617,667.09	(1,269,648.41)
<i>Local Sources:</i>					
Property Taxes Levied, Tax Redemptions and Excess Fees for Operational Purposes	3411, 3421, 3423	93,323,864.00	93,323,864.00	92,888,481.97	(435,382.03)
Property Taxes Levied, Tax Redemptions and Excess Fees for Debt Service	3412, 3421, 3423			0.00	0.00
Property Taxes Levied, Tax Redemptions and Excess Fees for Capital Projects	3413, 3421, 3423			0.00	0.00
Local Sales Taxes	3418, 3419			0.00	0.00
Charges for Service - Food Service	345X			0.00	0.00
Impact Fees	3496			0.00	0.00
Other Local Revenue		8,439,775.00	10,232,590.17	8,503,308.28	(1,729,281.89)
Total Local Sources	3400	101,763,639.00	103,556,454.17	101,391,790.25	(2,164,663.92)
Total Revenues		247,827,434.00	246,933,769.67	243,177,779.81	(3,755,989.86)
EXPENDITURES					
<i>Current:</i>					
Instruction	5000	145,453,343.26	152,737,066.72	144,442,074.52	8,294,992.20
Student Support Services	6100	16,285,583.03	17,842,232.57	16,308,346.19	1,533,886.38
Instructional Media Services	6200	4,962,815.26	4,994,672.58	4,968,388.71	26,283.87
Instruction and Curriculum Development Services	6300	5,085,173.65	5,247,548.40	5,224,946.31	22,602.09
Instructional Staff Training Services	6400	952,216.65	1,468,058.50	1,364,119.28	103,939.22
Instruction-Related Technology	6500	3,767,058.71	4,055,235.48	4,048,749.78	6,485.70
Board	7100	1,020,549.05	996,026.18	916,128.04	79,898.14
General Administration	7200	1,230,532.51	1,330,805.57	1,296,000.62	34,804.95
School Administration	7300	16,728,277.13	17,180,883.88	17,101,737.20	79,146.68
Facilities Acquisition and Construction	7410	1,169,725.51	2,736,322.90	2,186,441.12	549,881.78
Fiscal Services	7500	2,037,874.14	1,999,918.89	1,972,130.97	27,787.92
Food Services	7600			0.00	0.00
Central Services	7700	3,994,625.72	4,080,738.14	3,936,304.10	144,434.04
Student Transportation Services	7800	11,719,617.89	11,822,114.05	11,188,494.85	633,619.20
Operation of Plant	7900	23,398,288.70	24,465,719.68	23,316,527.03	1,149,192.65
Maintenance of Plant	8100	8,268,050.80	8,051,863.31	7,958,695.96	93,167.35
Administrative Technology Services	8200	1,443,255.03	1,825,506.54	1,734,927.00	90,579.54
Community Services	9100	4,749,213.93	4,333,271.36	3,658,764.73	674,506.63
<i>Debt Service: (Function 9200)</i>					
Redemption of Principal	710			0.00	0.00
Interest	720			0.00	0.00
Due and Fees	730			0.00	0.00
Other Debt Service	791			0.00	0.00
<i>Capital Outlay:</i>					
Facilities Acquisition and Construction	7420		282,625.88	282,625.88	0.00
Other Capital Outlay	9300		525,623.49	525,623.49	0.00
Total Expenditures		252,266,200.97	265,976,234.12	252,431,025.78	13,545,208.34
Excess (Deficiency) of Revenues Over (Under) Expenditures		(4,438,766.97)	(19,042,464.45)	(9,253,245.97)	9,789,218.48
OTHER FINANCING SOURCES (USES)					
Issuance of Bonds	3710			0.00	0.00
Premium on Sale of Bonds	3791			0.00	0.00
Discount on Sale of Bonds	891			0.00	0.00
Proceeds of Lease-Purchase Agreements	3750			0.00	0.00
Premium on Lease-Purchase Agreements	3793			0.00	0.00
Discount on Lease-Purchase Agreements	893			0.00	0.00
Loans	3720			0.00	0.00
Sale of Capital Assets	3730			0.00	0.00
Loss Recoveries	3740			65,283.08	65,283.08
Proceeds of Forward Supply Contract	3760			0.00	0.00
Face Value of Refunding Bonds	3715			0.00	0.00
Premium on Refunding Bonds	3792			0.00	0.00
Discount on Refunding Bonds	892			0.00	0.00
Refunding Lease-Purchase Agreements	3755			0.00	0.00
Premium on Refunding Lease-Purchase Agreements	3794			0.00	0.00
Discount on Refunding Lease-Purchase Agreements	894			0.00	0.00
Payments to Refunding Escrow Agent (Function 9299)	760			0.00	0.00
Transfers In	3600	5,000,000.00	5,000,000.00	6,122,105.00	1,122,105.00
Transfers Out	9700			0.00	0.00
Total Other Financing Sources (Uses)		5,000,000.00	5,000,000.00	6,187,388.08	1,187,388.08
SPECIAL ITEMS				0.00	0.00
EXTRAORDINARY ITEMS				0.00	0.00
Net Change in Fund Balances		561,233.03	(14,042,464.45)	(3,065,857.89)	10,976,606.56
Fund Balances, July 1, 2019	2800			33,514,419.59	33,514,419.59
Adjustments to Fund Balances	2891			0.00	0.00
Fund Balances, June 30, 2020	2700	561,233.03	(14,042,464.45)	30,448,561.70	44,491,026.15

General Fund Multi-Year Revenue & Expenditure Summary

	2015-16 Fiscal Year	2016-17 Fiscal Year	2017-18 Fiscal Year	2018-19 Fiscal Year	2019-20 Fiscal Year
<u>REVENUES</u>					
Federal Direct	180,097.10	179,974.01	86,214.35	200,147.55	183,840.19
Federal Through State and Local	990,690.01	892,712.65	1,045,608.29	1,025,280.25	984,482.28
State Sources	124,737,317.27	128,508,850.77	132,851,970.20	138,739,978.95	140,617,667.09
Local Sources:					
Property Taxes Levied	87,086,959.09	86,001,962.84	89,795,667.23	89,648,869.05	92,888,481.97
Other Local Revenue	7,921,226.50	8,608,924.12	9,009,233.71	10,118,564.84	8,568,591.36
Total Local Sources	95,008,185.59	94,610,886.96	98,804,900.94	99,767,433.89	101,457,073.33
Other Sources:					
Transfers In	6,718,289.02	5,144,054.84	3,057,577.00	6,056,739.00	6,122,105.00
Total Revenues & Transfers	227,634,578.99	229,336,479.23	235,846,270.78	245,789,579.64	249,365,167.89
<u>EXPENDITURES</u>					
Instruction	127,065,694.57	130,879,725.45	137,076,916.83	140,999,579.12	144,442,074.52
Student Support Services	12,283,769.58	12,870,131.25	12,642,263.81	15,018,250.74	16,308,346.19
Instructional Media Services	4,411,794.34	4,422,264.99	4,427,947.77	4,733,799.74	4,968,388.71
Instruction and Curriculum	4,545,441.93	5,157,312.35	5,163,203.32	5,050,041.25	5,224,946.31
Instructional Staff Training Services	1,567,474.13	1,508,909.38	1,265,156.62	1,245,908.31	1,364,119.28
Instruction-Related Technology	3,239,858.71	3,644,782.23	3,582,461.51	3,523,220.38	4,048,749.78
Board	839,444.59	918,215.35	979,844.32	965,391.42	916,128.04
General Administration	1,076,586.28	913,811.85	1,102,888.43	1,190,675.81	1,296,000.62
School Administration	14,313,223.95	15,046,843.58	15,536,137.43	16,298,624.73	17,101,737.20
Facilities Acq. and Const.	463,097.04	480,565.61	467,020.95	1,918,211.71	2,186,441.12
Fiscal Services	1,693,288.52	1,835,460.82	1,923,637.10	2,023,332.60	1,972,130.97
Central Services	3,317,010.84	3,369,916.27	3,898,273.95	4,295,939.53	3,936,304.10
Student Transportation Services	10,721,985.03	11,313,134.30	11,112,319.98	11,665,362.09	11,188,494.85
Operation of Plant	22,378,612.66	22,738,975.74	22,866,703.05	23,298,419.67	23,316,527.03
Maintenance of Plant	6,275,735.82	7,183,066.11	7,252,002.15	7,782,418.78	7,958,695.96
Administrative Technology Services	1,852,990.10	2,222,339.70	1,681,531.18	1,588,144.59	1,734,927.00
Community Services	3,606,752.23	3,549,464.07	3,758,607.51	3,902,636.49	3,658,764.73
Facilities Acquisition & Construction	321,326.05	186,831.11	370,008.77	118,876.32	282,625.88
Other Capital Outlay	1,877,697.18	1,072,519.98	602,654.37	477,090.73	525,623.49
Total Expenditures	221,851,783.55	229,314,270.14	235,709,579.05	246,095,924.01	252,431,025.78
Net Change in Fund Balance	5,782,795.44	22,209.09	136,691.73	(306,344.37)	(3,065,857.89)
Final Fund Balance	33,661,863.14	33,684,072.23	33,820,763.96	33,514,419.59	30,448,561.70

ADDITIONAL FUNDS PER FTE

2020-21 Potential Additional Funds	\$	5,164,705
Teacher Salary Increase Allocation		(4,930,819)
Best & Brightest		2,847,411
School Recognition & Lottery		1,172,881
Mental Health		(257,121)
Total Other Categorical		140,064
Family Empowerment Scholarships		(897,672)
Student Workload		(1,761,820)
FRS Rate Increase		(2,778,386)
Health Insurance Rate Increase		(1,712,823)
Net Additional Funds	\$	(3,013,580)
Additional Funds Per Student	\$	(102.03)

ACEA NON-INSTRUCTIONAL BARGAINING UNIT PROPOSAL

Currently the lowest salary pay grade is at \$11.57 per hour. As we are working towards the \$15.00 per hour minimum wage across Florida we feel the additional \$1.50 per hour would put our district on target sooner than the rest of the state, and I believe that the School Board shares this mission. \$1.50 per hour increase for non-instructional bargaining unit salaries.

Total number of hours worked per school year for ESP's - 2,205,575 hours. (provided by Alex Rella)

Based on Bargaining unit ESP numbers of 1522 (provided by Alex Rella)

Estimated cost of increase of \$1.50 = \$3,308,363 (\$3,950,516 including fringe benefits**)**

All salary adjustments will be retro-actively paid to the first payroll date of the 2020-2021 fiscal year.

ACEA INSTRUCTIONAL BARGAINING UNIT EMPLOYEE PROPOSAL

ACEA will accept part of the ACPS proposal for TSA Disbursement for the 80% bucket: Steps 0-9 for classroom teachers.

Estimated Cost of increase for 80% Bucket: 3,049,981

And TSA Disbursement of steps 0-9 of 20% bucket (without duplication) for other instructional employees defined as not “classroom teachers.” Estimated cost of increase: \$389,819

For Instructional steps 10 and above we propose the 20% Bucket and additional funding be used for a 3% salary increase on each salary step cell.

**Increased cost for instructional steps 10-41 receiving 3% increase:
\$1,533,628**

ACEA proposal goes \$1,395,392 above the Teacher Salary Allocation provided by the state.

All salary adjustments will be retro-actively paid to the first payroll date of the 2020-2021 fiscal year.

DIFFERENTIATED PAY

SUPPLEMENTS to be added to the Supplement Schedule:

IEP Writers \$1500 (\$382,696)

Sydney Lanier and A. Quinn Jones Instructional \$1500 (\$94,931)

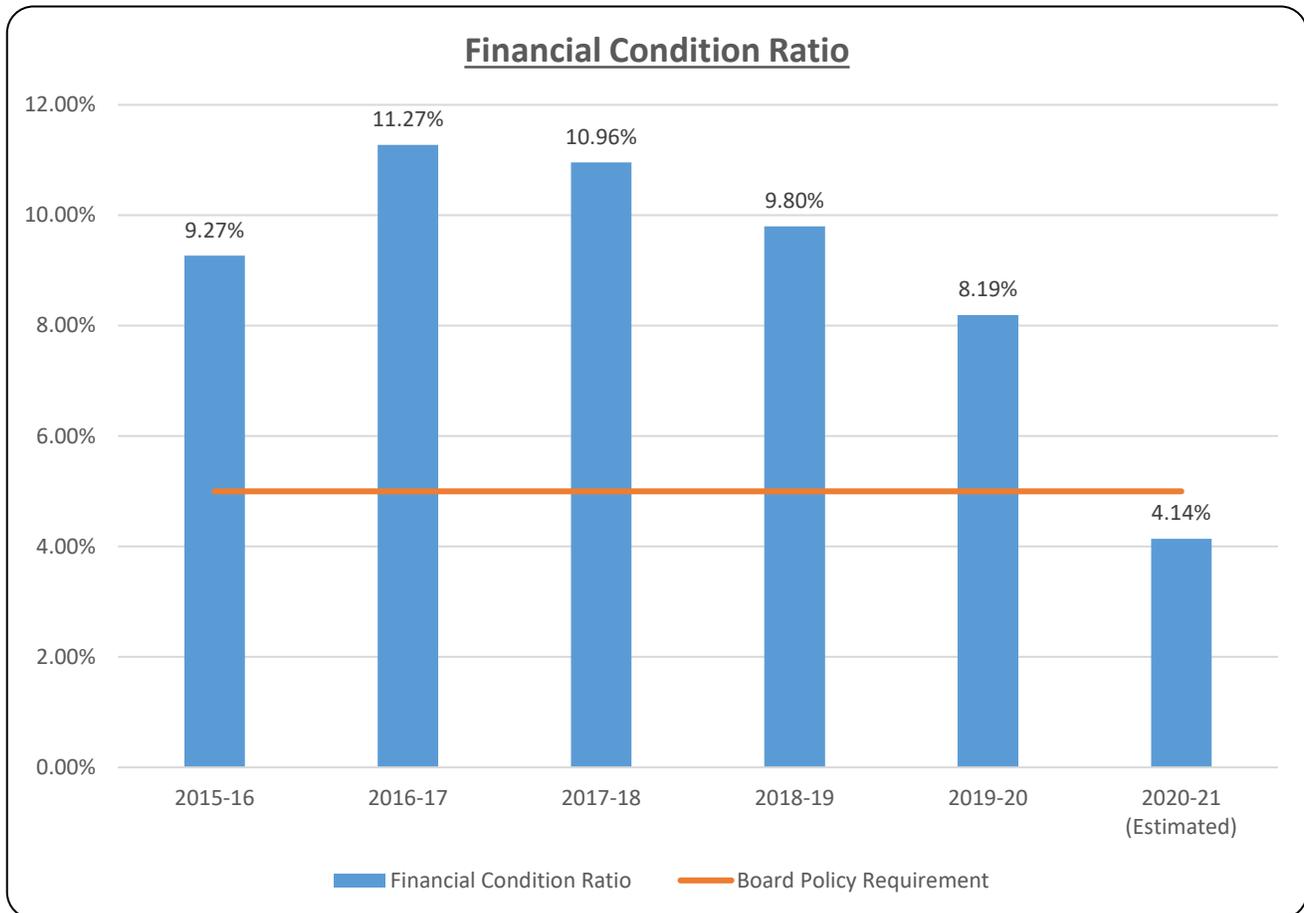
Sydney Lanier and A. Quinn Jones Para professional \$750 (\$58,212)

**Sydney Lanier and A. Quinn Jones Student Transportation \$750
(\$22,688)**

**COVID HAZARD Bonus to be paid to all employees reporting
physically to work \$450 paid quarterly (\$6,805,784)**

Financial Condition Ratio Historical

<u>Fiscal Year</u>		<u>Revenue</u>	<u>Assigned</u> <u>Unassigned</u>	<u>Financial</u> <u>Condition Ratio</u>
2015-16	\$	227,634,579	\$ 21,100,090	9.27%
2016-17		229,336,479	25,855,183	11.27%
2017-18		235,846,271	25,840,967	10.96%
2018-19		245,789,580	24,081,599	9.80%
2019-20		249,365,168	20,433,449	8.19%
2020-21 (estimated)		258,960,516	10,723,898	4.14%



Other Considerations

- Additional 2k eSchool enrollments which would mean a loss of funding of \$2 million (half year) or \$4 million (full year.)
- Current enrollment is 1k under projection which would mean a loss of funding of \$2.5 million (half year) or \$5 million (full year).
- Additional losses for McKay and Family Empowerment Scholarships.
- Projected state reoccurring general revenues are \$2.5 billion under estimate for 2020-21.
- Potential mid-year budget cut for FY 20-21 - \$8.9 Million.
- Budget cut for FY 21-22.
- Elementary School I additional \$1.5 million in operating costs.

ACEA Proposal September 10th, 2020
Estimated Budgetary Impact 20-21 Fiscal Year

Bargaining Unit	FTE	Step	Raise	Total Raise	Estimated Budget Impact
Salary Schedule Adjustments					
Educational Support	1,554	1%-4%	\$1.5 per hour		3,950,516
Instructional (20% Bucket)	998	1.50%	3.00%	4.50%	1,395,392
			Total Salary Schedule		5,345,907

Total Base Salary 5,345,907

Other Adjustments	Count	
TSSA Instructional & Para Bonus MOU 8/21/20	184	293,885
Differentiated Pay Instructional \$1,500 -(AQ Jones & Lanier)	53	94,931
Differentiated Pay Instructional Paras \$750 -(AQ Jones & Lanier)	65	58,212
Differentiated Pay Transportation \$750 -(AQ Jones & Lanier)	38	34,032
Hazard Pay ESP \$1800 (\$450 per quarter)	1,554	3,011,186
Hazard Pay INST \$1800 (\$450 per quarter)	1,743	3,377,992
IEP Writer-\$1,500	237	382,696
	Total Other	
		7,252,934
	Total	
		12,598,842

<u>Total Funds Available from Approved Budget</u>	
Revenues 9/15/20	\$ 258,960,516
Less Appropriations 9/15/20	258,839,099
Funds Available	\$ 121,417
Salary Package	12,598,842
Funding Surplus/Deficit	<u><u>\$ (12,477,425)</u></u>

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
					\$ 3,049,981
				80% Allocation	\$ 3,049,777
				Over(Under)	\$ 204

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	6	43,923	44,536	\$ 613	\$ 3,678
9 (80% Bucket)	40	44,143	44,536	\$ 393	\$ 15,720
10	47	44,582	44,975	\$ 393	\$ 18,484
11	48	45,250	45,643	\$ 393	\$ 18,864
12	54	45,930	46,323	\$ 393	\$ 21,301
13	66	46,619	47,012	\$ 393	\$ 26,056
14	77	47,318	47,711	\$ 393	\$ 30,241
15	55	48,027	48,420	\$ 393	\$ 21,784
16	61	48,747	49,140	\$ 393	\$ 23,814
17	62	49,479	49,872	\$ 393	\$ 24,496
18	30	50,221	50,614	\$ 393	\$ 11,633
19	54	50,972	51,365	\$ 393	\$ 21,281
20	38	51,737	52,130	\$ 393	\$ 14,777
21	40	52,515	52,908	\$ 393	\$ 15,766
22	38	53,302	53,695	\$ 393	\$ 14,777
23	34	54,102	54,495	\$ 393	\$ 13,303
24	33	54,914	55,307	\$ 393	\$ 13,048
25	28	55,738	56,131	\$ 393	\$ 11,122
26	32	56,581	56,974	\$ 393	\$ 12,576
27	23	57,436	57,829	\$ 393	\$ 9,118
28	24	58,303	58,696	\$ 393	\$ 9,353
29	24	59,184	59,577	\$ 393	\$ 9,432
30	19	60,076	60,469	\$ 393	\$ 7,271
31	8	60,984	61,377	\$ 393	\$ 3,046
32	17	61,904	62,297	\$ 393	\$ 6,681
33	13	62,840	63,233	\$ 393	\$ 5,109
34	12	63,788	64,181	\$ 393	\$ 4,618
35	14	64,753	65,146	\$ 393	\$ 5,345
36	12	65,729	66,122	\$ 393	\$ 4,716
37	13	66,721	67,114	\$ 393	\$ 5,033
38	9	67,730	68,123	\$ 393	\$ 3,537
39	2	68,752	69,145	\$ 393	\$ 786
40	7	69,792	70,185	\$ 393	\$ 2,653
41	5	70,846	71,239	\$ 393	\$ 2,063
	1,144				\$ 763,309
			20% Allocation		\$ 762,444
			Over(Under)		\$ 865

GRANDFATHERED TEACHER SALARY SCHEDULE

Teacher Salary Increase Allocation

Board Proposal 9-24-20

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	44,536	2,196	4,394	6,589
10	44,975	2,229	4,461	6,687
11	45,643	2,265	4,527	6,788
12	46,323	2,296	4,594	6,889
13	47,012	2,332	4,663	6,993
14	47,711	2,366	4,733	7,098
15	48,420	2,403	4,804	7,205
16	49,140	2,439	4,876	7,313
17	49,872	2,475	4,948	7,423
18	50,614	2,513	5,023	7,533
19	51,365	2,553	5,099	7,648
20	52,130	2,591	5,177	7,764
21	52,908	2,628	5,253	7,878
22	53,695	2,669	5,333	7,997
23	54,495	2,708	5,412	8,116
24	55,307	2,749	5,493	8,237
25	56,131	2,790	5,574	8,362

2020-2021 Longevity Adjustments Grandfathered Only:

Years of Experience	Bachelors	Masters	Specialist	Doctorate
25	800	2,450	3,100	4,075
26-43	2,850	4,500	5,150	6,125
44-45	4,350	6,175	7,175	8,300
46+	4,450	6,275	7,275	8,400

2020-2021 - DRAFT
SCHOOL BOARD OF ALACHUA COUNTY
Education Support Professional & Professional Technical Salary Schedule

Step	Pay Grade 22	Pay Grade 23	Pay Grade 24	Pay Grade 25	Pay Grade 26	Pay Grade 27	Pay Grade 28
00	12.15	12.31	13.95	15.84	17.96	20.37	23.18
01	12.15	12.45	14.15	16.01	18.17	20.64	23.44
02	12.15	12.61	14.29	16.21	18.39	20.88	23.73
03	12.15	12.76	14.47	16.41	18.62	21.14	24.00
04	12.15	12.89	14.61	16.57	18.80	21.38	24.30
05	12.20	13.07	14.80	16.78	19.05	21.65	24.56
06	12.32	13.19	14.96	16.96	19.24	21.86	24.85
07	12.46	13.34	15.12	17.15	19.49	22.14	25.12
08	12.58	13.50	15.31	17.35	19.67	22.37	25.44
09	12.71	13.63	15.45	17.56	19.91	22.63	25.70
10	12.86	13.79	15.63	17.72	20.12	22.88	25.99
11	12.97	13.93	15.80	17.93	20.34	23.12	26.27
12	13.10	14.08	15.96	18.09	20.57	23.38	26.55
13	13.24	14.22	16.14	18.30	20.79	23.59	26.80
14	13.50	14.35	16.31	18.50	20.98	23.88	27.12
15	13.78	14.52	16.45	18.68	21.22	24.09	27.37
16	14.03	14.66	16.61	18.88	21.41	24.34	27.67
17	14.30	14.96	16.94	19.24	21.85	24.85	28.22
18	14.57	15.26	17.29	19.63	22.28	25.33	28.79
19	14.82	15.56	17.62	20.01	22.73	25.84	29.36
20 Mid-Point	15.09	15.85	17.97	20.37	23.18	26.33	29.92
21	15.35	16.14	18.28	20.78	23.60	26.82	30.48
22	15.61	16.43	18.63	21.16	24.03	27.33	31.06
23	15.86	16.73	18.97	21.52	24.47	27.82	31.61
24	16.12	17.00	19.27	21.92	24.89	28.31	32.17
25	16.72	17.29	19.63	22.28	25.35	28.79	32.75
26	16.72	17.59	19.98	22.68	25.76	29.29	33.33
27	16.72	17.88	20.30	23.04	26.20	29.79	33.87
28	16.72	18.52	21.04	23.90	27.17	30.88	35.10

Estimated General Fund Cost - \$69,745

Multi-Year Salary Information

Year	Instructional Raise Percentage	Beginning Teacher Pay	Educational Support Raise Percentage	Educational Support Minimum Wage
2015-2016	4%	\$35,152	4%	\$9.61
2016-2017	1%	\$35,504	1%	\$10.00
2017-2018	2%	\$36,214	2%	\$10.50
2018-2019	4%	\$37,663	4%	\$10.92
2019-2020	2%	\$38,416	60 Cents Per Hour	\$11.57

INSTRUCTIONAL SALARY ADJUSTMENTS FOR 2020-2021:

1. Instructional personnel on Continuing Contract or Professional Services Contract at the start of the 2020-2021 school year who were rated as "highly effective" or "effective" on the Principal Appraisal portion of the annual evaluation advanced one (1) step on the Grandfathered Instructional Salary Schedule. Increases for this step were reflected in the September 4, 2020, paychecks.
2. Instructional personnel on Continuing Contract or Professional Services Contract at the start of the 2020-2021 school year who were not rated as "highly effective" or "effective" on the Principal Appraisal portion of the annual evaluation but received a final appraisal rating of "highly effective" or "effective" will advance one (1) step on the Grandfathered Instructional Salary Schedule. Increases for this step will be paid retroactively to the beginning of the 2020-2021 contract period.
3. Instructional personnel on annual contract for the 2020-2021 school year who received a final appraisal rating of "highly effective" or "effective" for the 2019-2020 school year advanced one (1) step on the Performance Pay Instructional Salary Schedule. Increases for this step were reflected in the September 4, 2020, paychecks.
4. Instructional personnel with a new hire date on or after August 24, 2020, will not advance a step on the 2020-2021 Instructional Salary Schedule.
5. Increases to the Grandfathered and Performance Pay salary schedules will be made as follows. The cell amounts for Bachelors steps 0 through 8 will be increased to \$44,143. The cell amount for Bachelors step 9 will be increased to \$44,536. The cell amounts for all Bachelors steps above step 9, with the exception of the longevity steps, will be increased by \$393.
6. There will be no increase in the dollar amount of the Degree Supplements for the Grandfathered or Performance Pay salary schedules.
7. Subject to final ratification by both parties, any necessary payroll adjustments shall be made as soon as administratively feasible. Employees on leave must return to active status to be eligible for retroactive adjustments.
8. In order to be eligible for retroactive pay, instructional personnel must be employed at the time of ratification.
9. Once personnel on Continuing Contract or Professional Services Contract reach the top of the Instructional Salary Schedule (step 25), they will remain on the current top cell. Longevity Adjustment will be applied as outlined in the Instructional Salary Schedule for Continuing Contract or Professional Services Contract only.

10. Placement on the salary schedule shall be in accordance with 2020-2021 footnotes.

Footnotes to 2020-2021 Teacher Salary Schedule:

1. Differentiated pay will be awarded to instructional personnel, including instructional paraprofessionals at TSSSA eligible schools for the 2020-2021 school year for the purposes of recruitment and retention. A \$1,250 payment will be made on the final pay period of December 2020 to all active instructional staff members of Terwilliger Elementary, Metcalfe Elementary, Idylwild Elementary, and Lake Forest Elementary Schools. A second \$1,250 payment will be awarded in the last pay period of June 2021 to all active instructional personnel at those schools. Instructional paraprofessionals will receive a payment of \$500 on the final pay period of December 2020 to all active paraprofessionals at these schools. A second \$500 payment will be awarded in the last pay period of June 2021 to all active instructional paraprofessionals at these schools. Bonuses will be funded out of TSSSA funds as allowable under the grant application and then covered by district funds to bring all designated employees up to the bonus amounts prescribed in this memorandum of understanding.

ESP SALARY ADJUSTMENTS FOR 2020-2021:

1. Eligible ESPs on steps 0-28 and employed prior to January 1, 2020, advanced one (1) step effective July 1, 2020. The increase for 12-month personnel was reflected in the July 15, 2020, paychecks and for 10-month employees in the September 4, 2020, paychecks. In addition to this step, the salary schedule for pay grade 22 steps 00 through 04 will be increased to \$12.15 per hour. Increases for 10-month employees will be paid retroactive to the September 4 paycheck, or appointment date, whichever is later. Increases for 12-month employees will be paid retroactive to the July 15 paycheck, or appointment date, whichever is later.
2. Once employees reach the top of the salary schedule (step 28), they will remain on the current top cell.
3. Subject to final ratification by all parties, payroll adjustments shall be made as soon as administratively feasible.
4. Placement on the salary schedule shall be in accordance with 2020-2021 footnotes.