

2020-21 Salary Increase

2020-21 Teacher Salary Increase Allocation

On June 24, 2020, Governor DeSantis signed into law *House Bill 641 – Funds for the Operations of Schools*, which amends *Section 1011.61 – Definitions, Florida Statutes*, and creates a new categorical entitled the “Teacher Salary Increase Allocation.”

Further, the proviso language in *House Bill 5001 – General Appropriations Act*, signed by the Governor on June 29, 2020, stipulates that:

- Part 1: Eighty percent (80%) of the total allocation shall be used by school districts and charter schools to increase the minimum base salary for full-time classroom teachers, as defined in *Section 1012.01(2)(a) – Definitions, Florida Statutes*, to \$47,500 or the maximum amount achievable based upon each school district's/ charter school's allocation;
- Part 2: Twenty percent (20%) of the total allocation shall be used by school districts and charter schools to increase the salary of specified instructional employees who are not eligible to receive a salary increase in Part 1 or who receive a salary increase of less than two percent (2%) in Part 1.

These statutory requirements do not apply to substitute teachers.

The above statutory requirements and resulting allocation from the Florida Legislature direct the School District of Osceola County as follows:

- 2021 Teacher’s Salary Increase Allocation (TSIA), Osceola County = \$ 12,106,414.00
 - School District Share = \$ 9,518,411.76
 - Charter School Share = \$ 2,588,002.24

Part 1, Eighty (80%) of TSIA = \$46,100 per eligible full-time classroom teacher

Part 2, Twenty (20%) of TSIA =

- Non-classroom instructional employees shall make no less than \$46,100.
- Per state law, instructional employees who are not eligible to receive a salary increase in Part 1 or who receive an increase of less than two percent (2%) in Part 1 shall also be eligible in Part 2.
- \$650 per eligible full-time instructional employee at \$46,100 to \$50,000
- \$750 per eligible full-time instructional employee at \$50,001 to \$55,000
- \$1000 per eligible full-time instructional employee over \$55,000

Per our current contract, each contractual salary level increases by increments of \$50. Salary increases are negotiated in terms of these increments in order to meet the requirements of *Section 1012.22 – Compensation and Salary Schedules, Florida Statutes*.

Example 1: If an instructional employee's original base salary is on Level 39 at \$41,400, then the employee is eligible for the new minimum original base salary now moves up to Level 133 at \$46,100.

Example 2: If an instructional employee's original base salary is on Level 133 at \$46,100, then the employee is eligible for a \$650 salary increase and now moves up to Level 146 at \$46,750.

Example 3: If an instructional employee's original base salary is on Level 212 at \$50,050, then the employee is eligible for a \$750 salary increase and now moves up to Level 227 at \$50,800.

Example 4: If an instructional employee's original base salary is on Level 312 at \$55,050, then the employee is eligible for a \$1000 salary increase and now moves up to Level 332 at \$56,050.

Example 5: If an instructional employee's original base salary is on Level 132 at \$46,050, then the employee is eligible for the new minimum original base salary of \$46,100, and since this salary increase is less than two percent (2%) of the employee's original salary, the employee is also eligible for the \$650 salary increase. Therefore, the employee now moves up to Level 146 at \$46,750.

Advanced degree supplements are separate from the instructional employee's base salary.

- To calculate the *original* base salary for instructional employees with eligible advanced degrees, subtract the amount of the advanced degree supplement.
- To calculate the *new* base salary for instructional employees with eligible advanced degrees, determine the amount of the salary increase for which the employee is eligible (e.g., listed above), and add that amount to the employee's *original* base salary.
- Then, to calculate the employee's total compensation, add the amount of the advanced degree supplement for which the employee is eligible.

Simplified Salary Schedule	Level	Bachelors	Masters	Specialist	Doctorate
Advanced Degree Supplements >>>	N/A	N/A	\$ 2,685.00	\$ 4,185.00	\$ 5,685.00
2020-21 Starting Salary >>>	133	\$ 46,100.00	\$ 48,785.00	\$ 50,285.00	\$ 51,785.00
2020-21 Ending Salary >>>	573	\$ 68,100.00	\$ 70,785.00	\$ 72,285.00	\$ 73,785.00

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): October 22, 2020
Ratified by Osceola County Education Association (OCEA): November __, 2020
Ratified by Osceola County School Board (OCSB): November 17, 2020