

DISTRICT PROPOSAL DROP MONEY BACKGROUND

We appreciate you giving us another opportunity to better explain the DROP proposal and we're grateful that we have the chance to work together with ABCE on this topic.

As you know, teachers in DROP have been able to extend beginning at year 6, and that extension has now changed to year 8 per the new statutory language. Current contract language, gives teachers the chance to extend at year 6 but places them back on annual contract at that time because they are put on the placement schedule at year five salaries.

With the new statutory language, and recognition that these teachers may be some of our most seasoned, experienced teachers, we are pleased to have been able to work together with you to come up with an offer that places them now at year 25 instead of year five.

This represents about a \$10,000 increase in pay for these teachers, and it's about an \$800,000 investment on the part of the district during the next five years.

Again, nothing else in our proposal changes anything for these teachers. For at least the past decade, drop extenders have reverted to annual contracts at the time of their request to extend, and this proposal does not change that. We have, however, heard your requests for more money for these veteran teachers, and we are supporting that ask with a significant increase in salary from year 5 money to year 25 money.

This proposal also takes into consideration your request that we change our position on years of experience earned elsewhere. Years ago, the union asked us not to grant years of experience for those who had already retired elsewhere because those new hires were eclipsing existing employees on the salary schedule. We all now know, however, that the job market isn't what it was, and retirees are flocking to Florida. Some of these amazing educators want to continue to teach, and we need them. So, again, we hear you, and we agree.

This proposal allows those who have years of experience already used for retirement to receive credit on the salary schedule for up to 25 of those years, and we hope, as we know you do as well, that this will help us attract and retain experienced educators who will help fill some of our vacancies.