

2022-23 Salary Increase

In accordance with the requirements of state law [e.g., Sections 1011.62, 1012.02, 1012.22, and 1012.34, Florida Statutes; 2022-23 General Appropriations Act (GAA), 2022-23 Education Appropriations Implementing Bill, House Bill 5003, Senate Education Conforming Bill 2524 (2022), etc.] and the performance pay salary schedule as bargained, each instructional bargaining unit employee shall receive as:

- a first-year employee for the 2022-23 school year = a minimum base salary of \$48,500 (which reflects a salary increase of \$1,000 for instructional employees who currently receive the minimum base salary of \$47,500 in accordance with state law); or
- an existing employee returning for the 2022-23 school year = a recurring salary increase as follows:
 - \$1,700, or thirty-four (34) salary schedule levels, for instructional employees whose final summative evaluation rating is "Highly Effective";
 - \$1300, or twenty-six (26) 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
 - \$1,250, or twenty-five (25) 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 current base salary is 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 \$1,700 (e.g., 34 levels) and now moves up to Level 195 at \$49,200 per the terms of the tentative agreement and in compliance with state law.

Example 2: If an instructional employee's current base salary is 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 \$1,300 (e.g., 26 levels) and now moves up to Level 187 at \$48,800 per the terms of the tentative agreement and in compliance with state law.

Example 3: If an instructional employee's current base salary is 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 \$1,250 (e.g., 25 levels) and now moves up to Level 186 at \$48,750 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.

Simplified Salary Schedule	Level	Bachelor's	Master's	Specialist	Doctorate
Advanced Degree Supplements >>>	N/A	N/A	\$ 2,900.00	\$ 4,185.00	\$ 5,685.00
2022-23 Starting Salary >>>	181	\$ 48,500.00	\$ 51,400.00	\$ 52,685.00	\$ 54,185.00
2022-23 Ending Salary >>>	907	\$ 84,800.00	\$ 87,700.00	\$ 88,985.00	\$ 90,485.00

Tentative Agreement by Instructional Employees Bargaining Leadership Team (BLT): May 19, 2022
Ratified by Osceola County Education Association (OCEA): _____, 2022
Ratified by Osceola County School Board (OCSB): June 07, 2022