



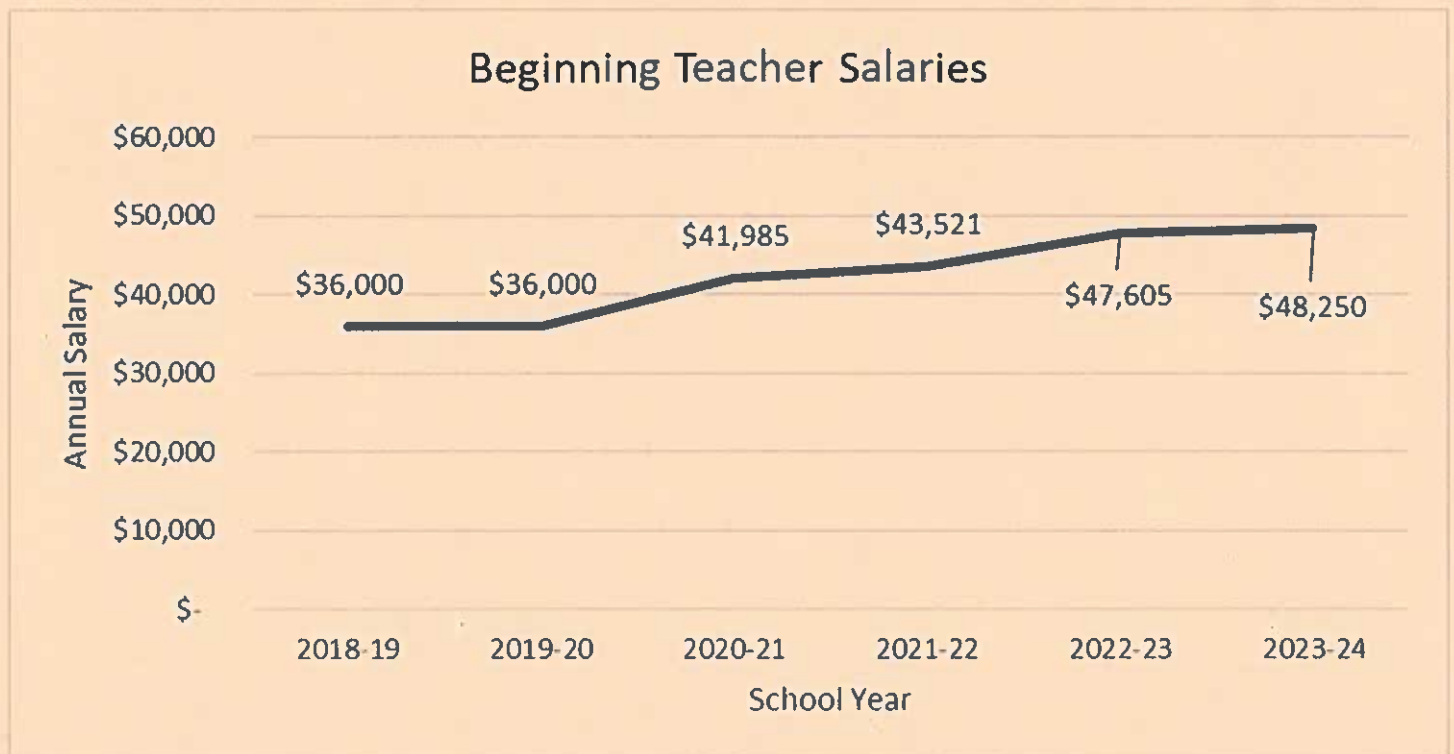
Historical Perspective on Teacher Compensation

Since 2018-2019, Bay District Schools has shown a solid commitment to ensuring our teachers receive competitive salaries and comprehensive benefits. Working with a combination of state allocations for teacher salary increases and local district dollars, beginning teacher salaries have increased by 34.03 percent in the past five years, and the average teacher salary has increased by 20 percent.

Here are some key highlights of our past efforts:

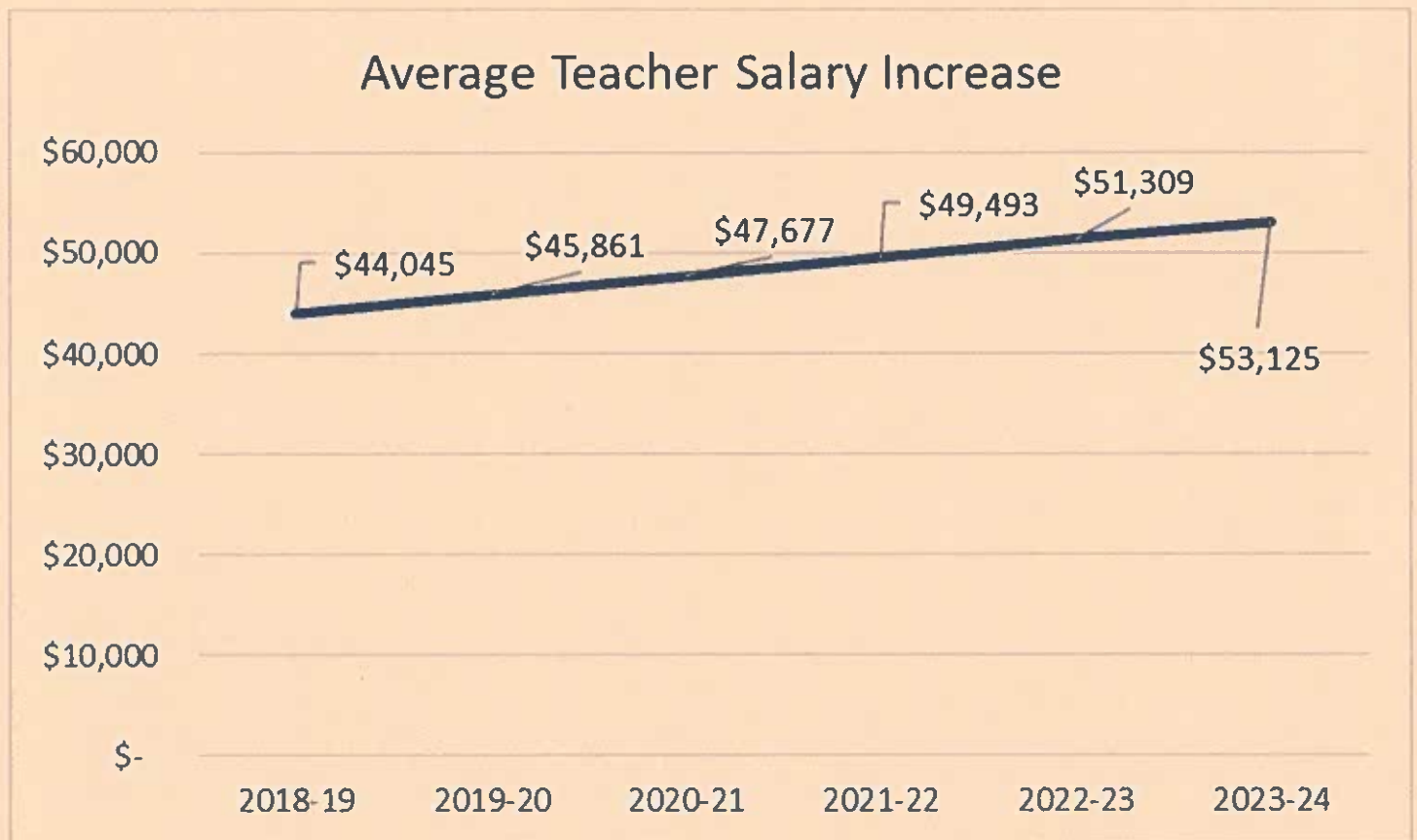
1. Consistent Salary Increases:

- Over the last five years, the district has implemented regular teacher salary increases, ensuring their compensation remains competitive with surrounding districts.
- Despite financial constraints and economic challenges, the district has prioritized these salary adjustments to recognize our teachers' hard work and dedication.
- Beginning salaries have gone from \$36,000 to \$48,250.



2. Retention and Recognition Efforts:

- The district has consistently provided salary incentives for teachers who have dedicated numerous years of service to our students and community.
- Special stipends and bonuses have been awarded to recognize exceptional performance and dedication, further illustrating our commitment to retaining top talent in our classrooms.
- Last fiscal year, veteran teachers could leverage previously uncredited years of experience and/or placement on the performance pay schedule to generate raises over \$9,000 each, representing record increases for experienced teachers.
- Teachers are eligible for critical shortage bonuses of up to \$5,000.
-



Salary Range



3. Investment in Benefits:

- Bay District Schools has a strong track record of maintaining robust benefits packages, including health, dental, and retirement plans, focusing on minimizing teacher cost increases.
- The district has expanded mental health and wellness initiatives, recognizing the importance of supporting teachers' overall well-being.
- The district offers an array of mental health, medical and wellness options to employees, including the no-cost Bay Educators Wellness Clinic, the Employee Assistance Plan and online 24/7 access to Teledoc.

Additional Notes

The District's Starting Salary of \$48,250 and the Average Teacher Salary of \$53,125 exceed the averages in Florida.

According to the NEA, the national average salary for a beginning teacher is \$44,530.

According to NEA, the Average Teacher Starting Salary in Florida is \$47,178

According to NEA, the Average Teacher Salary in Florida is \$53,098 (<https://www.nea.org/resource-library/educator-pay-and-student-spending-how-does-your-state-rank>)



PUTTING
THE 'A'
BACK IN

BAY⁺

BEGINNING TEACHER COMPENSATION SUMMARY

All figures are based on the current beginning teacher salary of \$48,250. Compensation packages vary depending on years of experience.

SALARY

Annual Salary	\$48,250	Hourly Rate	\$32.82
----------------------	-----------------	--------------------	----------------

BENEFITS

FICA	\$2,997.70
Medicare	\$ 701.08
Retirement	\$6,576.48
Health Insurance	\$7,804.20
Life Insurance	\$ 28.20
Worker's Comp	\$ 723.75

COMPENSATION PACKAGE	\$67,074.36
-----------------------------	--------------------

ADDITIONAL BENEFITS

Wellness Center	\$ 294.00
Teledoc	\$ 31.56
Mental Health	\$ 50.00
Holidays (6)	\$1,477.04
Sick Leave (10)	\$2,461.73

TOTAL ADDITIONAL BENEFITS	\$4,314.33
----------------------------------	-------------------

FINAL COMPENSATION PACKAGE VALUE	\$71,388.69
---	--------------------

Continued Commitment to Teacher Support

We understand the vital role that teachers play in our district's success and in shaping the future of our community. As we continue our discussions today, please know that our commitment to supporting our teachers remains unwavering. We look forward to collaborating to find solutions that honor our shared commitment to education excellence and fair compensation.