

**ABCE Proposal #10**  
**District Counter Proposal #1**  
**ABCE Counter Proposal #1**

October 9, 2024

~~2023-2024~~2025 Salary

~~For the 2023-2024 school year, the district will commit \$2,500,000 for instructional salary increases. All instructional personnel who are actively employed on the date of 2023-2024 contract ratification will receive a salary increase determined by the formula negotiated between ABCE and the District. This pay increase will be retroactive to July 31, 2023.~~

Total # Teachers	
Total Amount Available for Raises	
	Factor
Grandfather Effective or Highly	1
Associate Teacher Effective	0.5
Associate Teacher Highly Effective	0.67
Perform @ Min Salary Level	0.75
Perform Effective	1.0
Perform Highly Effective	1.34

\*This will impact Article 17.1

~~2023-2024 District Bonus Offer:~~

- ~~• The District will give a \$500 one-time bonus to each full-time instructional staff member that is employed on the 2023-2024 date of ratification.~~
- ~~• Each part-time instructional staff member that is employed on the 2023-2024 date of ratification will receive a half-share of the correlating bonus detailed above.~~

~~*Note: An employee can only qualify for one of the bonuses listed above. Bonus amount is actual bonus. The District is taking care of the employer tax on bonuses. The employee's portion of taxes will be deducted before distribution.*~~

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

ABCE Proposal #10  
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October 9, 2024

~~2023—~~ 2024-2025 Classroom Teacher and Other Personnel Salary Increase

The state has allocated additional funding in order to increase the teacher salary for the ~~2023—~~ 2024-2025 school year. The District's allocation includes funding for district instructional personnel as well as charter school instructional personnel. The District's portion of the allocation is ~~\$1,920,511.~~ \$1,585,540. The raises will be implemented using the following guidelines:

Guidelines and order of the process:

1. Identify all employees on the instructional pay scale as of the date of ratification. These employees will receive \$1,750 each.
2. All instructional employees hired after the date of ratification will be placed on the new Performance Pay Schedule.
- ~~2. Allow existing instructional personnel sixty (60) days to request replacement on the new Performance Placement Schedule at the appropriate pay grade.~~
- ~~3. When re-placed on the Performance Placement Schedule, the employee's annual salary will be adjusted and retroactive to July 31, 2023. The retroactive amount will be on the first adjusted pay check.~~
- ~~4. Teachers with a valid, complete evaluation will be eligible for any increases paid for performance for the 2023-2024 school year.~~
- ~~5. If the total increases are less than the entire State allocation, the District reserves the right to increase the incremental steps by the \$100 increments until the entire allocation is spent.~~
- ~~6. Any instructional personnel, with more than 10 years of teaching experience, who do not elect to be re-placed on the Performance Pay Schedule will receive a \$600 raise. Those, already on the Performance Pay Schedule, who make more than the proposed new placement schedule will receive \$600.~~

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**ABCE Proposal #10  
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 ABCE Counter Proposal #1**

**October 9, 2024**

**Instructional Performance Pay Placement Schedule  
 Salary Schedule 1  
 Effective July 30, 2024**

Current		Proposed		Increase	TSIA Increase	Number of Instructional units
PG	\$ Amount	PG	\$ Amount			
0	48,250	0	50,000	1,750.00		1,750
1	48,250	1	50,000	1,750.00		1,651
2	48,250	2	50,000	1,750.00		
3	48,250	3	50,000	1,750.00		
4	49,350	4	51,100	1,750.00		
5	49,350	5	51,100	1,750.00		
6	49,350	6	51,100	1,750.00		
7	50,450	7	52,200	1,750.00		
8	50,450	8	52,200	1,750.00		
9	50,450	9	52,200	1,750.00		
10	51,550	10	53,300	1,750.00		
11	51,550	11	53,300	1,750.00		
12	51,550	12	53,300	1,750.00		
13	52,650	13	54,400	1,750.00		
14	52,650	14	54,400	1,750.00		
15	52,650	15	54,400	1,750.00		
16	53,750	16	55,500	1,750.00		
17	53,750	17	55,500	1,750.00		
18	53,750	18	55,500	1,750.00		
19	54,850	19	56,600	1,750.00		
20	54,850	20	56,600	1,750.00		
21	54,850	21	56,600	1,750.00		
22	55,950	22	57,700	1,750.00		
23	55,950	23	57,700	1,750.00		
24	55,950	24	57,700	1,750.00		
25	57,050	25	58,800	1,750.00		

  

Total	2,889,250
Total Cost including benefits	3,547,421
District portion of State allocation	1,585,540
Required amount for district funding	1,961,881

Master's degree will earn an additional \$2,500 per year  
 Specialist degree will earn an additional \$5,100 per year  
 Doctorate degree will earn an additional \$7,800 per year

In accordance with Florida State Statute 1012.22, all individuals hired after July 1, 2011 with an advanced degree in the individual's area of certification will receive payment as indicated on the Placement Schedule for applicable degree as a supplement as this amount will not be included in the individual's base salary.

Performance Pay Placement Schedule will be used for instructional personnel hired after July 1, 2014. (ABCE Contract 16.1)

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