

Tentative Agreements Reached

The bargaining teams of the Manatee Education Association and the School District of Manatee County met to negotiate paraprofessional and teacher contracts on Tuesday, September 6, and Wednesday, September 7, 2023.

After negotiating for many hours, the teams were able to reach tentative agreements on the teacher and paraprofessional contracts.

The highlights are below. Salary schedules, and other details including information regarding teacher and paraprofessional voting on ratification of the tentative agreements will be coming out soon. (attached documents)

Highlights of the Teacher Tentative Agreements are as follows:

- Cost of Living Adjustment (COLA)* of \$624 applied to every level of the salary schedules (COLA as defined by Florida Statutes 1012.22) **(see salary schedules pages 5-16)**
- Teachers on the Grandfathered schedule receive a 4 (four)-level increase; those on the Performance schedule who were rated highly effective receive a 5 (five)-level increase and effective receive 4(four)-level increase
- Longevity maintained but contract language changed to reflect retention **(page 4)**
- Supplemental/Differential pay will increase across the board by 5% plus supplements added (all information will be included with ratification documents) **(pages 22-27)**
- Master's Supplement increases by \$500 to \$2,000 **(pages 6,10,13)**

Highlights of the Paraprofessional Tentative Agreements are as follows:

- 1 (One) step movement on the salary schedule for eligible paraprofessionals (those who worked 99 days or more last year)
- 2% to paraprofessionals at the top of the schedule
- \$.60 per hour increase applied to each step of the salary schedule for all paraprofessionals

Teachers and Paraprofessionals

The Memorandum of Understanding (MOU) regarding the referendum supplement (the millage) for the 2023-2024 school year was signed. The referendum supplement for paras will be to \$2,862 (an increase of \$504), and for teachers the referendum supplement will be \$8,362 (an increase of \$1,771). **(page 21)**

Teacher and paraprofessionals who worked in bargaining unit positions on March 1, 2023 through September 30, 2023 will receive a \$1,000 bonus paid from the ESSR grant. **(page 18)**

Beginning in January 2024, we will experience the first premium increase since 2016. This increase ranges from an annual total of \$96 (Bronze employee only) to \$2,472 (Gold for employee spouse and children). The premiums will be divided over 22 checks in the calendar year (details will be provided prior to ratification). An open enrollment will take place in October of 2023 prior to implementation of the premium increase. **(page 17)**

For both contracts all current contract language including health insurance plan benefits continues until 2023-2024 negotiations.

All salary improvements are retroactive to July 1, 2023.

Next Steps

Salary schedules, and other details including information regarding teacher and paraprofessional voting on ratification of the tentative agreements will be coming out soon.

Then, the School Board will place the agreements on their agenda for ratification.

Many thanks to the MEA and District bargaining teams for their hard work in reaching these tentative agreements on behalf of teachers and paraprofessionals.

Dr. Jason Wysong, Superintendent

Pat Barber, MEA President

ME A Compensation Proposal 2023-24 September 7, 2023

12/9/2023
DW Vogel 9/7/23

Category	Performance Schedule E Increase 4 Levels (51 FTE)	Performance Schedule HE Increase 5 Levels (288 FTE)	Grandfathered Schedule E/HE Increase 4 Levels (941 FTE)	COLA \$624 (FTE 2964)	Increase Masters Degree Supplement to \$2,000 (+\$500) (1100 FTE)	Increase Supplemental Pay by 5% (1249 FTE) +New	TEACHER RETENTION (53 16+/30 25+ FTE)	PARA 1 Step- Modify Schedules (695 FTE)	PARA \$0.60 Per Hour ON SCHEDULE (695 FTE)	Cost Without Benefits	COST WITH BENEFITS (22.47%)
Teacher Performance Based Adjustments	\$ 63,648	\$ 449,280	\$ 1,174,368							\$ 1,687,296	\$ 2,066,431
Teacher Cost of Living Adjustment (COLA)				\$ 1,849,536						\$ 1,849,536	\$ 2,265,127
Degree Modifications Supplements/Retention					\$ 550,000	\$ 211,840	\$ 219,300			\$ 550,000	\$ 673,585
										\$ 431,140	\$ 528,017
TOTAL TEACHERS										\$ 4,517,972	\$ 5,533,160
PARAPROFESSIONALS											\$ -
TOTAL PARAS								\$ 246,676	\$ 653,474	\$ 900,150	\$ 1,098,183
										\$ 900,150	\$ 1,098,183

Bonus - The parties agreed to a one time Bonus of \$1000.00 paid for by ESSER III funds for all Teacher and Paraprofessional Bargaining Unit members.

Note: Calculations include the additional one-quarter of a the day paid for from Referendum funds. The Referendum Supplement is separate and not included within this document.

ARTICLE XII COMPENSATION AND BENEFITS

Section 11 – Retention Longevity

1. Retention Longevity payments will be based on total time of employment ~~the number of times a teacher has been retained~~ with the Manatee County School Board (MCSB) in the Instructional Bargaining Unit position. However, initial assessment and notification of eligibility will be based upon the District JDE date started. If a bargaining member who broke service believes he or she is eligible and did not receive a prior longevity grant via salary schedule step movement prior to 2014, it is the responsibility of the employee to notify Human Resources within sixty (60) days from ratification of contract. In cases where service is broken, only time as an active duty status employee will be eligible for Retention longevity purposes.

2. The ~~length of service for~~ number of years of Retention longevity purposes shall be determined based on years retained on active duty status as an MCSB employee, one day more than half of a normal work year counting as a year of service. Active duty status service is defined to include time of duty plus any time the employee is on paid leave or Worker's Compensation Leave.

3. Beginning with the 2017-2018 school year, on July 1, of any given school year, each eligible employee will be placed into the appropriate Retention payment longevity salary grouping as follows:

Years <u>retained as teacher</u> of Service Completed as of June 30	<u>Retention payment</u> Longevity Salary Grouping as of July 1	<u>2023-2024</u> Amount
16	16 plus years	\$2,100
25	25 plus years	\$3,600

4. Retention Longevity payments will be considered as a salary supplement for the purposes of the Florida Retirement System.

5. Retention Longevity payments will be divided by 22 or 26 depending on the pay option selected by the employee, and added to each paycheck effective with the 2017-2018 school year.

6. The Retention payment Longevity Supplement is in addition to any advancement in level or adjustment on the salary schedule. Retention payments do not become part of the teacher's base rate of pay.

7. The amount of the Retention payment Longevity Supplement is subject to negotiations each year. However, employees that received the payment supplement in prior years shall continue to receive the Retention payment Longevity Supplement so long as those employees continue to be employees of MCSB.

10 Month Grandfathered Schedule Bachelor Degree 2023-2024

Sal Plan	Step	2022-23	2023-24	Step	2022-23	2023-24
GAD2	1a	\$48,586	\$49,210	24a	\$61,571	\$62,195
GAD2	1b	\$48,586	\$49,210	24b	\$61,884	\$62,508
GAD2	1c	\$48,586	\$49,210	24c	\$62,196	\$62,820
GAD2	2a	\$48,586	\$49,210	25a	\$62,508	\$63,132
GAD2	2b	\$48,586	\$49,210	25b	\$62,820	\$63,444
GAD2	2c	\$48,586	\$49,210	25c	\$63,133	\$63,757
GAD2	3a	\$48,586	\$49,210	26a	\$63,445	\$64,069
GAD2	3b	\$48,586	\$49,210	26b	\$63,758	\$64,382
GAD2	3c	\$48,586	\$49,210	26c	\$64,070	\$64,694
GAD2	4a	\$48,586	\$49,210	27a	\$64,383	\$65,007
GAD2	4b	\$48,586	\$49,210	27b	\$64,695	\$65,319
GAD2	4c	\$48,586	\$49,210	27c	\$65,007	\$65,631
GAD2	5a	\$48,586	\$49,210	28a	\$65,319	\$65,943
GAD2	5b	\$48,586	\$49,210	28b	\$65,632	\$66,256
GAD2	5c	\$48,586	\$49,210	28c	\$65,944	\$66,568
GAD2	6a	\$48,586	\$49,210	29a	\$66,256	\$66,880
GAD2	6b	\$48,586	\$49,210	29b	\$66,568	\$67,192
GAD2	6c	\$48,586	\$49,210	29c	\$66,881	\$67,505
GAD2	7a	\$48,586	\$49,210	30a	\$67,193	\$67,817
GAD2	7b	\$48,586	\$49,210	30b	\$67,505	\$68,129
GAD2	7c	\$48,586	\$49,210	30c	\$67,818	\$68,442
GAD2	8a	\$48,586	\$49,210	31a	\$68,131	\$68,755
GAD2	8b	\$48,586	\$49,210	31b	\$68,443	\$69,067
GAD2	8c	\$48,586	\$49,210	31c	\$68,755	\$69,379
GAD2	9a	\$48,586	\$49,210	32a	\$69,067	\$69,691
GAD2	9b	\$48,586	\$49,210	32b	\$69,380	\$70,004
GAD2	9c	\$48,586	\$49,210	32c	\$69,692	\$70,316
GAD2	10a	\$48,586	\$49,210	33a	\$70,004	\$70,628
GAD2	10b	\$48,766	\$49,390	33b	\$70,316	\$70,940
GAD2	10c	\$49,078	\$49,702	33c	\$70,629	\$71,253
GAD2	11a	\$49,391	\$50,015	34a	\$70,941	\$71,565
GAD2	11b	\$49,703	\$50,327	34b	\$71,253	\$71,877
GAD2	11c	\$50,015	\$50,639	34c	\$71,565	\$72,189
GAD2	12a	\$50,327	\$50,951	35a	\$71,877	\$72,501
GAD2	12b	\$50,640	\$51,264	35b	\$72,189	\$72,813
GAD2	12c	\$50,952	\$51,576	35c	\$72,501	\$73,125
GAD2	13a	\$51,265	\$51,889	36a	\$72,813	\$73,437
GAD2	13b	\$51,577	\$52,201	36b	\$73,125	\$73,749
GAD2	13c	\$51,890	\$52,514	36c	\$73,437	\$74,061
GAD2	14a	\$52,202	\$52,826	37a	\$73,749	\$74,373
GAD2	14b	\$52,514	\$53,138	37b	\$74,061	\$74,685
GAD2	14c	\$52,826	\$53,450	37c	\$74,373	\$74,997
GAD2	15a	\$53,139	\$53,763	38a	\$74,685	\$75,309
GAD2	15b	\$53,451	\$54,075	38b	\$74,997	\$75,621
GAD2	15c	\$53,763	\$54,387	38c	\$75,309	\$75,933
GAD2	16a	\$54,075	\$54,699	39a	\$75,621	\$76,245
GAD2	16b	\$54,388	\$55,012	39b	\$75,933	\$76,557
GAD2	16c	\$54,700	\$55,324	39c	\$76,245	\$76,869
GAD2	17a	\$55,012	\$55,636	40a	\$76,557	\$77,181
GAD2	17b	\$55,325	\$55,949			
GAD2	17c	\$55,638	\$56,262			
GAD2	18a	\$55,950	\$56,574			
GAD2	18b	\$56,262	\$56,886			
GAD2	18c	\$56,574	\$57,198			
GAD2	19a	\$56,887	\$57,511			
GAD2	19b	\$57,199	\$57,823			
GAD2	19c	\$57,511	\$58,135			
GAD2	20a	\$57,823	\$58,447			
GAD2	20b	\$58,136	\$58,760			
GAD2	20c	\$58,448	\$59,072			
GAD2	21a	\$58,760	\$59,384			
GAD2	21b	\$59,072	\$59,696			
GAD2	21c	\$59,386	\$60,010			
GAD2	22a	\$59,698	\$60,322			
GAD2	22b	\$60,010	\$60,634			
GAD2	22c	\$60,322	\$60,946			
GAD2	23a	\$60,635	\$61,259			
GAD2	23b	\$60,947	\$61,571			
GAD2	23c	\$61,259	\$61,883			

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

10 Month Grandfathered Schedule Master Degree 2023-2024

Sal Plan	Step	2022-23	2023-24	Step	2022-23	2023-24
GAC2	1a	\$50,086	\$51,210	24a	\$63,071	\$64,195
GAC2	1b	\$50,086	\$51,210	24b	\$63,383	\$64,507
GAC2	1c	\$50,086	\$51,210	24c	\$63,696	\$64,820
GAC2	2a	\$50,086	\$51,210	25a	\$64,008	\$65,132
GAC2	2b	\$50,086	\$51,210	25b	\$64,321	\$65,445
GAC2	2c	\$50,086	\$51,210	25c	\$64,633	\$65,757
GAC2	3a	\$50,086	\$51,210	26a	\$64,946	\$66,070
GAC2	3b	\$50,086	\$51,210	26b	\$65,258	\$66,382
GAC2	3c	\$50,086	\$51,210	26c	\$65,570	\$66,694
GAC2	4a	\$50,086	\$51,210	27a	\$65,882	\$67,006
GAC2	4b	\$50,086	\$51,210	27b	\$66,195	\$67,319
GAC2	4c	\$50,086	\$51,210	27c	\$66,507	\$67,631
GAC2	5a	\$50,086	\$51,210	28a	\$66,819	\$67,943
GAC2	5b	\$50,086	\$51,210	28b	\$67,131	\$68,255
GAC2	5c	\$50,086	\$51,210	28c	\$67,444	\$68,568
GAC2	6a	\$50,086	\$51,210	29a	\$67,756	\$68,880
GAC2	6b	\$50,086	\$51,210	29b	\$68,068	\$69,192
GAC2	6c	\$50,086	\$51,210	29c	\$68,381	\$69,505
GAC2	7a	\$50,086	\$51,210	30a	\$68,694	\$69,818
GAC2	7b	\$50,086	\$51,210	30b	\$69,006	\$70,130
GAC2	7c	\$50,086	\$51,210	30c	\$69,318	\$70,442
GAC2	8a	\$50,086	\$51,210	31a	\$69,630	\$70,754
GAC2	8b	\$50,086	\$51,210	31b	\$69,943	\$71,067
GAC2	8c	\$50,086	\$51,210	31c	\$70,255	\$71,379
GAC2	9a	\$50,086	\$51,210	32a	\$70,567	\$71,691
GAC2	9b	\$50,086	\$51,210	32b	\$70,879	\$72,003
GAC2	9c	\$50,086	\$51,210	32c	\$71,192	\$72,316
GAC2	10a	\$50,086	\$51,210	33a	\$71,504	\$72,628
GAC2	10b	\$50,266	\$51,390	33b	\$71,816	\$72,940
GAC2	10c	\$50,578	\$51,702	33c	\$72,128	\$73,252
GAC2	11a	\$50,890	\$52,014	34a	\$72,442	\$73,566
GAC2	11b	\$51,203	\$52,327	34b	\$72,754	\$73,878
GAC2	11c	\$51,515	\$52,639	34c	\$73,066	\$74,190
GAC2	12a	\$51,828	\$52,952	35a	\$73,378	\$74,502
GAC2	12b	\$52,140	\$53,264	35b	\$73,691	\$74,815
GAC2	12c	\$52,453	\$53,577	35c	\$74,003	\$75,127
GAC2	13a	\$52,765	\$53,889	36a	\$74,315	\$75,439
GAC2	13b	\$53,077	\$54,201	36b	\$74,627	\$75,751
GAC2	13c	\$53,389	\$54,513	36c	\$74,940	\$76,064
GAC2	14a	\$53,702	\$54,826	37a	\$75,252	\$76,376
GAC2	14b	\$54,014	\$55,138	37b	\$75,564	\$76,688
GAC2	14c	\$54,326	\$55,450	37c	\$75,876	\$77,000
GAC2	15a	\$54,638	\$55,762	38a	\$76,188	\$77,312
GAC2	15b	\$54,951	\$56,075	38b	\$76,500	\$77,624
GAC2	15c	\$55,263	\$56,387	38c	\$76,812	\$77,936
GAC2	16a	\$55,575	\$56,699	39a	\$77,124	\$78,248
GAC2	16b	\$55,888	\$57,012	39b	\$77,436	\$78,560
GAC2	16c	\$56,201	\$57,325	39c	\$77,748	\$78,872
GAC2	17a	\$56,513	\$57,637	40a	\$78,060	\$79,184
GAC2	17b	\$56,825	\$57,949	40b	\$78,372	\$79,496
GAC2	17c	\$57,137	\$58,261	40c	\$78,684	\$79,808
GAC2	18a	\$57,450	\$58,574	41a	\$78,996	\$80,120
GAC2	18b	\$57,762	\$58,886	41b	\$79,308	\$80,432
GAC2	18c	\$58,074	\$59,198	41c	\$79,620	\$80,744
GAC2	19a	\$58,386	\$59,510	42a	\$79,932	\$81,056
GAC2	19b	\$58,699	\$59,823	42b	\$80,244	\$81,368
GAC2	19c	\$59,011	\$60,135	42c	\$80,556	\$81,680
GAC2	20a	\$59,323	\$60,447	43a	\$80,868	\$81,992
GAC2	20b	\$59,635	\$60,759	43b	\$81,180	\$82,304
GAC2	20c	\$59,949	\$61,073	43c	\$81,492	\$82,616
GAC2	21a	\$60,261	\$61,385	44a	\$81,804	\$82,928
GAC2	21b	\$60,573	\$61,697	44b	\$82,116	\$83,240
GAC2	21c	\$60,885	\$62,009	44c	\$82,428	\$83,552
GAC2	22a	\$61,198	\$62,322	45a	\$82,740	\$83,864
GAC2	22b	\$61,510	\$62,634			
GAC2	22c	\$61,822	\$62,946			
GAC2	23a	\$62,134	\$63,258			
GAC2	23b	\$62,447	\$63,571			
GAC2	23c	\$62,759	\$63,883			

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

10 Month Grandfathered Schedule Specialist Degree 2023-2024								
Sal Plan	Step	2022-23	2023-24		Step	2022-23	2023-24	
GAB2	1a	\$52,022	\$52,646		24a	\$65,007	\$65,631	
GAB2	1b	\$52,022	\$52,646		24b	\$65,319	\$65,943	
GAB2	1c	\$52,022	\$52,646		24c	\$65,631	\$66,255	
GAB2	2a	\$52,022	\$52,646		25a	\$65,944	\$66,568	
GAB2	2b	\$52,022	\$52,646		25b	\$66,256	\$66,880	
GAB2	2c	\$52,022	\$52,646		25c	\$66,568	\$67,192	
GAB2	3a	\$52,022	\$52,646		26a	\$66,881	\$67,505	
GAB2	3b	\$52,022	\$52,646		26b	\$67,193	\$67,817	
GAB2	3c	\$52,022	\$52,646		26c	\$67,505	\$68,129	
GAB2	4a	\$52,022	\$52,646		27a	\$67,818	\$68,442	
GAB2	4b	\$52,022	\$52,646		27b	\$68,130	\$68,754	
GAB2	4c	\$52,022	\$52,646		27c	\$68,442	\$69,066	
GAB2	5a	\$52,022	\$52,646		28a	\$68,755	\$69,379	
GAB2	5b	\$52,022	\$52,646		28b	\$69,067	\$69,691	
GAB2	5c	\$52,022	\$52,646		28c	\$69,379	\$70,003	
GAB2	6a	\$52,022	\$52,646		29a	\$69,692	\$70,316	
GAB2	6b	\$52,022	\$52,646		29b	\$70,004	\$70,628	
GAB2	6c	\$52,022	\$52,646		29c	\$70,316	\$70,940	
GAB2	7a	\$52,022	\$52,646		30a	\$70,629	\$71,253	
GAB2	7b	\$52,022	\$52,646		30b	\$70,941	\$71,565	
GAB2	7c	\$52,022	\$52,646		30c	\$71,253	\$71,877	
GAB2	8a	\$52,022	\$52,646		31a	\$71,566	\$72,190	
GAB2	8b	\$52,022	\$52,646		31b	\$71,878	\$72,502	
GAB2	8c	\$52,022	\$52,646		31c	\$72,190	\$72,814	
GAB2	9a	\$52,022	\$52,646		32a	\$72,503	\$73,127	
GAB2	9b	\$52,022	\$52,646		32b	\$72,815	\$73,439	
GAB2	9c	\$52,022	\$52,646		32c	\$73,127	\$73,751	
GAB2	10a	\$52,022	\$52,646		33a	\$73,440	\$74,064	
GAB2	10b	\$52,172	\$52,796		33b	\$73,752	\$74,376	
GAB2	10c	\$52,514	\$53,138		33c	\$74,064	\$74,688	
GAB2	11a	\$52,826	\$53,450		34a	\$74,377	\$75,001	
GAB2	11b	\$53,138	\$53,762		34b	\$74,689	\$75,313	
GAB2	11c	\$53,451	\$54,075		34c	\$75,001	\$75,625	
GAB2	12a	\$53,763	\$54,387		35a	\$75,314	\$75,938	
GAB2	12b	\$54,075	\$54,699		35b	\$75,626	\$76,250	
GAB2	12c	\$54,388	\$55,012		35c	\$75,938	\$76,562	
GAB2	13a	\$54,700	\$55,324		36a	\$76,251	\$76,875	
GAB2	13b	\$55,012	\$55,636		36b	\$76,563	\$77,187	
GAB2	13c	\$55,325	\$55,949		36c	\$76,875	\$77,499	
GAB2	14a	\$55,637	\$56,261		37a	\$77,188	\$77,812	
GAB2	14b	\$55,949	\$56,573		37b	\$77,500	\$78,124	
GAB2	14c	\$56,262	\$56,886		37c	\$77,812	\$78,436	
GAB2	15a	\$56,574	\$57,198		38a	\$78,125	\$78,749	
GAB2	15b	\$56,886	\$57,510		38b	\$78,437	\$79,061	
GAB2	15c	\$57,199	\$57,823		38c	\$78,749	\$79,373	
GAB2	16a	\$57,511	\$58,135		39a	\$79,061	\$79,685	
GAB2	16b	\$57,823	\$58,447		39b	\$79,374	\$79,998	
GAB2	16c	\$58,136	\$58,760		39c	\$79,686	\$80,310	
GAB2	17a	\$58,448	\$59,072		40a	\$79,998	\$80,622	
GAB2	17b	\$58,760	\$59,384		40b	\$80,311	\$80,935	
GAB2	17c	\$59,073	\$59,697		40c	\$80,624	\$81,248	
GAB2	18a	\$59,385	\$60,009		41a	\$80,936	\$81,560	
GAB2	18b	\$59,697	\$60,321		41b	\$81,248	\$81,872	
GAB2	18c	\$60,010	\$60,634		41c	\$81,560	\$82,184	
GAB2	19a	\$60,322	\$60,946		42a	\$81,872	\$82,496	
GAB2	19b	\$60,634	\$61,258		42b	\$82,184	\$82,808	
GAB2	19c	\$60,947	\$61,571		42c	\$82,496	\$83,120	
GAB2	20a	\$61,259	\$61,883		43a	\$82,808	\$83,432	
GAB2	20b	\$61,571	\$62,195		43b	\$83,120	\$83,744	
GAB2	20c	\$61,884	\$62,508		43c	\$83,432	\$84,056	
GAB2	21a	\$62,196	\$62,820		44a	\$83,744	\$84,368	
GAB2	21b	\$62,508	\$63,132		44b	\$84,056	\$84,680	
GAB2	21c	\$62,821	\$63,445		44c	\$84,368	\$84,992	
GAB2	22a	\$63,133	\$63,757		45a	\$84,680	\$85,304	
GAB2	22b	\$63,445	\$64,069		45b	\$84,992	\$85,616	
GAB2	22c	\$63,758	\$64,382		45c	\$85,304	\$85,928	
GAB2	23a	\$64,070	\$64,694		46a	\$85,616	\$86,240	
GAB2	23b	\$64,382	\$65,006		46b	\$85,928	\$86,552	
GAB2	23c	\$64,695	\$65,319		46c	\$86,240	\$86,864	

Step	2022-23	2023-24
47a	\$86,552	\$87,176

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

10 Month Grandfathered Schedule Doctorate Degree 2023-2024

Sal Plan	Step	2022-23	2023-24	Step	2022-23	2023-24	Step	2022-23	2023-24
GAA2	1a	\$54,520	\$55,144	24a	\$67,505	\$68,129	47a	\$89,052	\$89,676
GAA2	1b	\$54,520	\$55,144	24b	\$67,818	\$68,442	47b	\$89,364	\$89,988
GAA2	1c	\$54,520	\$55,144	24c	\$68,130	\$68,754	47c	\$89,676	\$90,300
GAA2	2a	\$54,520	\$55,144	25a	\$68,442	\$69,066	48a	\$89,988	\$90,612
GAA2	2b	\$54,520	\$55,144	25b	\$68,755	\$69,379			
GAA2	2c	\$54,520	\$55,144	25c	\$69,067	\$69,691			
GAA2	3a	\$54,520	\$55,144	26a	\$69,380	\$70,004			
GAA2	3b	\$54,520	\$55,144	26b	\$69,692	\$70,316			
GAA2	3c	\$54,520	\$55,144	26c	\$70,004	\$70,628			
GAA2	4a	\$54,520	\$55,144	27a	\$70,316	\$70,940			
GAA2	4b	\$54,520	\$55,144	27b	\$70,629	\$71,253			
GAA2	4c	\$54,520	\$55,144	27c	\$70,941	\$71,565			
GAA2	5a	\$54,520	\$55,144	28a	\$71,253	\$71,877			
GAA2	5b	\$54,520	\$55,144	28b	\$71,566	\$72,190			
GAA2	5c	\$54,520	\$55,144	28c	\$71,878	\$72,502			
GAA2	6a	\$54,520	\$55,144	29a	\$72,190	\$72,814			
GAA2	6b	\$54,520	\$55,144	29b	\$72,503	\$73,127			
GAA2	6c	\$54,520	\$55,144	29c	\$72,815	\$73,439			
GAA2	7a	\$54,520	\$55,144	30a	\$73,127	\$73,751			
GAA2	7b	\$54,520	\$55,144	30b	\$73,440	\$74,064			
GAA2	7c	\$54,520	\$55,144	30c	\$73,752	\$74,376			
GAA2	8a	\$54,520	\$55,144	31a	\$74,064	\$74,688			
GAA2	8b	\$54,520	\$55,144	31b	\$74,377	\$75,001			
GAA2	8c	\$54,520	\$55,144	31c	\$74,689	\$75,313			
GAA2	9a	\$54,520	\$55,144	32a	\$75,001	\$75,625			
GAA2	9b	\$54,520	\$55,144	32b	\$75,314	\$75,938			
GAA2	9c	\$54,520	\$55,144	32c	\$75,626	\$76,250			
GAA2	10a	\$54,520	\$55,144	33a	\$75,938	\$76,562			
GAA2	10b	\$54,700	\$55,324	33b	\$76,251	\$76,875			
GAA2	10c	\$55,012	\$55,636	33c	\$76,563	\$77,187			
GAA2	11a	\$55,325	\$55,949	34a	\$76,875	\$77,499			
GAA2	11b	\$55,637	\$56,261	34b	\$77,188	\$77,812			
GAA2	11c	\$55,949	\$56,573	34c	\$77,500	\$78,124			
GAA2	12a	\$56,262	\$56,886	35a	\$77,812	\$78,436			
GAA2	12b	\$56,574	\$57,198	35b	\$78,124	\$78,748			
GAA2	12c	\$56,886	\$57,510	35c	\$78,437	\$79,061			
GAA2	13a	\$57,199	\$57,823	36a	\$78,749	\$79,373			
GAA2	13b	\$57,511	\$58,135	36b	\$79,061	\$79,685			
GAA2	13c	\$57,823	\$58,447	36c	\$79,374	\$79,998			
GAA2	14a	\$58,136	\$58,760	37a	\$79,686	\$80,310			
GAA2	14b	\$58,448	\$59,072	37b	\$79,998	\$80,622			
GAA2	14c	\$58,760	\$59,384	37c	\$80,311	\$80,935			
GAA2	15a	\$59,073	\$59,697	38a	\$80,624	\$81,248			
GAA2	15b	\$59,385	\$60,009	38b	\$80,936	\$81,560			
GAA2	15c	\$59,697	\$60,321	38c	\$81,248	\$81,872			
GAA2	16a	\$60,010	\$60,634	39a	\$81,560	\$82,184			
GAA2	16b	\$60,322	\$60,946	39b	\$81,873	\$82,497			
GAA2	16c	\$60,634	\$61,258	39c	\$82,185	\$82,809			
GAA2	17a	\$60,947	\$61,571	40a	\$82,497	\$83,121			
GAA2	17b	\$61,259	\$61,883	40b	\$82,809	\$83,433			
GAA2	17c	\$61,571	\$62,195	40c	\$83,122	\$83,746			
GAA2	18a	\$61,884	\$62,508	41a	\$83,434	\$84,058			
GAA2	18b	\$62,196	\$62,820	41b	\$83,746	\$84,370			
GAA2	18c	\$62,508	\$63,132	41c	\$84,058	\$84,682			
GAA2	19a	\$62,821	\$63,445	42a	\$84,372	\$84,996			
GAA2	19b	\$63,133	\$63,757	42b	\$84,684	\$85,308			
GAA2	19c	\$63,445	\$64,069	42c	\$84,996	\$85,620			
GAA2	20a	\$63,758	\$64,382	43a	\$85,308	\$85,932			
GAA2	20b	\$64,070	\$64,694	43b	\$85,620	\$86,244			
GAA2	20c	\$64,382	\$65,006	43c	\$85,932	\$86,556			
GAA2	21a	\$64,695	\$65,319	44a	\$86,244	\$86,868			
GAA2	21b	\$65,007	\$65,631	44b	\$86,556	\$87,180			
GAA2	21c	\$65,319	\$65,943	44c	\$86,868	\$87,492			
GAA2	22a	\$65,631	\$66,255	45a	\$87,180	\$87,804			
GAA2	22b	\$65,944	\$66,568	45b	\$87,492	\$88,116			
GAA2	22c	\$66,256	\$66,880	45c	\$87,804	\$88,428			
GAA2	23a	\$66,568	\$67,192	46a	\$88,116	\$88,740			
GAA2	23b	\$66,881	\$67,505	46b	\$88,428	\$89,052			
GAA2	23c	\$67,193	\$67,817	46c	\$88,740	\$89,364			

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

11 Month Grandfathered Schedule Bachelor Degree 2023-2024

Sal Plan	Step	2022-23	2023-24	Step	2022-23	2023-24
GXD2	1a	\$53,433	\$54,057	24a	\$65,631	\$66,255
GXD2	1b	\$53,433	\$54,057	24b	\$65,944	\$66,568
GXD2	1c	\$53,433	\$54,057	24c	\$66,256	\$66,880
GXD2	2a	\$53,433	\$54,057	25a	\$66,568	\$67,192
GXD2	2b	\$53,433	\$54,057	25b	\$66,881	\$67,505
GXD2	2c	\$53,433	\$54,057	25c	\$67,193	\$67,817
GXD2	3a	\$53,433	\$54,057	26a	\$67,505	\$68,129
GXD2	3b	\$53,433	\$54,057	26b	\$67,818	\$68,442
GXD2	3c	\$53,433	\$54,057	26c	\$68,130	\$68,754
GXD2	4a	\$53,433	\$54,057	27a	\$68,442	\$69,066
GXD2	4b	\$53,433	\$54,057	27b	\$68,755	\$69,379
GXD2	4c	\$53,433	\$54,057	27c	\$69,067	\$69,691
GXD2	5a	\$53,433	\$54,057	28a	\$69,379	\$70,003
GXD2	5b	\$53,433	\$54,057	28b	\$69,692	\$70,316
GXD2	5c	\$53,433	\$54,057	28c	\$70,004	\$70,628
GXD2	6a	\$53,433	\$54,057	29a	\$70,316	\$70,940
GXD2	6b	\$53,433	\$54,057	29b	\$70,629	\$71,253
GXD2	6c	\$53,433	\$54,057	29c	\$70,941	\$71,565
GXD2	7a	\$53,433	\$54,057	30a	\$71,253	\$71,877
GXD2	7b	\$53,433	\$54,057	30b	\$71,566	\$72,190
GXD2	7c	\$53,433	\$54,057	30c	\$71,878	\$72,502
GXD2	8a	\$53,433	\$54,057	31a	\$72,190	\$72,814
GXD2	8b	\$53,433	\$54,057	31b	\$72,503	\$73,127
GXD2	8c	\$53,433	\$54,057	31c	\$72,815	\$73,439
GXD2	9a	\$53,433	\$54,057	32a	\$73,128	\$73,752
GXD2	9b	\$53,433	\$54,057	32b	\$73,440	\$74,064
GXD2	9c	\$53,433	\$54,057	32c	\$73,752	\$74,376
GXD2	10a	\$53,433	\$54,057	33a	\$74,064	\$74,688
GXD2	10b	\$53,433	\$54,057	33b	\$74,377	\$75,001
GXD2	10c	\$53,433	\$54,057	33c	\$74,689	\$75,313
GXD2	11a	\$53,451	\$54,075	34a	\$75,001	\$75,625
GXD2	11b	\$53,763	\$54,387	34b	\$75,313	\$75,937
GXD2	11c	\$54,075	\$54,699	34c	\$75,626	\$76,250
GXD2	12a	\$54,388	\$55,012	35a	\$75,938	\$76,562
GXD2	12b	\$54,700	\$55,324	35b	\$76,251	\$76,875
GXD2	12c	\$55,012	\$55,636	35c	\$76,563	\$77,187
GXD2	13a	\$55,325	\$55,949	36a	\$76,875	\$77,499
GXD2	13b	\$55,637	\$56,261	36b	\$77,187	\$77,811
GXD2	13c	\$55,949	\$56,573	36c	\$77,499	\$78,123
GXD2	14a	\$56,262	\$56,886	37a	\$77,811	\$78,435
GXD2	14b	\$56,574	\$57,198	37b	\$78,123	\$78,747
GXD2	14c	\$56,886	\$57,510	37c	\$78,435	\$79,059
GXD2	15a	\$57,199	\$57,823	38a	\$78,747	\$79,371
GXD2	15b	\$57,511	\$58,135	38b	\$79,059	\$79,683
GXD2	15c	\$57,823	\$58,447	38c	\$79,371	\$79,995
GXD2	16a	\$58,136	\$58,760	39a	\$79,683	\$80,307
GXD2	16b	\$58,448	\$59,072	39b	\$79,995	\$80,619
GXD2	16c	\$58,760	\$59,384	39c	\$80,307	\$80,931
GXD2	17a	\$59,073	\$59,697	40a	\$80,619	\$81,243
GXD2	17b	\$59,385	\$60,009	40b	\$80,931	\$81,555
GXD2	17c	\$59,697	\$60,321	40c	\$81,243	\$81,867
GXD2	18a	\$60,010	\$60,634	41a	\$81,555	\$82,179
GXD2	18b	\$60,322	\$60,946	41b	\$81,867	\$82,491
GXD2	18c	\$60,634	\$61,258	41c	\$82,179	\$82,803
GXD2	19a	\$60,947	\$61,571	42a	\$82,491	\$83,115
GXD2	19b	\$61,259	\$61,883			
GXD2	19c	\$61,571	\$62,195			
GXD2	20a	\$61,884	\$62,508			
GXD2	20b	\$62,196	\$62,820			
GXD2	20c	\$62,508	\$63,132			
GXD2	21a	\$62,821	\$63,445			
GXD2	21b	\$63,133	\$63,757			
GXD2	21c	\$63,445	\$64,069			
GXD2	22a	\$63,758	\$64,382			
GXD2	22b	\$64,070	\$64,694			
GXD2	22c	\$64,382	\$65,006			
GXD2	23a	\$64,695	\$65,319			
GXD2	23b	\$65,007	\$65,631			
GXD2	23c	\$65,319	\$65,943			

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

11 Month Grandfathered Schedule Master Degree 2023-2024

Sal Plan	Step	2022-23	2023-24
GXC2	1a	\$55,086	\$56,210
GXC2	1b	\$55,086	\$56,210
GXC2	1c	\$55,086	\$56,210
GXC2	2a	\$55,086	\$56,210
GXC2	2b	\$55,086	\$56,210
GXC2	2c	\$55,086	\$56,210
GXC2	3a	\$55,086	\$56,210
GXC2	3b	\$55,086	\$56,210
GXC2	3c	\$55,086	\$56,210
GXC2	4a	\$55,086	\$56,210
GXC2	4b	\$55,086	\$56,210
GXC2	4c	\$55,086	\$56,210
GXC2	5a	\$55,086	\$56,210
GXC2	5b	\$55,086	\$56,210
GXC2	5c	\$55,086	\$56,210
GXC2	6a	\$55,086	\$56,210
GXC2	6b	\$55,086	\$56,210
GXC2	6c	\$55,086	\$56,210
GXC2	7a	\$55,086	\$56,210
GXC2	7b	\$55,086	\$56,210
GXC2	7c	\$55,086	\$56,210
GXC2	8a	\$55,086	\$56,210
GXC2	8b	\$55,086	\$56,210
GXC2	8c	\$55,086	\$56,210
GXC2	9a	\$55,086	\$56,210
GXC2	9b	\$55,086	\$56,210
GXC2	9c	\$55,086	\$56,210
GXC2	10a	\$55,086	\$56,210
GXC2	10b	\$55,086	\$56,210
GXC2	10c	\$55,086	\$56,210
GXC2	11a	\$55,104	\$56,228
GXC2	11b	\$55,416	\$56,540
GXC2	11c	\$55,728	\$56,852
GXC2	12a	\$56,041	\$57,165
GXC2	12b	\$56,353	\$57,477
GXC2	12c	\$56,665	\$57,789
GXC2	13a	\$56,978	\$58,102
GXC2	13b	\$57,290	\$58,414
GXC2	13c	\$57,602	\$58,726
GXC2	14a	\$57,915	\$59,039
GXC2	14b	\$58,227	\$59,351
GXC2	14c	\$58,539	\$59,663
GXC2	15a	\$58,852	\$59,976
GXC2	15b	\$59,164	\$60,288
GXC2	15c	\$59,476	\$60,600
GXC2	16a	\$59,789	\$60,913
GXC2	16b	\$60,101	\$61,225
GXC2	16c	\$60,413	\$61,537
GXC2	17a	\$60,726	\$61,850
GXC2	17b	\$61,038	\$62,162
GXC2	17c	\$61,350	\$62,474
GXC2	18a	\$61,663	\$62,787
GXC2	18b	\$61,975	\$63,099
GXC2	18c	\$62,287	\$63,411
GXC2	19a	\$62,600	\$63,724
GXC2	19b	\$62,912	\$64,036
GXC2	19c	\$63,224	\$64,348
GXC2	20a	\$63,537	\$64,661
GXC2	20b	\$63,849	\$64,973
GXC2	20c	\$64,161	\$65,285
GXC2	21a	\$64,474	\$65,598
GXC2	21b	\$64,786	\$65,910
GXC2	21c	\$65,098	\$66,222
GXC2	22a	\$65,411	\$66,535
GXC2	22b	\$65,723	\$66,847
GXC2	22c	\$66,035	\$67,159
GXC2	23a	\$66,347	\$67,471
GXC2	23b	\$66,660	\$67,784
GXC2	23c	\$66,972	\$68,096

Step	2022-23	2023-24
24a	\$67,284	\$68,408
24b	\$67,597	\$68,721
24c	\$67,909	\$69,033
25a	\$68,221	\$69,345
25b	\$68,534	\$69,658
25c	\$68,847	\$69,971
26a	\$69,158	\$70,282
26b	\$69,471	\$70,595
26c	\$69,783	\$70,907
27a	\$70,095	\$71,219
27b	\$70,408	\$71,532
27c	\$70,720	\$71,844
28a	\$71,032	\$72,156
28b	\$71,345	\$72,469
28c	\$71,657	\$72,781
29a	\$71,969	\$73,093
29b	\$72,282	\$73,406
29c	\$72,594	\$73,718
30a	\$72,906	\$74,030
30b	\$73,219	\$74,343
30c	\$73,531	\$74,655
31a	\$73,843	\$74,967
31b	\$74,156	\$75,280
31c	\$74,468	\$75,592
32a	\$74,780	\$75,904
32b	\$75,093	\$76,217
32c	\$75,405	\$76,529
33a	\$75,717	\$76,841
33b	\$76,030	\$77,154
33c	\$76,342	\$77,466
34a	\$76,654	\$77,778
34b	\$76,967	\$78,091
34c	\$77,279	\$78,403
35a	\$77,591	\$78,715
35b	\$77,904	\$79,028
35c	\$78,216	\$79,340
36a	\$78,528	\$79,652
36b	\$78,840	\$79,964
36c	\$79,153	\$80,277
37a	\$79,465	\$80,589
37b	\$79,777	\$80,901
37c	\$80,090	\$81,214
38a	\$80,402	\$81,526
38b	\$80,714	\$81,838
38c	\$81,027	\$82,151
39a	\$81,340	\$82,464
39b	\$81,652	\$82,776
39c	\$81,964	\$83,088
40a	\$82,276	\$83,400
40b	\$82,589	\$83,713
40c	\$82,901	\$84,025
41a	\$83,213	\$84,337
41b	\$83,525	\$84,649
41c	\$83,837	\$84,961
42a	\$84,149	\$85,273
42b	\$84,461	\$85,585
42c	\$84,773	\$85,897
43a	\$85,085	\$86,209
43b	\$85,397	\$86,521
43c	\$85,709	\$86,833
44a	\$86,021	\$87,145
44b	\$86,333	\$87,457
44c	\$86,645	\$87,769
45a	\$86,957	\$88,081
45b	\$87,269	\$88,393
45c	\$87,581	\$88,705
46a	\$87,893	\$89,017
46b	\$88,205	\$89,329
46c	\$88,517	\$89,641

Step	2022-23	2023-24
47a	\$88,829	\$89,953
47b	\$89,141	\$90,265
47c	\$89,453	\$90,577
48a	\$89,765	\$90,889
48b	\$90,077	\$91,201
49c	\$90,389	\$91,513
50a	\$90,701	\$91,825

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

11 Month Grandfathered Schedule Specialist Degree 2023-2024

Sal Plan	Step	2022-23	2023-24	Step	2022-23	2023-24
GXB2	1a	\$57,181	\$57,805	24a	\$69,379	\$70,003
GXB2	1b	\$57,181	\$57,805	24b	\$69,692	\$70,316
GXB2	1c	\$57,181	\$57,805	24c	\$70,004	\$70,628
GXB2	2a	\$57,181	\$57,805	25a	\$70,316	\$70,940
GXB2	2b	\$57,181	\$57,805	25b	\$70,629	\$71,253
GXB2	2c	\$57,181	\$57,805	25c	\$70,941	\$71,565
GXB2	3a	\$57,181	\$57,805	26a	\$71,253	\$71,877
GXB2	3b	\$57,181	\$57,805	26b	\$71,566	\$72,190
GXB2	3c	\$57,181	\$57,805	26c	\$71,878	\$72,502
GXB2	4a	\$57,181	\$57,805	27a	\$72,190	\$72,814
GXB2	4b	\$57,181	\$57,805	27b	\$72,503	\$73,127
GXB2	4c	\$57,181	\$57,805	27c	\$72,815	\$73,439
GXB2	5a	\$57,181	\$57,805	28a	\$73,127	\$73,751
GXB2	5b	\$57,181	\$57,805	28b	\$73,440	\$74,064
GXB2	5c	\$57,181	\$57,805	28c	\$73,752	\$74,376
GXB2	6a	\$57,181	\$57,805	29a	\$74,064	\$74,688
GXB2	6b	\$57,181	\$57,805	29b	\$74,377	\$75,001
GXB2	6c	\$57,181	\$57,805	29c	\$74,689	\$75,313
GXB2	7a	\$57,181	\$57,805	30a	\$75,001	\$75,625
GXB2	7b	\$57,181	\$57,805	30b	\$75,314	\$75,938
GXB2	7c	\$57,181	\$57,805	30c	\$75,626	\$76,250
GXB2	8a	\$57,181	\$57,805	31a	\$75,938	\$76,562
GXB2	8b	\$57,181	\$57,805	31b	\$76,251	\$76,875
GXB2	8c	\$57,181	\$57,805	31c	\$76,563	\$77,187
GXB2	9a	\$57,181	\$57,805	32a	\$76,875	\$77,499
GXB2	9b	\$57,181	\$57,805	32b	\$77,188	\$77,812
GXB2	9c	\$57,181	\$57,805	32c	\$77,500	\$78,124
GXB2	10a	\$57,181	\$57,805	33a	\$77,812	\$78,436
GXB2	10b	\$57,181	\$57,805	33b	\$78,124	\$78,748
GXB2	10c	\$57,181	\$57,805	33c	\$78,437	\$79,061
GXB2	11a	\$57,199	\$57,823	34a	\$78,749	\$79,373
GXB2	11b	\$57,511	\$58,135	34b	\$79,061	\$79,685
GXB2	11c	\$57,823	\$58,447	34c	\$79,374	\$79,998
GXB2	12a	\$58,136	\$58,760	35a	\$79,686	\$80,310
GXB2	12b	\$58,448	\$59,072	35b	\$79,998	\$80,622
GXB2	12c	\$58,760	\$59,384	35c	\$80,311	\$80,935
GXB2	13a	\$59,073	\$59,697	36a	\$80,623	\$81,247
GXB2	13b	\$59,385	\$60,009	36b	\$80,935	\$81,559
GXB2	13c	\$59,697	\$60,321	36c	\$81,248	\$81,872
GXB2	14a	\$60,010	\$60,634	37a	\$81,560	\$82,184
GXB2	14b	\$60,322	\$60,946	37b	\$81,872	\$82,496
GXB2	14c	\$60,634	\$61,258	37c	\$82,185	\$82,809
GXB2	15a	\$60,947	\$61,571	38a	\$82,497	\$83,121
GXB2	15b	\$61,259	\$61,883	38b	\$82,809	\$83,433
GXB2	15c	\$61,571	\$62,195	38c	\$83,122	\$83,746
GXB2	16a	\$61,884	\$62,508	39a	\$83,434	\$84,058
GXB2	16b	\$62,196	\$62,820	39b	\$83,746	\$84,370
GXB2	16c	\$62,508	\$63,132	39c	\$84,059	\$84,683
GXB2	17a	\$62,821	\$63,445	40a	\$84,372	\$84,996
GXB2	17b	\$63,133	\$63,757	40b	\$84,684	\$85,308
GXB2	17c	\$63,445	\$64,069	40c	\$84,996	\$85,620
GXB2	18a	\$63,758	\$64,382	41a	\$85,308	\$85,932
GXB2	18b	\$64,070	\$64,694	41b	\$85,620	\$86,244
GXB2	18c	\$64,382	\$65,006	41c	\$85,932	\$86,556
GXB2	19a	\$64,695	\$65,319	42a	\$86,244	\$86,868
GXB2	19b	\$65,007	\$65,631	42b	\$86,556	\$87,180
GXB2	19c	\$65,319	\$65,943	42c	\$86,868	\$87,492
GXB2	20a	\$65,631	\$66,255	43a	\$87,180	\$87,804
GXB2	20b	\$65,944	\$66,568	43b	\$87,492	\$88,116
GXB2	20c	\$66,256	\$66,880	43c	\$87,804	\$88,428
GXB2	21a	\$66,568	\$67,192			
GXB2	21b	\$66,881	\$67,505			
GXB2	21c	\$67,193	\$67,817			
GXB2	22a	\$67,505	\$68,129			
GXB2	22b	\$67,818	\$68,442			
GXB2	22c	\$68,130	\$68,754			
GXB2	23a	\$68,442	\$69,066			
GXB2	23b	\$68,755	\$69,379			
GXB2	23c	\$69,067	\$69,691			

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of ~~\$6,591~~ for 2022-2023 \$8,362 for 2023-2024.

11 Month Grandfathered Schedule Doctorate Degree 2023-2024

Sal Plan	Step	2022-23	2023-24	Step	2022-23	2023-24
GXA2	1a	\$60,305	\$60,929	24a	\$72,503	\$73,127
GXA2	1b	\$60,305	\$60,929	24b	\$72,815	\$73,439
GXA2	1c	\$60,305	\$60,929	24c	\$73,127	\$73,751
GXA2	2a	\$60,305	\$60,929	25a	\$73,440	\$74,064
GXA2	2b	\$60,305	\$60,929	25b	\$73,752	\$74,376
GXA2	2c	\$60,305	\$60,929	25c	\$74,064	\$74,688
GXA2	3a	\$60,305	\$60,929	26a	\$74,377	\$75,001
GXA2	3b	\$60,305	\$60,929	26b	\$74,689	\$75,313
GXA2	3c	\$60,305	\$60,929	26c	\$75,001	\$75,625
GXA2	4a	\$60,305	\$60,929	27a	\$75,314	\$75,938
GXA2	4b	\$60,305	\$60,929	27b	\$75,626	\$76,250
GXA2	4c	\$60,305	\$60,929	27c	\$75,938	\$76,562
GXA2	5a	\$60,305	\$60,929	28a	\$76,251	\$76,875
GXA2	5b	\$60,305	\$60,929	28b	\$76,563	\$77,187
GXA2	5c	\$60,305	\$60,929	28c	\$76,876	\$77,500
GXA2	6a	\$60,305	\$60,929	29a	\$77,188	\$77,812
GXA2	6b	\$60,305	\$60,929	29b	\$77,500	\$78,124
GXA2	6c	\$60,305	\$60,929	29c	\$77,812	\$78,436
GXA2	7a	\$60,305	\$60,929	30a	\$78,124	\$78,748
GXA2	7b	\$60,305	\$60,929	30b	\$78,437	\$79,061
GXA2	7c	\$60,305	\$60,929	30c	\$78,749	\$79,373
GXA2	8a	\$60,305	\$60,929	31a	\$79,061	\$79,685
GXA2	8b	\$60,305	\$60,929	31b	\$79,374	\$79,998
GXA2	8c	\$60,305	\$60,929	31c	\$79,686	\$80,310
GXA2	9a	\$60,305	\$60,929	32a	\$79,998	\$80,622
GXA2	9b	\$60,305	\$60,929	32b	\$80,311	\$80,935
GXA2	9c	\$60,305	\$60,929	32c	\$80,623	\$81,247
GXA2	10a	\$60,305	\$60,929	33a	\$80,935	\$81,559
GXA2	10b	\$60,305	\$60,929	33b	\$81,248	\$81,872
GXA2	10c	\$60,305	\$60,929	33c	\$81,560	\$82,184
GXA2	11a	\$60,322	\$60,946	34a	\$81,872	\$82,496
GXA2	11b	\$60,634	\$61,258	34b	\$82,185	\$82,809
GXA2	11c	\$60,947	\$61,571	34c	\$82,497	\$83,121
GXA2	12a	\$61,259	\$61,883	35a	\$82,809	\$83,433
GXA2	12b	\$61,571	\$62,195	35b	\$83,122	\$83,746
GXA2	12c	\$61,884	\$62,508	35c	\$83,434	\$84,058
GXA2	13a	\$62,196	\$62,820	36a	\$83,746	\$84,370
GXA2	13b	\$62,508	\$63,132	36b	\$84,059	\$84,683
GXA2	13c	\$62,821	\$63,445	36c	\$84,371	\$84,995
GXA2	14a	\$63,133	\$63,757	37a	\$84,683	\$85,307
GXA2	14b	\$63,445	\$64,069	37b	\$84,996	\$85,620
GXA2	14c	\$63,758	\$64,382	37c	\$85,308	\$85,932
GXA2	15a	\$64,070	\$64,694	38a	\$85,620	\$86,244
GXA2	15b	\$64,382	\$65,006	38b	\$85,933	\$86,557
GXA2	15c	\$64,695	\$65,319	38c	\$86,245	\$86,869
GXA2	16a	\$65,007	\$65,631	39a	\$86,557	\$87,181
GXA2	16b	\$65,319	\$65,943	39b	\$86,870	\$87,494
GXA2	16c	\$65,631	\$66,255	39c	\$87,182	\$87,806
GXA2	17a	\$65,944	\$66,568	40a	\$87,494	\$88,118
GXA2	17b	\$66,256	\$66,880	40b	\$87,807	\$88,431
GXA2	17c	\$66,568	\$67,192	40c	\$88,119	\$88,743
GXA2	18a	\$66,881	\$67,505	41a	\$88,431	\$89,055
GXA2	18b	\$67,193	\$67,817	41b	\$88,744	\$89,368
GXA2	18c	\$67,505	\$68,129	41c	\$89,056	\$89,680
GXA2	19a	\$67,818	\$68,442	42a	\$89,369	\$89,993
GXA2	19b	\$68,130	\$68,754	42b	\$89,681	\$90,305
GXA2	19c	\$68,442	\$69,066	42c	\$89,993	\$90,617
GXA2	20a	\$68,755	\$69,379	43a	\$90,305	\$90,929
GXA2	20b	\$69,067	\$69,691	43b	\$90,617	\$91,241
GXA2	20c	\$69,379	\$70,003	43c	\$90,929	\$91,553
GXA2	21a	\$69,692	\$70,316	44a	\$91,241	\$91,865
GXA2	21b	\$70,004	\$70,628	44b	\$91,553	\$92,177
GXA2	21c	\$70,316	\$70,940	44c	\$91,865	\$92,489
GXA2	22a	\$70,629	\$71,253	45a	\$92,177	\$92,801
GXA2	22b	\$70,941	\$71,565	45b	\$92,489	\$93,113
GXA2	22c	\$71,253	\$71,877	45c	\$92,801	\$93,425
GXA2	23a	\$71,566	\$72,190	46a	\$93,113	\$93,737
GXA2	23b	\$71,878	\$72,502			
GXA2	23c	\$72,190	\$72,814			

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

10 Month Performance Schedule Bachelor's Degree 2022-2023 2023-2024

Sal Plan	Step	2022-23	2023-24
PAD2	1c	\$48,586	\$49,210
PAD2	2a	\$48,586	\$49,210
PAD2	2b	\$48,586	\$49,210
PAD2	2c	\$48,586	\$49,210
PAD2	3a	\$48,586	\$49,210
PAD2	3b	\$48,586	\$49,210
PAD2	3c	\$48,586	\$49,210
PAD2	4a	\$48,586	\$49,210
PAD2	4b	\$48,586	\$49,210
PAD2	4c	\$48,586	\$49,210
PAD2	5a	\$48,586	\$49,210
PAD2	5b	\$48,586	\$49,210
PAD2	5c	\$48,586	\$49,210
PAD2	6a	\$48,586	\$49,210
PAD2	6b	\$48,586	\$49,210
PAD2	6c	\$48,586	\$49,210
PAD2	7a	\$48,586	\$49,210
PAD2	7b	\$48,586	\$49,210
PAD2	7c	\$48,586	\$49,210
PAD2	8a	\$48,586	\$49,210
PAD2	8b	\$48,586	\$49,210
PAD2	8c	\$48,586	\$49,210
PAD2	9a	\$48,586	\$49,210
PAD2	9b	\$48,586	\$49,210
PAD2	9c	\$48,586	\$49,210
PAD2	10a	\$48,586	\$49,210
PAD2	10b	\$48,775	\$49,399
PAD2	10c	\$49,087	\$49,711
PAD2	11a	\$49,399	\$50,023
PAD2	11b	\$49,712	\$50,336
PAD2	11c	\$50,024	\$50,648
PAD2	12a	\$50,336	\$50,960
PAD2	12b	\$50,649	\$51,273
PAD2	12c	\$50,961	\$51,585
PAD2	13a	\$51,274	\$51,898
PAD2	13b	\$51,586	\$52,210
PAD2	13c	\$51,898	\$52,522
PAD2	14a	\$52,210	\$52,834
PAD2	14b	\$52,523	\$53,147
PAD2	14c	\$52,835	\$53,459
PAD2	15a	\$53,147	\$53,771
PAD2	15b	\$53,460	\$54,084
PAD2	15c	\$53,772	\$54,396
PAD2	16a	\$54,084	\$54,708
PAD2	16b	\$54,397	\$55,021
PAD2	16c	\$54,709	\$55,333
PAD2	17a	\$55,021	\$55,645
PAD2	17b	\$55,334	\$55,958
PAD2	17c	\$55,646	\$56,270
PAD2	18a	\$55,958	\$56,582
PAD2	18b	\$56,271	\$56,895
PAD2	18c	\$56,583	\$57,207
PAD2	19a	\$56,895	\$57,519
PAD2	19b	\$57,208	\$57,832
PAD2	19c	\$57,520	\$58,144
PAD2	20a	\$57,832	\$58,456
PAD2	20b	\$58,145	\$58,769
PAD2	20c	\$58,457	\$59,081
PAD2	21a	\$58,769	\$59,393
PAD2	21b	\$59,082	\$59,706
PAD2	21c	\$59,394	\$60,018
PAD2	22a	\$59,706	\$60,330
PAD2	22b	\$60,019	\$60,643
PAD2	22c	\$60,331	\$60,955
PAD2	23a	\$60,643	\$61,267
PAD2	23b	\$60,956	\$61,580
PAD2	23c	\$61,268	\$61,892

Performance Schedule Placement

10-Month

Step		2022-23	2023-24
1c	New Teacher	\$48,586	\$49,210
2a	1 Year	\$48,586	\$49,210
2b	2 Years	\$48,586	\$49,210
2c	3 Years	\$48,586	\$49,210
3a	4 Years	\$48,586	\$49,210
3b	5 Years	\$48,586	\$49,210
3c	6 Years	\$48,586	\$49,210
4a	7 Years	\$48,586	\$49,210
4b	8 Years	\$48,586	\$49,210
4c	9 Years	\$48,586	\$49,210
5a	10 Years	\$48,586	\$49,210
5b	11 Years	\$48,586	\$49,210
5c	12 Years	\$48,586	\$49,210

Effective for newly hired teachers beginning 7/1/2023

Degree Supplements

Masters	\$1500 \$2000
Specialist	\$3,436
Doctorate	\$5,934

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

10 Month Performance Schedule Bachelor's Degree ~~2022-2023~~ 2023-2024 (Cont.)

Sal Plan	Step	2022-23	2023-24
PAD2	24a	\$61,580	\$62,204
PAD2	24b	\$61,892	\$62,516
PAD2	24c	\$62,205	\$62,829
PAD2	25a	\$62,517	\$63,141
PAD2	25b	\$62,829	\$63,453
PAD2	25c	\$63,142	\$63,766
PAD2	26a	\$63,454	\$64,078
PAD2	26b	\$63,766	\$64,390
PAD2	26c	\$64,079	\$64,703
PAD2	27a	\$64,391	\$65,015
PAD2	27b	\$64,703	\$65,327
PAD2	27c	\$65,016	\$65,640
PAD2	28a	\$65,328	\$65,952
PAD2	28b	\$65,640	\$66,264
PAD2	28c	\$65,953	\$66,577
PAD2	29a	\$66,265	\$66,889
PAD2	29b	\$66,577	\$67,201
PAD2	29c	\$66,890	\$67,514
PAD2	30a	\$67,202	\$67,826
PAD2	30b	\$67,514	\$68,138
PAD2	30c	\$67,827	\$68,451
PAD2	31a	\$68,139	\$68,763
PAD2	31b	\$68,451	\$69,075
PAD2	31c	\$68,764	\$69,388
PAD2	32a	\$69,076	\$69,700
PAD2	32b	\$69,388	\$70,012
PAD2	32c	\$69,701	\$70,325
PAD2	33a	\$70,013	\$70,637
PAD2	33b	\$70,325	\$70,949
PAD2	33c	\$70,638	\$71,262
PAD2	34a	\$70,950	\$71,574
PAD2	34b	\$71,262	\$71,886
PAD2	34c	\$71,575	\$72,199
PAD2	35a	\$71,887	\$72,511
PAD2	35b	\$72,199	\$72,823
PAD2	35c	\$72,512	\$73,136
PAD2	36a	\$72,824	\$73,448
PAD2	36b	\$73,136	\$73,760
PAD2	36c	\$73,449	\$74,073
PAD2	37a	\$73,761	\$74,385
PAD2	37b	\$74,073	\$74,697
PAD2	37c	\$74,385	\$75,009
PAD2	38a	\$74,697	\$75,321
PAD2	38b	\$75,009	\$75,633
PAD2	38c	\$75,321	\$75,945
PAD2	39a	\$75,633	\$76,257
PAD2	39b	\$75,945	\$76,569
PAD2	39c	\$76,257	\$76,881

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of ~~\$6,591 for 2022-2023~~ \$8,362 for 2023-2024.

11 Month Performance Schedule Bachelor's Degree 2022-2023 2023-2024

Sal Plan	Step	2022-23	2023-24
PXD2	1c	\$53,433	\$54,057
PXD2	2a	\$53,433	\$54,057
PXD2	2b	\$53,433	\$54,057
PXD2	2c	\$53,433	\$54,057
PXD2	3a	\$53,433	\$54,057
PXD2	3b	\$53,433	\$54,057
PXD2	3c	\$53,433	\$54,057
PXD2	4a	\$53,433	\$54,057
PXD2	4b	\$53,433	\$54,057
PXD2	4c	\$53,433	\$54,057
PXD2	5a	\$53,433	\$54,057
PXD2	5b	\$53,433	\$54,057
PXD2	5c	\$53,433	\$54,057
PXD2	6a	\$53,433	\$54,057
PXD2	6b	\$53,433	\$54,057
PXD2	6c	\$53,433	\$54,057
PXD2	7a	\$53,433	\$54,057
PXD2	7b	\$53,433	\$54,057
PXD2	7c	\$53,433	\$54,057
PXD2	8a	\$53,433	\$54,057
PXD2	8b	\$53,433	\$54,057
PXD2	8c	\$53,433	\$54,057
PXD2	9a	\$53,433	\$54,057
PXD2	9b	\$53,433	\$54,057
PXD2	9c	\$53,433	\$54,057
PXD2	10a	\$53,433	\$54,057
PXD2	10b	\$53,433	\$54,057
PXD2	10c	\$53,433	\$54,057
PXD2	11a	\$53,458	\$54,082
PXD2	11b	\$53,771	\$54,395
PXD2	11c	\$54,083	\$54,707
PXD2	12a	\$54,395	\$55,019
PXD2	12b	\$54,708	\$55,332
PXD2	12c	\$55,020	\$55,644
PXD2	13a	\$55,332	\$55,956
PXD2	13b	\$55,645	\$56,269
PXD2	13c	\$55,957	\$56,581
PXD2	14a	\$56,269	\$56,893
PXD2	14b	\$56,582	\$57,206
PXD2	14c	\$56,894	\$57,518
PXD2	15a	\$57,206	\$57,830
PXD2	15b	\$57,519	\$58,143
PXD2	15c	\$57,831	\$58,455
PXD2	16a	\$58,143	\$58,767
PXD2	16b	\$58,456	\$59,080
PXD2	16c	\$58,768	\$59,392
PXD2	17a	\$59,080	\$59,704
PXD2	17b	\$59,393	\$60,017
PXD2	17c	\$59,705	\$60,329
PXD2	18a	\$60,017	\$60,641
PXD2	18b	\$60,330	\$60,954
PXD2	18c	\$60,642	\$61,266
PXD2	19a	\$60,954	\$61,578
PXD2	19b	\$61,267	\$61,891
PXD2	19c	\$61,579	\$62,203
PXD2	20a	\$61,891	\$62,515
PXD2	20b	\$62,204	\$62,828
PXD2	20c	\$62,516	\$63,140
PXD2	21a	\$62,828	\$63,452
PXD2	21b	\$63,141	\$63,765
PXD2	21c	\$63,453	\$64,077
PXD2	22a	\$63,765	\$64,389
PXD2	22b	\$64,077	\$64,701
PXD2	22c	\$64,390	\$65,014

Performance Schedule Placement

11-Month

Step		2022-23	2023-24
1c	New Teacher	\$48,586	\$54,057
2a	1 Year	\$48,586	\$54,057
2b	2 Years	\$48,586	\$54,057
2c	3 Years	\$48,586	\$54,057
3a	4 Years	\$48,586	\$54,057
3b	5 Years	\$48,586	\$54,057
3c	6 Years	\$48,586	\$54,057
4a	7 Years	\$48,586	\$54,057
4b	8 Years	\$48,586	\$54,057
4c	9 Years	\$48,586	\$54,057
5a	10 Years	\$48,586	\$54,057
5b	11 Years	\$48,586	\$54,057
5c	12 Years	\$48,586	\$54,057

Effective for newly hired teachers beginning 7/1/2023

Degree Supplements

Masters	\$1653 \$2,204
Specialist	\$3,748
Doctorate	\$6,872

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of \$6,591 for 2022-2023 \$8,362 for 2023-2024.

11 Month Performance Schedule Bachelor's Degree ~~2022-2023~~ 2023-2024 (Cont.)

Sal Plan	Step	2022-23	2023-24
PXD2	23a	\$64,702	\$65,326
PXD2	23b	\$65,014	\$65,638
PXD2	23c	\$65,327	\$65,951
PXD2	24a	\$65,639	\$66,263
PXD2	24b	\$65,951	\$66,575
PXD2	24c	\$66,264	\$66,888
PXD2	25a	\$66,576	\$67,200
PXD2	25b	\$66,888	\$67,512
PXD2	25c	\$67,201	\$67,825
PXD2	26a	\$67,513	\$68,137
PXD2	26b	\$67,825	\$68,449
PXD2	26c	\$68,138	\$68,762
PXD2	27a	\$68,450	\$69,074
PXD2	27b	\$68,762	\$69,386
PXD2	27c	\$69,075	\$69,699
PXD2	28a	\$69,387	\$70,011
PXD2	28b	\$69,699	\$70,323
PXD2	28c	\$70,012	\$70,636
PXD2	29a	\$70,324	\$70,948
PXD2	29b	\$70,636	\$71,260
PXD2	29c	\$70,949	\$71,573
PXD2	30a	\$71,261	\$71,885
PXD2	30b	\$71,573	\$72,197
PXD2	30c	\$71,886	\$72,510
PXD2	31a	\$72,198	\$72,822
PXD2	31b	\$72,510	\$73,134
PXD2	31c	\$72,823	\$73,447
PXD2	32a	\$73,135	\$73,759
PXD2	32b	\$73,447	\$74,071
PXD2	32c	\$73,760	\$74,384
PXD2	33a	\$74,072	\$74,696
PXD2	33b	\$74,384	\$75,008
PXD2	33c	\$74,697	\$75,321
PXD2	34a	\$75,009	\$75,633
PXD2	34b	\$75,321	\$75,945
PXD2	34c	\$75,634	\$76,258
PXD2	35a	\$75,946	\$76,570
PXD2	35b	\$76,258	\$76,882
PXD2	35c	\$76,570	\$77,194
PXD2	36a	\$76,883	\$77,507
PXD2	36b	\$77,195	\$77,819
PXD2	36c	\$77,507	\$78,131
PXD2	37a	\$77,820	\$78,444
PXD2	37b	\$78,132	\$78,756
PXD2	37c	\$78,444	\$79,068
PXD2	38a	\$78,757	\$79,381
PXD2	38b	\$79,069	\$79,693
PXD2	38c	\$79,381	\$80,005
PXD2	39a	\$79,694	\$80,318
PXD2	39b	\$80,006	\$80,630
PXD2	39c	\$80,318	\$80,942
PXD2	40a	\$80,631	\$81,255
PXD2	40b	\$80,943	\$81,567
PXD2	40c	\$81,255	\$81,879
PXD2	41a	\$81,568	\$82,192
PXD2	41b	\$81,880	\$82,504
PXD2	41c	\$82,192	\$82,816
PXD2	42a	\$82,504	\$83,128
PXD2	42b	\$82,816	\$83,440
PXD2	42c	\$83,128	\$83,752
PXD2	43a	\$83,440	\$84,064
PXD2	43b	\$83,752	\$84,376
PXD2	43c	\$84,064	\$84,688

Please note that the figures herein include the 15-minute time adjustment initiated in 2018-2019, but they do not include the referendum supplement, which carries a value of ~~\$6,591 for 2022-2023~~ \$8,362 for 2023-2024.

BV 9/7/23
 TB BOP 9/7/2023

HEALTH INSURANCE UPDATE - FOR MEA

Health Insurance - \$ Increase by Plan for CY 2024

MEA Enrollment as of 8/1/2023		Increase per Employee Paycheck	Annual Increase 22 Paychecks	
			Employee	Board
Bronze	226 Employee Only	\$ 4.37 \$	96 \$	1,476
	14 Employee + Spouse	\$ 52.91 \$	1,164 \$	2,304
	178 Employee + Child(ren)	\$ 21.82 \$	480 \$	2,364
	87 Family	\$ 70.36 \$	1,548 \$	3,180
	Total			
Silver	540 Employee Only	\$ 8.73 \$	192 \$	1,524
	88 Employee + Spouse	\$ 64.91 \$	1,428 \$	2,340
	286 Employee + Child(ren)	\$ 39.82 \$	876 \$	2,208
	134 Family	\$ 95.46 \$	2,100 \$	3,036
	Total			
Gold	629 Employee Only	\$ 14.18 \$	312 \$	1,512
	82 Employee + Spouse	\$ 75.82 \$	1,668 \$	2,340
	185 Employee + Child(ren)	\$ 50.18 \$	1,104 \$	2,172
	107 Family	\$ 112.37 \$	2,472 \$	3,000
	Total			

BV 9/7/23
To BWP 9/8/2023

2023-2024 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE SCHOOL DISTRICT OF MANATEE COUNTY, FLORIDA
AND
THE MANATEE EDUCATION ASSOCIATION

This Memorandum of Understanding (MOU) is made and entered into by the School District of Manatee County, Florida (DISTRICT) and the Manatee Education Association (MEA), collectively known as "the parties" for the purpose of providing a one-time retention bonus to eligible Teacher and Paraprofessional bargaining unit members for the 2023-2024 work year only. The parties agree that all MEA Teacher and Paraprofessional bargaining unit members meeting the following eligibility requirements shall receive a \$1,000.00 retention bonus, less mandatory payroll taxes, including both the employer and employee portions. The specific eligibility requirements are:

1. Employed in a Teacher or Paraprofessional bargaining unit position who work twenty (20) hours or more per week in a regularly established 10, 10.5, or 11 month position as of March 1, 2023 and remain in a bargaining unit regularly established position through September 30, 2023.
2. Employees on an approved Leave of Absence with a duration of one year or more shall be ineligible for this bonus.

This retention bonus is subject to sponsor approval of the ESSER III Grant for funding and is only available for one year. All other provisions of the Collective Bargaining Agreement between the parties shall remain in full force and effect.

For the Manatee Education Association

For the School District of Manatee County

Pat Barber, President

DATE

Jason Wysong, Superintendent

DATE

BV 9/9/2

TRBAP 9/2/202

ARTICLE XVII - DURATION AND RATIFICATION

Section 1 - Term of Agreement

This agreement shall remain in full force and effect for a period commencing ~~July 1, 2022~~ July 1, 2023 through ~~June 30, 2025~~ June 30, 2026.

Section 2 - Full and Complete Agreement

This agreement constitutes the full and complete agreement between the School Board and the Manatee Education Association.

Section 3 - Severability

The provisions of this agreement shall be severable, and if any provision thereof or the application of any such provision is held invalid by a court of competent jurisdiction or as a result of State or Federal legislation, it shall not affect any other provision of this agreement or the application of any provision thereof.

Section 4 - Re-openers

Negotiations on the following re-openers shall begin on or before June 1 of each year unless otherwise agreed by the MEA and the School Board. Re-openers shall be:

ARTICLE XII - COMPENSATION AND HEALTH INSURANCE

And each party may re-open two sections of the agreement each year.

The parties may mutually agree to re-open any provision of the contract at any time.

For the Manatee Education Association

For the School District of Manatee County

Pat Barber, President

DATE

Jason Wysong, Superintendent

DATE

Referendum Revenue and Expenditure Summary

	2022-23	Paras 2023-24	2022-23	Instructional 2023-24
Tax Base (Per Line 4 of the DR-420S)	\$59,967,982,716	\$72,173,995,678	59,967,982,716.00	72,173,995,678.00
Millage	1.000	1.000	1.000	1.000
Collections % for Budgeting	96.00%	96.00%	96.00%	96.00%
Referendum Collections (PY Actual, CY Est)	\$57,569,263	\$69,287,036	\$57,569,263	\$69,287,036
Referendum %	5.00%	5.00%	51.00%	51.00%
Referendum Share	\$2,878,463.17	\$3,464,351.79	\$29,360,324.34	\$35,336,388.28
PY Share of ROI	\$37,963.46		387,227.20	
Prior-year profit/(loss) to apply to CY	\$157,326.85	\$385,049.91	90,023.00	1,725,847.73
Total Available	\$3,035,790	\$3,849,402	\$29,450,347	\$37,062,236
Annual Fringe %	20.56%	22.47%	20.56%	22.47%
Less Fringe	(\$517,716)	(\$706,263)	(\$5,022,388)	(\$6,799,938)
Less Cost of Additional Daily Time	(\$678,300.80)	(\$684,103.95)	(\$5,367,122)	(\$5,476,005)
Balance for Net Distribution	\$1,839,773	\$2,459,035	\$19,060,837	\$24,786,293
Totals	780.00	859.00	2892	2964
Per Employee Amounts	\$2,358.00	\$2,862.00	\$6,591.00	\$8,362.00


 8/16/23

Paul Barker
 08/16/2023

APPENDIX “B” – Differentiated Pay Salary Schedule

2022-23 Salary Supplement Schedule for Other School Personnel

1. Athletic Directors shall be assigned full teaching and/or administrative duties with general direction over athletic activities.
2. Personnel who coach combined boys and girls teams shall receive only one basic supplement for that sport.
3. With the exception of coaching supplements specifically designated for middle school sports, all coaching supplements are for high school sports only.
4. Supplemented coaches of the varsity sports listed below shall be paid \$20 per day for each day of practice or competition required for play-off games sanctioned by FHSAA, which are beyond district level competition. Such payments shall not exceed \$100 per week.
5. Only those varsity coaches who are supplemented to coach the following varsity sports shall be eligible for the playoff payment: football, volleyball, basketball, baseball, softball and soccer.

Supplement Description	2022-2023	2023-2024 Plus 5%
ATHLETIC DIRECTOR	\$5,591	\$5,871
ATHLETIC DIRECTOR, Middle School	\$1,122	\$1,178
ATHLETIC TRAINER	\$8,197	\$8,607
BASEBALL, Head Varsity	\$3,926	\$4,122
BASEBALL, First Assistant	\$3,274	\$3,438
BASEBALL, Second Assistant	\$2,290	\$2,405
BASKETBALL, Head Varsity*	\$4,296	\$4,511
BASKETBALL, Jr. Varsity*	\$3,274	\$3,438
BASKETBALL, Freshman*	\$2,290	\$2,405
BASKETBALL, Middle School	\$842	\$884
CROSS COUNTRY (Boys or Girls)	\$2,922	\$3,068
CROSS COUNTRY, Middle School	\$449	\$471
CROSS COUNTRY (Combined Team)	\$3,093	\$3,248
FOOTBALL, Head Varsity	\$5,049	\$5,301
FOOTBALL, 1st Assistant Varsity	\$4,040	\$4,242

Supplement Description	2022-2023	2023-2024 Plus 5%
FOOTBALL, Assistant Varsity	\$3,367	\$3,535
FOOTBALL, Head Jr. Varsity	\$3,367	\$3,535
FOOTBALL, Assistant Jr. Varsity	\$2,696	\$2,831
FOOTBALL, Head Freshman	\$2,696	\$2,831
FOOTBALL, Assistant Freshman	\$2,355	\$2,473
GOLF	\$2,945	\$3,092
LACROSSE	\$3,336	\$3,503
INTRAMURALS, Middle School	\$3,274	\$3,438
POWERLIFTING (Weightlifting)	\$3,093	\$3,248
RYTHMIC GYMNASTICS/DANCE	\$3,367	\$3,535
SOCCER Varsity	\$3,714	\$3,900
SOCCER, Jr. Varsity	\$3,031	\$3,183
SOCCER, Middle School	\$842	\$884
SOFTBALL	\$3,926	\$4,122
SOFTBALL, First Assistant	\$3,274	\$3,438
SOFTBALL, 2nd Assistant	\$2,290	\$2,405
SWIMMING, Head	\$3,031	\$3,183
SWIMMING, Assistant	\$2,355	\$2,473
TENNIS	\$2,945	\$3,092
TRACK, Varsity	\$3,714	\$3,900
TRACK, Assistant Varsity	\$3,031	\$3,183
VOLLEYBALL, Varsity	\$3,093	\$3,248
VOLLEYBALL, Jr. Varsity (15 or more matches)	\$2,290	\$2,405
VOLLEYBALL Middle School	\$842	\$884
WRESTLING, Varsity	\$3,609	\$3,789
WRESTLING, Jr. Varsity	\$2,945	\$3,092

Supplement Description	2022-2023	2023-2024 Plus 5%
FLAG FOOTBALL, Asst.	\$2,290	\$2,405
FLAG FOOTBALL, Head	\$3,094	\$3,249
FLAG FOOTBALL, Middle School	\$842	\$884
SAND VOLLEYBALL, Varsity	\$3,094	\$3,249
SAND VOLLEYBALL, Asst.	\$2,290	\$2,405
B. MUSIC - HIGH SCHOOL ONLY		
INSTRUMENTAL - Band, Concert	\$1,636	\$1,718
INSTRUMENTAL - Band, Marching	\$3,599	\$3,779
INSTRUMENTAL - Band, Assistant Marching	\$1,307	\$1,372
INSTRUMENTAL - Band, Stage	\$1,636	\$1,718
ENSEMBLES	\$653	\$686
ORCHESTRA, Chamber	\$1,636	\$1,718
ORCHESTRA, String	\$1,636	\$1,718
ORCHESTRA, Symphonic	\$1,636	\$1,718
VOCAL MUSIC		
CHOIR, Concert	\$1,636	\$1,718
CHOIR, Madrigal	\$1,636	\$1,718
CHORUS, Male	\$1,636	\$1,718
DIRECTOR, Musical	\$1,636	\$1,718
DIRECTOR, Assistant Musical	\$984	\$1,033
ENSEMBLES, Vocal	\$653	\$686
GLEE CLUB, Girls	\$1,636	\$1,718
OPERA WORKSHOP	\$1,307	\$1,372
C. MIDDLE SCHOOL MUSIC*	\$984	\$1,033

Supplement Description	2022-2023	2023-2024 Plus 5%
D. GUIDANCE COUNSELORS		
"With or without full teaching duties, plus responsibility for vocational and academic guidance counseling, testing, and/or administrative duties in elementary, middle or high schools as assigned by the principal."		
10- Month - 196 Duty Days	\$3,274	\$3,438
11- Month - 216 Duty Days	\$3,600	\$3,780
E. VOCATIONAL AGRICULTURE HIGH SCHOOLS		
10- Month - 196 Duty Days	\$3,496	\$3,671
11- Month - 216 Duty Days	\$3,844	\$4,036
MIDDLE SCHOOLS		
10- Month - 196 Duty Days	\$1,748	\$1,835
11- Month - 216 Duty Days	\$1,922	\$2,018
With full-time teaching in either middle or high school or both, and the sponsorship of an FFA chapter which meets all state standards regarding home visitation, etc. supplement.		
F. DRAMA COACHES	\$3,274	\$3,438
G. DEPARTMENT CHAIRPERSONS OR TEAM LEADERS		
DEPARTMENT CHAIRPERSONS - 10 Month	\$2,233	\$2,345
DEPARTMENT CHAIRPERSONS - 11 Month	\$2,457	\$2,580
ESE SECONDARY CHAIRPERSON	\$3,866	\$4,059
TEAM LEADERS - 10 MONTH	\$1,307	\$1,372
TEAM LEADERS - 11 MONTH	\$1,438	\$1,510

****SECONDARY** - the chairperson of a department which has five or more fulltime instructors will be entitled to supplemental pay.

MIDDLE SCHOOL ESE department chairperson's supplements shall be granted where there are at least five full-time or the equivalent ESE instructors.

ELEMENTARY SCHOOL additional Team Leaders shall be granted where there are at least five full time or equivalent instructors for special areas and ESE/VPK

The assignment of such a department chairperson and the responsibilities involved will be decided in conference with the Assistant Superintendent for Curriculum and Instruction, the Directors of Elementary, Middle or High Schools and the Principal of the school.

Supplement Description	2022-2023	2023-2024 Plus 5%
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H. PEER/MENTOR TEACHERS	\$1,394	\$1,464
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Elementary and middle school teachers may request a substitute teacher one day per quarter if the teacher is able to demonstrate to the principal the need for such. Supplement responsibilities shall include a five-hour in-service outside the regular work day.

I. MIDDLE SCHOOL YEARBOOK	\$1,893	\$1,988
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J. MIDDLE SCHOOL NEWSPAPER	\$1,893	\$1,988
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K. REMOTE SCHOOL SUPPLEMENT	\$1,733	\$1,820
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Full-time teachers employed at Myakka School who live more than 15 miles from the school will receive a supplement for the year. Itinerant teachers shall receive .20 of this supplement for the year for each day of the week they are assigned to Myakka School. The supplement will be prorated if a teacher is assigned to Myakka less than a full year.

L. MTI Teachers on Extended Contracts: See Article V, Section 24.		
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M. Horizons Academy Teachers on Extended Contracts		
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Full time teachers employed at Horizons Academy for the 2007-2008 school year will have an extended contract of 200 days.

N. SUPERVISORY ACTIVITIES (High School Only Unless Designated Specifically)		
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ACADEMIC COMPETITION SPONSOR	\$1,894	\$1,989
DIRECTOR OF ACTIVITIES	\$2,409	\$2,529
DOMESTIC EXCHANGE SPONSOR	\$1,307	\$1,372
DRILL TEAM SPONSOR	\$3,367	\$3,535
FORENSICS	\$1,893	\$1,988
JUNIOR CLASS SPONSORS (One per high school)	\$1,638	\$1,720
SENIOR CLASS SPONSOR (One per high school)	\$2,063	\$2,166
STUDENT GOVERNMENT SPONSOR	\$2,409	\$2,529
NATIONAL HONOR SOCIETY SPONSOR	\$1,638	\$1,720
NATIONAL HONOR SOCIETY SPONSOR MIDDLE	\$816	\$857
NATIONAL HONOR SOCIETY SPONSOR ELEM	\$408	\$428
CAREER TECH SERVICES ORG (CTSO) SPONSOR HS	\$500	\$525
CAREER TECH SERVICES ORG (CTSO) SPONSOR MID	\$500	\$525

Supplement Description	2022-2023	2023-2024 Plus 5%
CAREER TECH SERVICES ORG (CTSO) SPONSOR ELEM	\$500	\$525
VARSITY CHEERLEADER SPONSOR	\$4,908	\$5,153
ASSISTANT CHEERLEADER SPONSOR	\$3,367	\$3,535
YEARBOOK SPONSOR	\$2,409	\$2,529
SCHOOL NEWSPAPER SPONSOR	\$2,409	\$2,529
O. PROFESSIONAL PEER S.A.M.P. SALARY (Psychologists and Social Workers)	\$1,394	\$1,464
P. JROTC	\$3,599	\$3,779
Q. TESTING COORDINATOR	\$1,340	\$1,407
R. MEDIA SPECIALIST	\$2,234	\$2,346
S. CHILD STUDY TEAM COORDINATOR	\$2,234	\$2,346
T. EQUIPMENT MANAGER	\$3,346	\$3,513
U. CRITICAL SHORTAGE AREAS:		
<p>"The superintendent, after conferring with the MEA president, will designate critical shortage areas at Title 1 middle or high schools in the certification areas as defined in Florida Statute 1012.07. Such a designation will allow the district to pay a one-time hiring supplement in the amount of \$3,000.00"</p>		