

# **Joint Salary**

**January 26<sup>th</sup>, 2021**

# FINANCIAL UPDATE 20-21 FISCAL YEAR

- 2020-EO-06 - HOLD HARMLESS ON FTE AND FUNDING WITH A PRORATION OF FUNDS.
- STATE REVENUE - STILL UNDER REVENUE PROJECTIONS BY 2.9 BILLION FOR FY 20-21.
- SPRING PLAN - WE ARE UTILIZING 7.5 INSTRUCTIONAL VACANCIES TO FUND ADDITIONAL CLERICAL ASSISTANCE AND TUTORING PROGRAMS.
- 10% DEPARTMENTAL BUDGET REDUCTION - \$392,208 RETURNED TO FUND BALANCE.
- 10 INSTRUCTIONAL VACANCIES - \$574,000 RETURNED TO FUND BALANCE.
- 1.5 ADMINISTRATIVE VACANCIES - \$154,526 RETURNED TO FUND BALANCE.
- FINANCIAL CONDITION – UNDERLYING FINANCIAL CONDITION REMAINS LARGELY UNCHANGED.

# FINANCIAL UPDATE 21-22 FISCAL YEAR

- CLOSURE OF TERWILLIGER - \$1,653,181 COST AVOIDANCE FOR FY 21-22.
- STATE BUDGET – STATE ESTIMATED BUDGETARY SHORTFALL IS 2.2 BILLION FOR FY 21-22.
  - HOUSE APPROPRIATIONS CHAIR JAY TRUMBULL STATED, “IT IS MATHEMATICALLY IMPOSSIBLE TO CUT \$2 BILLION OUT OF THIS BUDGET WITHOUT TAKING ANYTHING FROM EDUCATION.”
- CARES ACT 2<sup>ND</sup> ROUND FUNDING - WE HAVE NOT RECEIVED ANY INFORMATION FROM THE FDOE ON THE CARES ACT ROUND TWO FUNDING AMOUNT OR ALLOWABLE EXPENSES. FEDERAL FUNDS MUST BE USED TO SUPPLEMENT CURRENT OPERATIONS TO ADDRESS COVID-19 AND CANNOT BE USED SUPPLANT OPERATIONAL COSTS.
- STUDENT COUNTS – A PRELIMINARY STUDENT PROJECTION FOR THE 21-22 SCHOOL YEAR ESTIMATES A SIGNIFICANT REDUCTION IN STUDENTS WHICH WILL IMPACT ON OUR STATE FUNDING.
- 1 MILL FUNDING – THE DISTRICT WILL BE REQUIRED TO SHARE OVER 1 MILLION OF OUR 1 MILL FUNDS WITH CHARTER SCHOOLS. THIS FUNDING SOURCE PAYS FOR 310 TEACHER POSITIONS.

# IMPASSE UPDATE

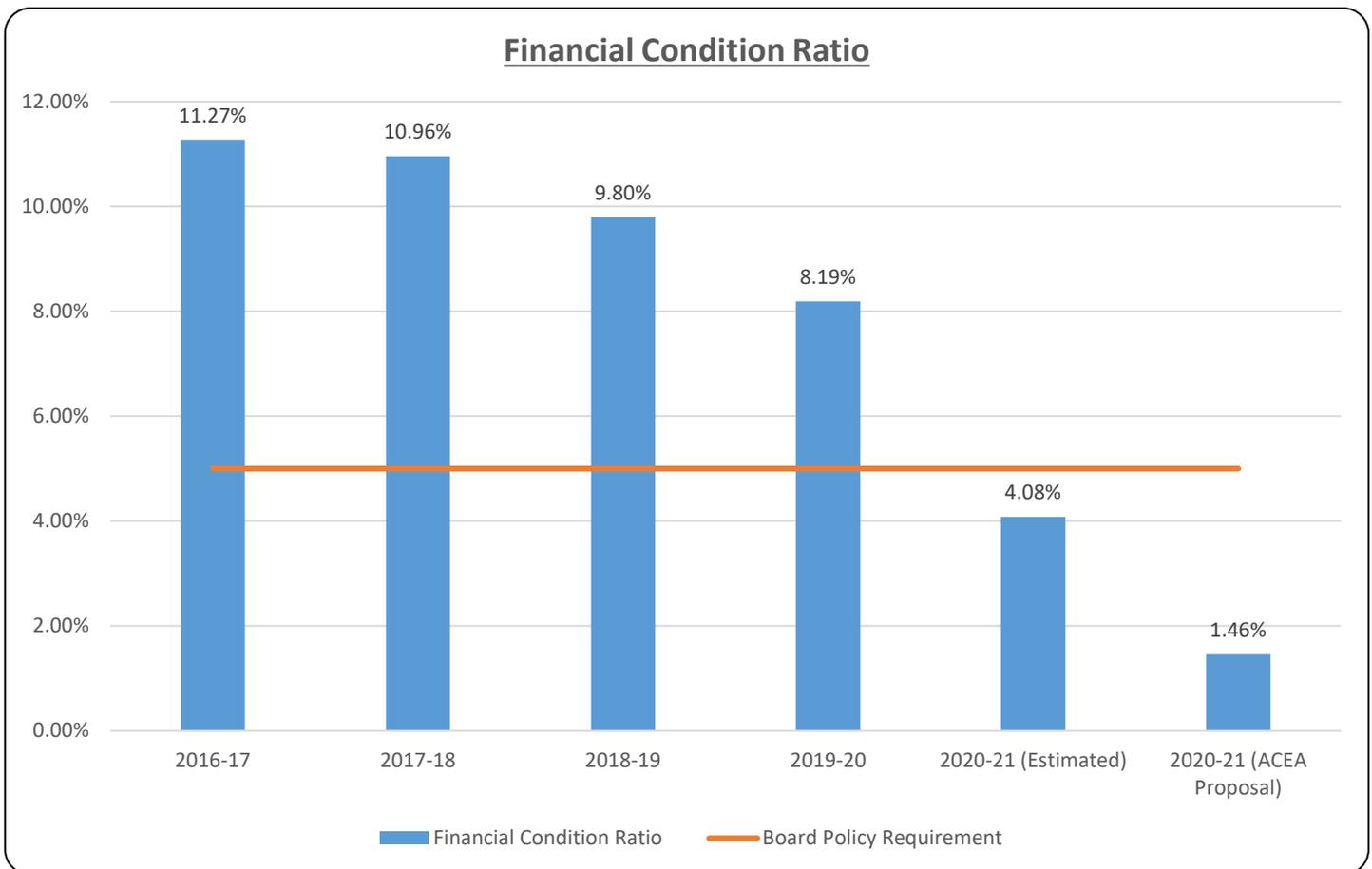
- IMPASSE HEARING HAS BEEN SET FOR MARCH 31<sup>ST</sup>.
- IMPASSE PROCESS:
  - IMPASSE HEARING BEFORE SPECIAL MAGISTRATE
  - WITHIN 15 DAYS OF HEARING SPECIAL MAGISTRATE TRANSMITS A RECOMMENDATION
  - UNLESS REJECTED IN WRITING WITHIN 20 DAYS, THE RECOMMENDATION IS CONSIDERED APPROVED AND SETTLEMENT IS WRITTEN UP AND IS ACCEPTED:
    - ✓ UNION RATIFICATION AND BOARD APPROVAL OF SALARY SCHEDULE
    - ✓ DOE APPROVAL OF TEACHER SALARY INCREASE ALLOCATION PLAN
    - ✓ RAISES PAID TO EMPLOYEES
  - IF UNION OR BOARD REJECT RECOMMENDATION, IN WHOLE OR IN PART, REJECTING PARTY MUST SPECIFY REASONS FOR REJECTION IN WRITING, EXECUTIVE SESSION ENDS AND THE BOARD (AS LEGISLATIVE BODY) HEARS DISPUTED ISSUES AT A PUBLIC HEARING AND SETTLES BY BOARD VOTE.

**ACEA Proposal October 27th, 2020**  
**Estimated Budgetary Impact 20-21 Fiscal Year**

Bargaining Unit	FTE	Step	Raise	Total Raise	Estimated Budget Impact
<b>Salary Schedule Adjustments</b>					
Educational Support	1,522	1%-4%	3.00%	4%-7%	1,278,025
Instructional (20% Bucket)	998	1.50%	3.00%	4.50%	1,395,392
Total Salary Schedule					2,673,417
Total Base Salary					2,673,417
<b>Other Adjustments</b>					
				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
COVID Crisis Pay \$1000				3,265	3,515,095
IEP Writer-\$1,000				237	255,131
Total Other					4,251,286
<b>Total</b>					<b>6,924,703</b>
<u>Total Funds Available from Approved Budget</u>					
Revenues 9/15/20		\$ 258,960,516			
Less Appropriations 9/15/20		<u>258,839,099</u>			
Funds Available		\$ 121,417			
Salary Package		6,924,703			
Departmental Budget Pull Back 10%		392,208			
10 Instructional Vacancies		574,000			
Administrative Vacancies		154,526			
Funding Surplus/Deficit		<u><u>\$ (5,682,552)</u></u>			

## Financial Condition Ratio Historical

<u>Fiscal Year</u>		<u>Revenue</u>		<u>Assigned Unassigned</u>	<u>Financial 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 (Updated Estimate)		259,541,714		10,594,328	4.08%
2020-21 (ACEA Proposal)		259,541,714		3,791,042	1.46%



## 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 1%

<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	44,589	\$ 666	\$ 3,996
9 (80% Bucket)	40	44,143	44,589	\$ 446	\$ 17,840
10	47	44,582	45,028	\$ 446	\$ 20,968
11	48	45,250	45,703	\$ 453	\$ 21,720
12	54	45,930	46,389	\$ 459	\$ 24,894
13	66	46,619	47,085	\$ 466	\$ 30,908
14	77	47,318	47,791	\$ 473	\$ 36,411
15	55	48,027	48,507	\$ 480	\$ 26,621
16	61	48,747	49,234	\$ 487	\$ 29,539
17	62	49,479	49,974	\$ 495	\$ 30,840
18	30	50,221	50,723	\$ 502	\$ 14,865
19	54	50,972	51,482	\$ 510	\$ 27,601
20	38	51,737	52,254	\$ 517	\$ 19,453
21	40	52,515	53,040	\$ 525	\$ 21,067
22	38	53,302	53,835	\$ 533	\$ 20,042
23	34	54,102	54,643	\$ 541	\$ 18,314
24	33	54,914	55,463	\$ 549	\$ 18,231
25	28	55,738	56,295	\$ 557	\$ 15,774
26	32	56,581	57,147	\$ 566	\$ 18,106
27	23	57,436	58,010	\$ 574	\$ 13,325
28	24	58,303	58,886	\$ 583	\$ 13,876
29	24	59,184	59,776	\$ 592	\$ 14,204
30	19	60,076	60,677	\$ 601	\$ 11,114
31	8	60,984	61,594	\$ 610	\$ 4,726
32	17	61,904	62,523	\$ 619	\$ 10,524
33	13	62,840	63,468	\$ 628	\$ 8,169
34	12	63,788	64,426	\$ 638	\$ 7,495
35	14	64,753	65,401	\$ 648	\$ 8,806
36	12	65,729	66,386	\$ 657	\$ 7,887
37	13	66,721	67,388	\$ 667	\$ 8,545
38	9	67,730	68,407	\$ 677	\$ 6,096
39	2	68,752	69,440	\$ 688	\$ 1,375
40	7	69,792	70,490	\$ 698	\$ 4,711
41	5	70,846	70,846	\$	\$ -
					\$ 889,876
					\$ 762,444
					\$ 127,432

**GRANDFATHERED TEACHER SALARY SCHEDULE**

**Teacher Salary Increase Allocation**

**Board Proposal 1-26-21**

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	44,589	2,196	4,394	6,589
10	45,028	2,229	4,461	6,687
11	45,703	2,265	4,527	6,788
12	46,389	2,296	4,594	6,889
13	47,085	2,332	4,663	6,993
14	47,791	2,366	4,733	7,098
15	48,507	2,403	4,804	7,205
16	49,234	2,439	4,876	7,313
17	49,974	2,475	4,948	7,423
18	50,723	2,513	5,023	7,533
19	51,482	2,553	5,099	7,648
20	52,254	2,591	5,177	7,764
21	53,040	2,628	5,253	7,878
22	53,835	2,669	5,333	7,997
23	54,643	2,708	5,412	8,116
24	55,463	2,749	5,493	8,237
25	56,295	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 - BOARD PROPOSAL**  
**SCHOOL BOARD OF ALACHUA COUNTY**  
**Education Support Professional & Professional Technical Salary Schedule**

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

## Board Proposal 4 - January 26th, 2021

### Estimated Budgetary Impact 20-21 Fiscal Year

Bargaining Unit	FTE	Step	Raise	Total Raise	Estimated Budget Impact
<b>Salary Schedule Adjustments</b>					
Educational Support	1,522	1%-4%	<b>\$500 Bonus</b>	1%-4%	586,154
Instructional (20% Bucket)	1,144	1.50%	1.00%	2.50%	127,432
			Total Salary Schedule		713,586
			Total Base Salary		713,586
<b>Other Adjustments</b>					
				<b>Count</b>	
TSSA Instructional & Para Bonus MOU 8/21/20				184	293,885
Differentiated Pay					200,000
ESP Compression of Steps 0-5 on PG 22 to \$12.20					79,884
			Total Other		573,769
			<b>Total</b>		<b>1,287,355</b>
<b>Total Funds Available from Approved Budget</b>					
Revenues 9/15/20		\$ 258,960,516			
Less Appropriations 9/15/20		258,839,099			
Funds Available		\$ 121,417			
Salary Package			1,287,355		
Departmental Budget Pull Back 10%			392,208		
10 Instructional Vacancies			574,000		
Administrative Vacancies			154,526		
Funding Surplus/(Deficit)		\$ (45,204)			

**AVERAGE SALARIES FOR SELECT INSTRUCTIONAL STAFF  
2019-20, FINAL SURVEY 3 DATA**

DISTRICT NAME	ALL INSTRUCTIONAL STAFF (Including Teachers)				State Funding Per FTE	
	AVERAGE SALARY	NUMBER EMPLOYED	EMPLOYMENT		Funds Per FTE	Rank
			LENGTH (in Months)	Rank		
<b>FLORIDA</b>	<b>\$ 49,468.83</b>	<b>204,781</b>	<b>10</b>			
SARASOTA	\$ 59,617.54	3,329	10	1	8,458	7
MONROE	\$ 58,427.85	774	10	2	10,190	1
COLLIER	\$ 55,392.63	3,569	10	3	9,119	3
FLAGLER	\$ 53,064.01	837	10	4	7,575	58
HILLSBOROUGH	\$ 52,936.46	16,617	10	5	7,671	48
OKALOOSA	\$ 52,313.55	2,013	10	6	7,798	34
CHARLOTTE	\$ 51,914.34	1,144	10	7	7,996	23
BROWARD	\$ 51,830.28	17,698	10	8	7,746	39
SUWANNEE	\$ 51,288.90	388	10	9	7,495	66
PINELLAS	\$ 50,996.36	7,768	10	10	7,932	26
SUMTER	\$ 50,992.12	668	10	11	8,071	19
LAFAYETTE	\$ 50,925.97	80	10	12	8,252	14
PALM BEACH	\$ 50,875.25	14,545	10	13	8,265	12
GLADES	\$ 50,448.76	160	10	14	8,418	9
MIAMI-DADE	\$ 50,278.77	21,929	10	15	7,931	27
ORANGE	\$ 49,980.71	15,835	10	16	7,746	40
JEFFERSON	\$ 49,797.24	61	10	17	9,523	2
SEMINOLE	\$ 49,410.17	4,732	10	18	7,521	62
GILCHRIST	\$ 49,348.38	174	10	19	8,452	8
ALACHUA	\$ 49,322.98	1,805	10	20	7,555	60
BREVARD	\$ 49,221.17	5,461	10	21	7,680	45
MANATEE	\$ 49,172.48	3,768	10	22	7,622	52
CITRUS	\$ 48,899.08	1,153	10	23	7,599	55
HIGHLANDS	\$ 48,853.68	831	10	24	7,520	63
LEE	\$ 48,728.08	6,249	10	25	7,969	25
DUVAL	\$ 48,472.33	8,679	10	26	7,714	42
PUTNAM	\$ 48,146.74	746	10	27	7,784	35
ST. JOHNS	\$ 48,028.77	3,010	10	28	7,745	41
CLAY	\$ 47,891.68	2,983	12	29	7,627	51
HERNANDO	\$ 47,799.76	1,733	10	30	7,613	54
GULF	\$ 47,687.06	152	10	31	8,341	11
OKEECHOBEE	\$ 47,551.40	438	10	32	7,765	37

# Multi-Year Salary Information

Year	Instructional Raise Percentage Including Experience Step	Beginning Teacher Pay	Average Teacher Salary State Rank	Educational Support Raise Percentage Including Experience Step	Educational Support Minimum Wage
2015-2016	5.5%	\$35,152	56th	5%	\$9.61
2016-2017	2.5%	\$35,504	51st	2%	\$10.00
2017-2018	3.5%	\$36,214	55th	3%	\$10.50
2018-2019	5.5%	\$37,663	42th	5%	\$10.92
2019-2020	3.5%	\$38,416	20th	60 Cents Per Hour Plus 1%	\$11.57
2020-2021 Proposed	2.5%	\$44,143		1% plus \$500 bonus	\$12.20
	<b>22% Plus Teacher Salary Increase Allocation</b>	<b>\$8,991 increase over 5 years</b>		<b>17% plus 60 cents per hour</b>	<b>27% Increase over 5 years</b>

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 \$44,589. The cell amounts for all Bachelors steps above step 9, with the exception of the longevity steps, will be increased by 1.0%. Increases for this raise will be paid retroactively to the beginning of the 2020-2021 contract period.
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.
2. In addition to the above, \$200,000 in Differentiated Pay for 2020-21 will be awarded at the mutual agreement between Board and ACEA.
3. The District will increase all supplements 1.0%.
4. Hours worked by instructional personnel for COVID-19 related tutoring programs outlined in the District's Spring Reopening plan will be paid at the employee's hourly rate.

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 05 will be increased to \$12.20 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. All educational support professionals actively employed at the time of ratification will receive a one-time bonus of \$500.
3. Once employees reach the top of the salary schedule (step 28), they will remain on the current top cell.
4. Subject to final ratification by all parties, payroll adjustments shall be made as soon as administratively feasible.
5. Placement on the salary schedule shall be in accordance with 2020-2021 footnotes.

**Honorable Mark Lamont**

912 Greenlea Road  
Hershey, PA 17033  
(717)649-2794  
[marklamont1@gmail.com](mailto:marklamont1@gmail.com)

January 22, 2021

Mr. Lamont,  
Thank You for your acknowledgement of assignment.

The Alachua County Education Association proposes to limit the Impasse Hearing to the following unresolved bargaining issues:

1. Salary increases for the Education Support Professional Unit. **\$500 bonus in addition to the step increase of 1-4%**
2. Salary increases for the Instructional Unit. **2.5% for veteran teachers including the step**
3. Differentiated Hazard Pay for COVID. **Di h**
4. Differentiated pay for alternative center schools and functional classroom teachers/ para- professionals. **Di h**
5. Differentiated pay for instructional IEP Writers. **Di h**

Alachua County Education Association would like to withdraw the Pandemic working conditions so that we can continue to bargain these working conditions with the district in a timely manner since we are functioning in an emergency situation that requires swift modifications to operations through Memorandums of Understanding.

All of the dates that you submitted are acceptable to the association and since the District has a preference for March 31 and April 1, we will hold those dates in our calendars.

Respectfully,

Carmen Ward

President, Alachua County Education Association  
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Cc:  
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Diana Johnson Staff Attorney, School Board of Alachua County [johnsondm@gm.sbac.edu](mailto:johnsondm@gm.sbac.edu) (by email)