

2021-22 Salary Increase

In compliance with the requirements of state law [e.g., Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2021-2022 General Appropriations Act (GAA), 2021-2022 Education Appropriations Implementing Bill, House Bill 5101, etc.] and the performance pay salary schedule as bargained, each instructional bargaining unit employee who currently receives a minimum base salary:

1. less than \$47,500 shall receive a recurring salary increase equal to the greater of \$800 or the amount required to attain a salary of \$47,500;
2. equal to or greater than \$47,500 shall receive a recurring salary increase as follows:
 - \$1150, or twenty-three (23) salary schedule levels, for instructional employees whose final summative evaluation rating is “Highly Effective”;
 - \$900, or eighteen (18) salary schedule levels, for instructional employees who are Grandfathered (Professional Service Contract or Continuing Contract status) and whose final summative evaluation rating is either “Highly Effective” or “Effective” [NOTE: No change in contract status is required.]; or
 - \$800, or sixteen (16) salary schedule levels, for instructional employees whose final summative evaluation rating is “Effective”

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 – Public school personnel; powers and duties of the district school board, Florida Statutes .

Example 1: If an instructional employee's original base salary is on Level 133 at \$46,100, then the employee is eligible for the new minimum base salary and now moves up to Level 161 at \$47,500. This employee receives a salary increase of \$1,400 per the terms of the tentative agreement and in compliance with state law.

Example 2: If an instructional employee's original base salary is on Level 160 at \$47,450, then the employee is eligible for an \$800 salary increase and now moves up to Level 176 at \$48,250 per the terms of the tentative agreement and in compliance with state law.

Example 3: If an instructional employee's original base salary is already on Level 161 at \$47,500, and the employee is on the Performance Salary Schedule and earns a final summative evaluation rating of "Highly Effective," then the employee is eligible for a salary increase of \$1,150 (e.g., 23 levels) and now moves up to Level 184 at \$48,650 per the terms of the tentative agreement and in compliance with state law.

Example 4: If an instructional employee's original base salary is already on Level 161 at \$47,500, and the employee is on the Grandfather Salary Schedule (e.g., Professional Service Contract status; or Continuing Contract status), then the employee is eligible for a salary increase of \$900 (e.g., 18 levels) and now moves up to Level 179 at \$48,400 per the terms of the tentative agreement and in compliance with state law.

Example 5: If an instructional employee's original base salary is already on Level 161 at \$47,500, and the employee is on the Performance Salary Schedule and earns a final summative evaluation rating of "Effective," then the employee is eligible for a salary increase of \$800 (e.g., 16 levels) and now moves up to Level 177 at \$48,300 per the terms of the tentative agreement and in compliance with state law.

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.

<i>Simplified Salary Schedule</i>	Level	Bachelor's	Master's	Specialist	Doctorate
Advanced Degree Supplements >>>	N/A	N/A	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00
2021-22 Starting Salary >>>	161	\$ 47,500.00	\$ 50,400.00	\$ 51,685.00	\$ 53,185.00
2021-22 Ending Salary >>>	873	\$ 83,100.00	\$ 86,000.00	\$ 87,285.00	\$ 88,785.00

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): October 07, 2021
Ratified by Osceola County Education Association (OCEA): November __, 2021
Ratified by Osceola County School Board (OCSB): December 07, 2021