

**ABCE Proposal #4**  
**District Counter Proposal #1**  
**ABCE Counter #1**  
**District Counter Proposal #3**  
**September 27, 2023**

**2022 – 2023 Salary**

For the 2022-2023 school year the district will commit \$3,160,000 for instructional salary increases. All instructional personnel who are actively employed on the date of 2022-2023 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 28, 2022.

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

**2022-2023 - 2024 Teacher Salary Increase Implementation**  
**Classroom Teacher and Other Personnel Salary Increase**

The state has allocated additional funding in order to increase the minimum teacher salary for the ~~2022-2023~~ **2024** 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.** ~~Furthermore, the District's allocation is split into two separate allocations: 50% is to be used to bring classroom teachers to the new minimum salary and 50% is to be used for other instructional personnel. The raises will be implemented using the following guidelines:~~

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

ABCE Proposal #4  
District Counter Proposal #1  
ABCE Counter #1  
District Counter Proposal #3  
September 27, 2023

Guidelines and order of the process:

1. Identify all employees on the instructional pay scale as of the date of ratification.
  2. ~~Isolate those on the list that qualify for the first 50% allocation.~~
  3. ~~Run the calculation for the first 50% group using all of that allocation in order to bring this group to the new minimum salary.~~
  4. ~~Allocate up to \$40,000 from the second 50% to ensure all instructional employees receive in the first group receive the \$809.17 increase.~~
  5. ~~Divide the remaining funds from the second 50% allocation to give an equal increase to those not in the above raises.~~
  6. ~~Once the new minimum is established the performance placement schedule will reflect the change.~~
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.**

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

**ABCE Proposal #4**  
**District Counter Proposal #1**  
**ABCE Counter #1**  
**District Counter Proposal #3**  
**September 27, 2023**

**Instructional Performance Pay Placement Schedule**  
**Salary Schedule 1**  
**Effective July 28, 2023**

Current		Proposed		800
PG	\$ Amount	PG	\$ Amount	
0	<del>47,826.62</del>	0	48,250	423.38
1	<del>47,826.62</del>	1	48,250	423.38
2	<del>47,826.62</del>	2	48,250	423.38
3	<del>47,826.62</del>	3	48,250	423.38
4	<del>47,826.62</del>	4	49,050	1,223.38
5	<del>47,826.62</del>	5	49,050	1,223.38
6	<del>47,826.62</del>	6	49,050	1,223.38
7	<del>47,826.62</del>	7	49,850	2,023.38
8	<del>47,826.62</del>	8	49,850	2,023.38
9	<del>47,826.62</del>	9	49,850	2,023.38
10	<del>47,826.62</del>	10	<del>49,850</del>	2,823.38
11	<del>47,826.62</del>	11	<del>49,850</del>	2,823.38
12	<del>47,826.62</del>	12	<del>49,850</del>	2,823.38
13	<del>47,826.62</del>	13	51,450	3,623.38
14	<del>47,826.62</del>	14	51,450	3,623.38
15	<del>47,826.62</del>	15	51,450	3,623.38
16	<del>47,826.62</del>	16	52,250	4,423.38
17	<del>47,826.62</del>	17	52,250	4,423.38
18	48,250	18	52,250	4,000.00
19	49,250	19	53,050	3,800.00
20	50,350	20	53,050	2,700.00
21	51,450	21	53,050	1,600.00
22	52,550	22	53,850	1,300.00
23	53,650	23	53,850	200.00
24	54,750	24	53,850	(900.00)
25	56,250	25+	54,650	#####

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)

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



**Below are some examples of how the District's proposal could affect these individuals pay  
Future year increases are based on annual increases of 2.5%**

Assumed annual increase 2.50%

Actual employees ID# Years in BDS	32744 5 years		27995 10 years		25919 15 years		24918 20 years		22107 25 years	
	Current	Proposed	Current	Proposed	Current	Proposed	Current	Proposed	Current	Proposed
SY 2019-20	37,258.84		40,109.67		42,252.75		44,002.75		51,252.75	
SY 2020-21	43,521.00		43,521.00		43,521.00		46,021.71		53,271.71	
SY 2021-22	45,615.83		45,615.83		45,615.83		47,191.36		54,441.36	
SY 2022-23	48,704.71		48,704.71		48,198.69		50,025.88		57,275.88	
SY 2023-24	48,704.71	49,050.00	48,704.71	50,650.00	48,198.69	51,450.00	50,025.88	53,050.00	57,275.88	57,275.88
SY 2024-25		50,276.25	49,922.33	52,269.43	49,403.66	53,052.61	51,276.53	54,713.36	58,707.78	59,180.30
SY 2025-26		51,533.16	51,170.39	53,929.35	50,638.75	54,695.28	52,558.44	56,418.31	60,175.47	61,132.34
SY 2026-27		52,821.49	52,449.65	55,630.76	51,904.72	56,379.02	53,872.40	58,165.87	61,679.86	63,133.17
SY 2027-28		54,142.02	53,760.89	57,374.72	53,202.34	58,104.85	55,219.21	59,957.13	63,221.85	65,184.03
SY 2028-29		55,495.57	55,104.91	59,162.26	54,532.39	59,873.83	56,599.69	61,793.17	64,802.40	67,286.15

Potential difference first year of proposal 345.29 1,945.29 3,251.31 3,024.12

Potential difference in five years 345.29 4,057.36 5,341.43 5,193.48

2,483.75

Current data group			
Status	Count	Percent	Experience
Grandfathered	379	24.16%	14-52 years exp
Performance	1,190	75.84%	0-49 years exp
	1,569		

Note: Current column means if the employee is currently on grandfather scale and remains on that scale and proposed column shows if they were re-placed in the performance scale. Data also assumes each employee is highly effective.