

Joint Salary

November 19, 2020

**ACEA JOINT SALARY
PROPOSAL October 27, 2020**

ACEA Joint Salary Counter Proposal 10-27-2020

ACEA agrees to the use of part of the TSA, Teacher Salary Allocation funds for instructional step cells 0-7 for those bargaining unit instructional positions that qualify for the “80% and 20% buckets.”

This increases the base salary to \$44,143, for instructional step cells 0-7.

ACEA is proposing a 3% salary increase be applied to all step cells 8 and above on the Instructional Performance-Pay Salary Schedule.

ACEA is proposing a 3% salary increase be applied to all step cells of the Instructional Grandfathered Salary Schedule from Step cells 8 to step 25.

ACEA is proposing an across the board 3% salary increase to all Education Support Professionals.

ESTIMATED COST OF INSTRUCTIONAL 3% Salary Increase (above the TSA) :

\$1,395,392

ESTIMATED COST OF ESP SALARY 3% Increase Cost:

\$1,070,283 **(\$1,278,025 including benefits)**

Total increased salary cost for additional 3%: \$2,465,675. **(\$2,673,417)**

The increases to be paid retroactively to the beginning of the 2020-21 contract year or hire date.

Differentiated Pay

ONE-TIME COVID CRISIS PAY: For in-person employees \$1000.

Supplements for Schedule:
IEP WRITERS \$1000.

CENTERS and FUNCTIONAL ESE Supplement:

Sydney Lanier and A Quinn Jones Instructional, Functional ESE Units
\$1500.

Sydney Lanier and A. Quinn Jones Para Professional, Functional ESE
Units \$750

Sydney Lanier and A. Quinn Jones Student Transportation \$750

Total Differentiated Pay Cost \$3,957,401

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

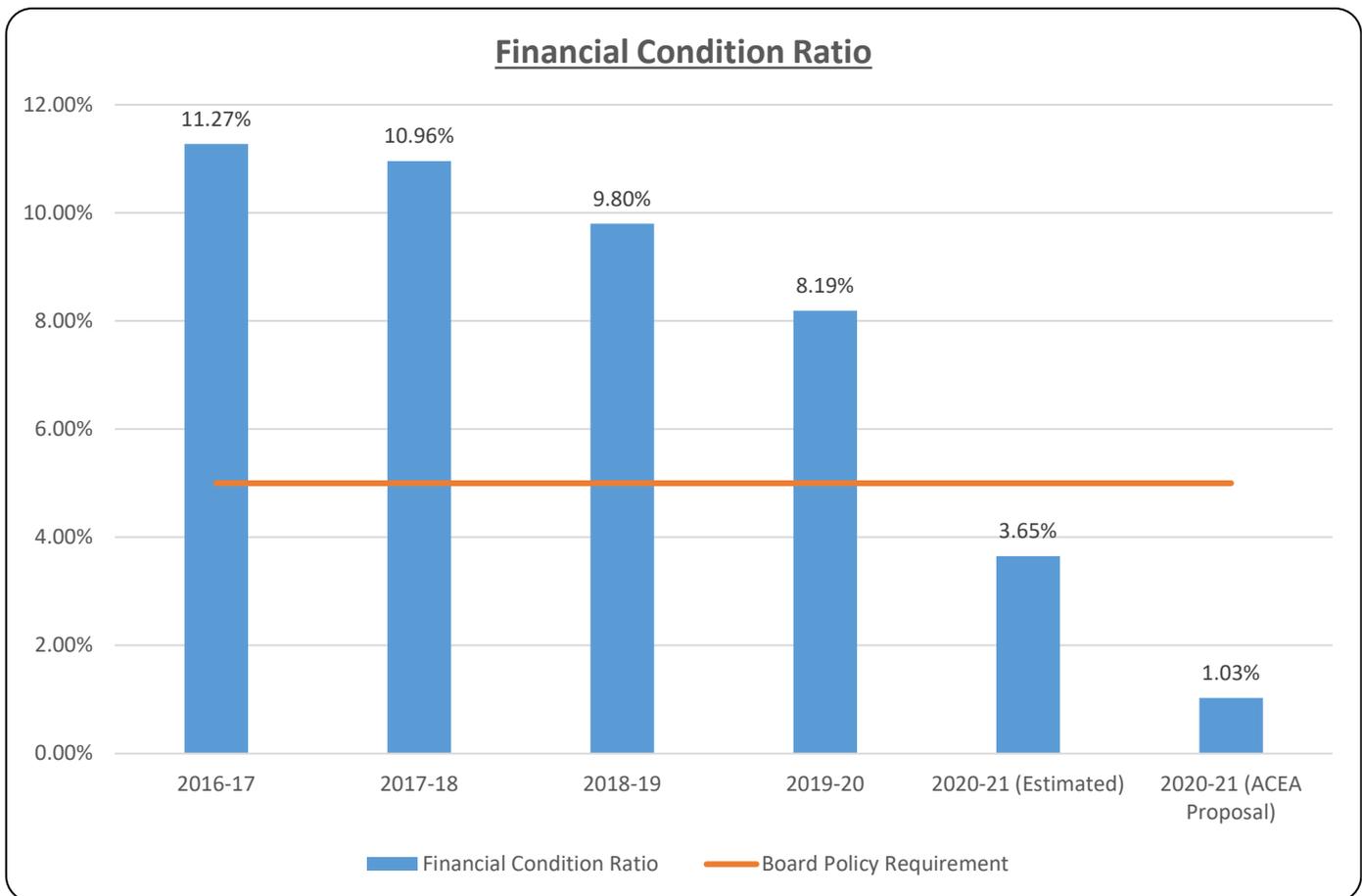
Bargaining Unit	FTE	Step	Raise	Total Raise	Estimated Budget Impact
Salary Schedule Adjustments					
Educational Support	1,522	1%-4%	3.00%	4%-7%	1,278,025
Instructional (20% Bucket)	998	1.50%	3.00%	4.50%	1,395,392
			Total Salary Schedule		2,673,417
			Total Base Salary		2,673,417
Other Adjustments					
				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
COVID Crisis Pay \$1000				3,265	3,515,095
IEP Writer-\$1,000				237	255,131
			Total Other		4,251,286
			Total		6,924,703
Total Funds Available from Approved Budget					
Revenues 9/15/20		\$ 258,960,516			
Less Appropriations 9/15/20		258,839,099			
Funds Available		\$ 121,417			
Salary Package		6,924,703			
Funding Surplus/Deficit		<u>\$ (6,803,286)</u>			

Additional Discretionary Funding?

2020-21 Additional State Funding	5,164,705
Teacher Salary Increase Allocation	-4,930,825
Categorical Funding	3,903,235
Family Empowerment Scholarship	-897,672
Student Workload	-1,761,820
FRS Rate Increase	-2,778,386
Health Insurance	-1,712,823
Net Additional Funds	-3,013,586
Additional Funds Per Student	-102

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)		259,541,714	9,473,594	3.65%
2020-21 (ACEA Proposal)		259,541,714	2,670,308	1.03%



Other Board 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).
- Impact of January return to Brick & Mortar.
- Additional losses for McKay and Family Empowerment Scholarships.
- Projected state reoccurring general revenues are \$2.5 billion under estimate for 2020-21.
- Potential Budget cuts for FY 21-22.
- Elementary School I additional \$1.5 million in operating costs.

AVERAGE SALARIES FOR TEACHERS 2019-20, FINAL SURVEY 3 DATA

(A professional paid on the Instructional Salary Schedule negotiated by a Florida School District)

DISTRICT #	DISTRICT NAME	TEACHER		
		AVERAGE SALARY	NUMBER EMPLOYED	Rank
00	FLORIDA	\$ 49,269.05	176,933	
58	SARASOTA	\$ 59,214.89	3,010	1
44	MONROE	\$ 57,901.20	682	2
11	COLLIER	\$ 54,518.27	3,136	3
29	HILLSBOROUGH	\$ 52,259.94	14,378	4
18	FLAGLER	\$ 52,119.81	714	5
46	OKALOOSA	\$ 51,992.95	1,811	6
06	BROWARD	\$ 51,686.10	15,720	7
13	MIAMI-DADE	\$ 51,153.50	19,071	8
08	CHARLOTTE	\$ 51,024.69	975	9
61	SUWANNEE	\$ 50,753.73	358	10
52	PINELLAS	\$ 50,542.30	6,647	11
33	JEFFERSON	\$ 50,375.45	55	12
50	PALM BEACH	\$ 50,353.47	12,786	13
34	LAFAYETTE	\$ 50,225.92	70	14
60	SUMTER	\$ 49,895.69	572	15
41	MANATEE	\$ 49,738.52	3,233	16
22	GLADES	\$ 49,540.45	147	17
48	ORANGE	\$ 49,212.01	12,929	18
59	SEMINOLE	\$ 49,105.87	4,306	19
21	GILCHRIST	\$ 48,992.25	155	20
01	ALACHUA	\$ 48,840.99	1,582	21
05	BREVARD	\$ 48,742.77	4,722	22
31	INDIAN RIVER	\$ 48,694.13	1,143	23
27	HERNANDO	\$ 48,398.33	1,518	24
36	LEE	\$ 48,233.28	5,540	25
09	CITRUS	\$ 48,149.30	986	26
28	HIGHLANDS	\$ 48,081.14	734	27
16	DUVAL	\$ 47,847.44	7,649	28
66	WALTON	\$ 47,475.58	657	29
54	PUTNAM	\$ 47,369.63	631	30
55	ST. JOHNS	\$ 47,275.39	2,577	31
10	CLAY	\$ 47,194.37	2,621	32
45	NASSAU	\$ 47,013.70	756	33
47	OKEECHOBEE	\$ 46,843.96	381	34
53	POLK	\$ 46,528.32	6,776	35

AVERAGE SALARIES FOR TEACHERS 2019-20, FINAL SURVEY 3 DATA

(A professional paid on the Instructional Salary Schedule negotiated by a Florida School District)

DISTRICT #	DISTRICT NAME	TEACHER		
		AVERAGE SALARY	NUMBER EMPLOYED	Rank
43	MARTIN	\$ 46,403.19	1,241	36
23	GULF	\$ 46,387.60	127	37
57	SANTA ROSA	\$ 46,355.97	1,927	38
25	HARDEE	\$ 46,071.53	308	39
67	WASHINGTON	\$ 46,041.31	240	40
56	ST. LUCIE	\$ 46,024.60	2,455	41
64	VOLUSIA	\$ 45,964.82	4,239	42
26	HENDRY	\$ 45,877.13	415	43
35	LAKE	\$ 45,856.37	2,792	44
49	OSCEOLA	\$ 45,839.34	4,220	45
14	DESOTO	\$ 45,832.34	263	46
37	LEON	\$ 45,658.26	2,050	47
42	MARION	\$ 45,615.63	2,592	48
03	BAY	\$ 45,598.25	1,652	49
12	COLUMBIA	\$ 44,860.57	629	50
17	ESCAMBIA	\$ 44,426.63	2,352	51
02	BAKER	\$ 44,350.05	303	52
62	TAYLOR	\$ 44,228.77	173	53
15	DIXIE	\$ 44,079.89	127	54
30	HOLMES	\$ 43,579.44	221	55
65	WAKULLA	\$ 43,478.59	318	56
51	PASCO	\$ 43,458.77	4,819	57
38	LEVY	\$ 43,182.37	306	58
04	BRADFORD	\$ 42,536.28	220	59
32	JACKSON	\$ 42,311.97	444	60
24	HAMILTON	\$ 42,100.49	93	61
40	MADISON	\$ 41,733.49	153	62
19	FRANKLIN	\$ 41,440.89	76	63
39	LIBERTY	\$ 41,393.64	102	64
63	UNION	\$ 41,186.23	162	65
07	CALHOUN	\$ 39,973.35	142	66
20	GADSDEN	\$ 38,565.57	369	67

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 11-19-20

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 - BOARD PROPOSAL 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 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	21st	60 Cents Per Hour Plus 1%	\$11.57
2020-2021 Proposed	1.5%	\$44,143		1%	\$12.15
	22% Plus Teacher Salary Increase Allocation	\$8,991 increase over 5 years		17% plus 60 cents per hour	26% Increase over 5 years

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.