

ESCAMBIA EDUCATION ASSOCIATION



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**SALARY RETENTION INCREASES:**

- Teachers with **0 to 3 years** of public school experience will receive a retention increase of \$800.
- Teachers with **4 to 6 years** of public school experience will receive a retention increase of \$1,600.
- Teachers with **7 to 9 years** of public school experience will receive a retention increase of \$2,000.
- Teachers with **10 to 13 years** of public school experience will receive a retention increase of \$2,400.
- Teachers with **14 to 16 years** of public school experience will receive a retention increase of \$2,800.
- Teachers with **17 to 20 years** of public school experience will receive a retention increase of \$3,200.
- Teachers with **21 to 25 years** of public school experience will receive a retention increase of \$3,600.
- Teachers with **26 to 30 years** of public school experience will receive a retention increase of \$4,000.
- Teachers with **31 to 34 years** of public school experience will receive a retention increase of \$4,400.
- Teachers with **35+ years** of public school experience will receive a retention increase of \$4,800.

***All retention increases are reoccurring.***

***No newly hired employee shall be placed on the salary schedule at a level exceeding the average salary of current employees with comparable years of public school experience.***

***This proposal is not to replace or modify the current performance pay schedule, but reorganize teachers on a more appropriate performance level so that it may be easier to retain experienced teachers.***

[Approximately: \$7,592,780]

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**PERFORMANCE PAY:**

All performance ratings with **EFFECTIVE** \$0.50 and **HIGHLY EFFECTIVE** \$1.00 for the 2023-24 school year.

[Approximately: \$2,508]

[Total Approximate Cost: \$7,595,287]

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***All salary, supplements, stipends, and other applicable benefits shall be retroactive to July 1, 2024, for all eligible employees and retirees who retire during the 2024-2025 school year.***



## UNION OF ESCAMBIA ESP

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### **WAGES:**

**Grades 9 through 15** will receive two (2) step increase.

[Approx. Total Cost w/ Benefits: \$1,693,243]

**School bus operators** will receive two (2) step increase.

[Approx. Total Cost w/ Benefits: \$323,159]

**Grades 16 and 17** will receive one (1) grade increase and two (2) step increase.

[Approx. Total Cost w/ Benefits: \$129,207]

**Grades 18 through 26** will receive one grade and one (1) step increase **excluding bus drivers**.

[Approx. Total Cost w/ Benefits: \$322,442]

[Approx. Total Cost Inclusive M.O.U. 1%: \$3,131,551]

***All salary and wage increases, supplements, stipends, longevity pay, and other applicable benefits shall be retroactive to July 1, 2024, for all eligible employees and retirees who retire during the 2024-2025 school year. These increases include, but are not limited to, the minimum 1% increase outlined in the Memorandum of Understanding ratified in November 2024.***

## **EXPERIENTIAL TEACHER SALARY INCREASE – FL State Statute 1011.22**

**This law does not explicitly prohibit paying teachers based on years of experience.** However, it establishes specific requirements and guidelines for **district salary schedules**, which limit the extent to which years of experience *alone* can determine compensation. Here's how experience fits within the legal framework:

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### **1. Grandfathered Salary Schedule:**

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- Districts must maintain a "grandfathered salary schedule" for employees hired before July 1, 2014.
  - This schedule may incorporate years of experience, but a portion of each employee's compensation must be based on performance as determined under section 1012.34. [Performance Pay Portion]
  - Additionally, the schedule must include differentiated pay based on factors like responsibilities, school demographics, and job difficulty.
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### **2. Performance Salary Schedule:**

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- For employees hired on or after July 1, 2014, or those who opt into it, compensation is based on performance evaluations under section 1012.34. [Under **Florida Statute 1012.34**, teacher evaluations are tied to student performance and instructional effectiveness, rather than solely on experience or longevity. This means:
    - 1. **Recurring Payments for Veteran Teachers:** A proposal can include recurring financial awards or incentives for veteran teachers, provided these payments are not explicitly tied to a traditional experience-based salary schedule. These incentives could be framed around other criteria, such as performance ratings, mentoring roles, or professional development contributions.
    - 2. **Salary Schedules and Experience-Based Pay:** Salary schedules cannot be purely based on years of experience (longevity). However, experience might still factor in as part of a broader system that includes performance measures. For example, districts can recognize experience in combination with ratings like "Highly Effective" or "Effective."
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**Ultimately, a district can create policies to reward veteran teachers within the bounds of the law, as long as these policies are designed around criteria other than just experience.**

*St. Johns, Leon, and Bay counties have ratified experience proposals. St. Johns is the closest ratified agreement to ours using retention as a key component of their ratified proposal back in 2023.*

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## PERFORMANCE PAY – FL State Statute - 1012.22

b. Salary adjustments.—Salary adjustments for highly effective or effective performance shall be established as follows:

(I) The annual salary adjustment under the performance salary schedule for an employee rated as highly effective must be at least 25 percent greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the district.

(II) The annual salary adjustment under the performance salary schedule for an employee rated as effective must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a highly effective employee of the same classification.

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### Explanation:

The law **does not specify a minimum dollar amount** for salary adjustments. Instead, it establishes proportional requirements based on performance ratings:

1. For employees rated as **highly effective**, their adjustment must be at least **25% greater** than the highest adjustment available to employees in the same classification under other district salary schedules.
2. For employees rated as **effective**, their adjustment must fall between **50% and 75%** of the adjustment provided to highly effective employees.

While the law sets proportional thresholds, it does not mandate a specific minimum dollar amount for these adjustments. The actual dollar amounts depend on the district's salary structures and available budgets.

*Flagler and Santa Rosa counties have both proposed and ratified similar performance pay measures.*

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## PROPOSAL EXPLANATION:

This revised proposal seeks to reorganize teachers into more appropriate performance levels based on their experience while preserving the **current performance pay structure**. Here's an analysis of its compliance with Florida law:

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### Key Elements of the Proposal:

#### 1. Retention Increases Based on Experience:

- Teachers receive recurring salary increases tied to years of public school experience.
- The adjustments are described as **retention-focused** and not performance-based.

#### 2. Performance Pay Remains Unchanged:

- Teachers continue to receive salary adjustments of \$0.50 for **Effective** and \$1.00 for **Highly Effective** ratings to make the proposal more cost effective.

#### 3. Reorganization on Salary Schedule:

- Teachers with more experience are moved to performance levels commensurate with their experience to improve retention.

#### 4. Protection for Current Employees:

- Newly hired teachers cannot be placed on a salary schedule exceeding the average salary of current employees with similar experience.
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### Compliance with Florida Law:

#### 1. Retention Adjustments vs. Performance Pay:

- Florida law (F.S. 1012.22) allows for salary adjustments based on retention strategies or experience **as long as performance pay is prioritized**. (Our salary schedule is performance based and as such is already prioritized.)
- This proposal explicitly retains the current performance pay structure, ensuring that **performance remains a key driver** of salary adjustments.
- Teachers at all levels still have access to performance-based increases, satisfying the legal requirement.

#### 2. Reorganization for Retention:

- Moving experienced teachers to higher salary levels to improve retention aligns with the law, provided it doesn't undermine performance-based pay.

- Since this proposal does not eliminate or reduce the role of performance-based pay, the reorganization appears compliant.

### 3. **Recurring Nature of Retention Increases:**

- Florida law does not explicitly prohibit recurring salary increases based on retention strategies.
- These increases function as a **base adjustment**, with performance pay layered on top, making this structure compatible with legal requirements.

### 4. **Non-Displacement of Performance Metrics:**

- The proposal ensures that performance-based increases remain distinct and are not replaced or overshadowed by experience-based adjustments.
- This separation maintains compliance with the statutory mandate to prioritize performance.

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### **Conclusion:**

This proposal is **compliant with Florida law**, as it retains the performance pay system and allows for experience-based retention increases as a *separate mechanism*. The key factor is that performance remains prioritized in the overall salary structure, which this proposal achieves by leaving the current performance pay schedule intact.

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### **Quick Read Summary**

The union's proposal complies with Florida law because it keeps the performance pay system intact (with "Effective" and "Highly Effective" adjustments) and does not replace or undermine it. The experience-based retention increases are additional incentives to retain experienced teachers and are separate from performance pay. The reorganization mentioned in the proposal does not alter the performance pay structure, ensuring alignment with statutory requirements.

TA mgm  
9/25/23  
Sage Oki  
9/25/23

				> 16 Years Adjustment	\$2,075	\$5,576,246			
Years of Experience	# of Teachers	% of Total	Retention Factor	Retention Amount	Total	PFP (assume all HE)	Total Increase per Teacher		
1-5	1,041	31.32%	0.25	\$519	\$540,279	\$100	\$619	\$644,379	
6-10	693	20.85%	0.50	\$1,038	\$719,334	\$100	\$1,138	\$788,634	
11-15	561	16.88%	0.75	\$1,556	\$872,916	\$100	\$1,656	\$929,016	
>16	1,029	30.96%	1.00	\$2,075	\$2,135,175	\$100	\$2,175	\$2,238,075	
	<u>3,324</u>	<u>100.00%</u>			<u>\$4,267,704</u>				\$4,600,104

  

Recap						
Years of Experience	Retention	HE	Eff/GF	HE plus Retention	Eff/GF plus Retention	Recon
1-5	\$519	\$100	\$75	\$619	\$594	\$644,379
6-10	\$1,038	\$100	\$75	\$1,138	\$1,113	\$788,634
11-15	\$1,556	\$100	\$75	\$1,656	\$1,631	\$929,016
>16	\$2,075	\$100	\$75	\$2,175	\$2,150	\$2,238,075
						<u>\$4,600,104</u>

2023-24		Reconciliation	
FRS	13.57		
FICA	7.65		
FRS + FICA	21.22		
TSIA	\$4,347,509		
Total cost of salary	\$4,600,104		
Plus cost of FICA/FRS	1.2122		
Cost of Salary + FICA	\$5,576,246	\$976,142	value of FRS/FICA
TSIA	\$4,347,509		
Total Cost to District	\$1,228,737	\$252,595	delta between TSIA and total salary
		\$1,228,737	

St. Johns County School District  
Professional Employee Compensation  
Salary Schedule/Formulas for Performance Pay under Subsection 1012.22, F.S.  
FY 2023-24

# of Teachers			
Category	Weight	21-22 Evaluation	Factored # of Teachers
Highly Effective (HE)	1.00	2,458	2,458
Effective (E)	0.75	302	227
Grandfather (G)	0.75	564	423
		3,324	3,108
Available funding	Factored # of Teachers	Salary Adjustment for HE	
\$310,000	3,108	\$100	
Category	Weight	Salary Adjustment by	Total Salary Adjustments by
Highly Effective (HE)	1.00	\$100	\$245,800
Effective (E)	0.75	\$75	\$22,650
Grandfather (G)	0.75	\$75	\$42,300
			\$310,750