

July 9, 2025

## ARTICLE 19

### Compensation

19.1 All employees covered by this agreement shall be paid in accordance with job classification and recognized experience from the wage schedules included in this agreement. ~~Increases are not automatic but will be determined through negotiations. For~~ **Beginning in 2025-2026,** **wage schedule will be implemented per Appendix C.** ~~the 2024-2025 school year all employees who are actively employed on the date of the 2024-2025 contract ratification will receive a raise of 5%. Such raise will be retroactive to July 1, 2024~~**5.**

19.2 A. Upon initial employment, employees shall be notified of and may be granted verified related experience up to fifteen (15) years including up to six (6) years of military service as verified on the DD-214. More than one-half (1/2) of the number of days in the contract period during the school year must be completed to be entitled to a year's credit.

B. Current employees may also apply to receive up to fifteen (15) years of credit on the ~~salary placement~~ **wage** schedule for related years of experience including years that have been used by the employee to qualify for retirement, whether in Florida or outside the State.

To apply, current employees shall:

1. Complete an application with their current supervisor within 60 days of the date of contract ratification in ~~2021-2022~~**5-2026**. The application will then be forwarded by the supervisor to HR for review. The window for current employees will close permanently at the end of 60 days.
2. Provide all of the requisite documentation required on the application. Incomplete applications will not be eligible for review/consideration. Each current employee requesting an additional experience review may submit ONE application during the 60-day window. **Time extension will be granted on an individual basis by mutual agreement of the superintendent and BESPA president.**

Current employees should note that IF additional years of related experience are granted, those years ~~WILL NOT be~~

Deleted language is identified with a ~~strikethrough~~.

New language is identified in **boldface and is underlined**.



retroactive but will be applied to the next full payroll window following approval if approval is granted **will be retroactive to July 1, 2025.**

---

### APPENDIX C

~~For most current charts, see Salary Placement Schedule @ [www.bay.k12.fl.us](http://www.bay.k12.fl.us).~~

Years of Experience	Pay Grade										
		101	102	103	104	105	106	107	108	109	110
	0	\$15.00	\$16.50	\$18.00	\$19.50	\$21.00	\$22.50	\$24.00	\$25.50	\$27.00	\$28.50
	1	\$17.00	\$18.50	\$19.00	\$21.50	\$23.00	\$24.50	\$26.00	\$27.50	\$29.00	\$30.50
	2	\$19.00	\$20.50	\$21.00	\$23.50	\$25.00	\$26.50	\$28.00	\$29.50	\$31.00	\$32.50
	3	\$21.00	\$22.50	\$23.00	\$25.50	\$27.00	\$28.50	\$30.00	\$31.50	\$33.00	\$34.50
	4	\$23.00	\$24.50	\$25.00	\$27.50	\$29.00	\$30.50	\$32.00	\$33.50	\$35.00	\$36.50
	5	\$25.00	\$26.50	\$27.00	\$29.50	\$31.00	\$32.50	\$34.00	\$35.50	\$37.00	\$38.50
	6	\$27.00	\$28.50	\$29.00	\$31.50	\$33.00	\$34.50	\$36.00	\$37.50	\$39.00	\$40.50
	7	\$29.00	\$30.50	\$31.00	\$33.50	\$35.00	\$36.50	\$38.00	\$39.50	\$41.00	\$42.50
	8	\$31.00	\$32.50	\$33.00	\$35.50	\$37.00	\$38.50	\$40.00	\$41.50	\$43.00	\$44.50
	9	\$33.00	\$34.50	\$35.00	\$37.50	\$39.00	\$40.50	\$42.00	\$43.50	\$45.00	\$46.50
	10	\$35.00	\$36.50	\$37.00	\$39.50	\$41.00	\$42.50	\$44.00	\$45.50	\$47.00	\$48.50
	11	\$37.00	\$38.50	\$39.00	\$41.50	\$43.00	\$44.50	\$46.00	\$47.50	\$49.00	\$50.50
	12	\$39.00	\$40.50	\$41.00	\$43.50	\$45.00	\$46.50	\$48.00	\$49.50	\$51.00	\$52.50
	13	\$41.00	\$42.50	\$43.00	\$45.50	\$47.00	\$48.50	\$50.00	\$51.50	\$53.00	\$54.50
	14	\$43.00	\$44.50	\$45.00	\$47.50	\$49.00	\$50.50	\$52.00	\$53.50	\$55.00	\$56.50
15	\$45.00	\$46.50	\$47.00	\$49.50	\$51.00	\$52.50	\$54.00	\$55.50	\$57.00	\$58.50	

Employees who have reached their top pay will receive a 5% pay increase annually.

Deleted language is identified with a ~~strikethrough~~.  
New language is identified in **boldface and is underlined**.



BESPA Proposal #1

July 9, 2025

TA'D on \_\_\_\_\_

\_\_\_\_\_ Josh Balkom, BDS Chief Negotiator

\_\_\_\_\_ Carol Croon, BESPA President

\_\_\_\_\_ Michael Petty, MSSU Executive Director

Deleted language is identified with a ~~strikethrough~~.  
New language is identified in **boldface and is underlined**.