

Teacher Salary Update – September 4, 2020

The SEA and SCPS are in the process of bargaining in two separate areas:

- 1) Finishing the language bargaining session that was interrupted this past March
- 2) Bargaining the House Bill 641 funding to increase starting teacher salary in Florida.

For teacher's salaries, there are two separate items on the table presently:

- 1) Year 2 of a two-year agreement on salaries agreed and ratified last August (1.25% increase)
- 2) The \$11.5 million that was allocated to SCPS by the DOE

Year 2 of a 2-Year Salary Agreement

At this point, **the district's position is** that since the DOE's \$11.5 million allotted to SCPS would increase teacher's salaries by more than an average of 1.25%, then the district is not required to allocate any additional funds for the 1.25% increase for this school year (see chart on next page).

The SEA's position is that this was a two-year agreement on salary increases, so teachers should have automatically had a 1.25% pay increase by the first paycheck – separate from money allotted to Seminole by the DOE to raise beginning teacher salaries.

The SEA is certain that our position is correct. If this district does not change their position and on the two-year salary agreement in the next five days, the SEA will file a unit wide grievance to get our teachers the increase that we agreed to, and ratified, last August

The FL DOE Teacher Salary Allocation – House Bill 641

Of the \$500 million that the governor allocated, with the intent of bringing starting teacher salaries to \$47,500 in Florida, Seminole received \$11,569,887. This allotment comes with many strings attached of how the money can be used.

String 1 – This allotment must include teachers at Charter Schools in Seminole County

String 2 – 80% of the allotment **MUST** be used to bring the bottom of SCPS's salary as high as the 80% will allow

String 3 – Only classroom teachers can receive the 80% allotment (not guidance counselors, instructional coaches, etc.)

String 4 – once the 80% of the allotment determines the starting salary, then those teachers making more than the new minimum, and non-classroom teachers will receive increases from the remaining 20% of the allotment.

String 5 – those teachers who made less than \$46,000, but did not receive at least a 2% pay increase, will receive additional money from the 20% allotment to get them to a 2% increase.

On the next page is a graphic that explains the district's position

- 1 – The allotment from FL DOE
- 2 – The amount that is required to go to charter schools in the district
- 3 – Increase in FRS and FICA amount that is deducted
- 4 – The percent increase that the district sees experienced teachers making.

How the District sees the Teacher Pay Increase

FEFP-District Allocation	11,569,887	From State
Charter & Undistributed FTE Holdbacks	484,537	Charter school salaries & Holdback
Traditional & Virtual Schools Allocation	11,085,350	

FRS	10.00%	
FICA	7.65%	
Total	17.65%	
	1,956,564	Subtracted from Allocation
Base Allocation	9,128,786	For Increases

Allocation	Category	Remaining
46,000	80%	7,303,029
1.45%	20%	1,825,757
		1,815,725
		23,499
		10,032
		9,128,786
		9,095,254

As you can see, Seminole receives \$11,569, 887(1) from the DOE to raise starting teacher salaries. \$484,537 (2) must go to charter schools. \$1,956,564 (3) is the total of FRS and FICA. This brings the \$11,569,887 DOE allotment to SCPS down to \$9,128,786. At this point, Seminole teachers have already lost 22% of the allotment.

Of the \$9,128,786 that is leftover, 80% of this money – or \$7,303,029 (string 2) must go to raise the starting teacher salary as close to \$47,500 as possible. Presently, starting salary for a new teacher with zero years experience is \$40,000

Example

The district feels that they can use the 80% or \$7,303,029 to bring the starting salary in Seminole to \$46,000. This would mean that every teacher-based employee in SCPS would make at least \$46,000. Presently, we have 360 new teachers who were hired at \$40,000. These teachers would be raised to \$46,000 (or a 15% increase). The impact of this group would be \$2,168,640 of the 80% allotment of \$7,303,029 (or app/ 1/3 of the allotment). We have an additional 1823 teachers making under \$45,000 base per year. Based on the district's proposal, 360 teachers will receive 1/3 of the allotment and 1823 teachers will receive the remaining 2/3 of the allotment.

We have 2482 teachers in the district who make above \$46,000 (base pay) and would receive pay increases from the 20% allotment – or \$1,825,757. Additionally, we have 384 teachers who make below \$46,000 – BUT – will not receive at least a 2% increase – so this group is added to the 20% funding. The remaining teachers would receive a 1.45% (4) increase – WHICH IS HOW THE DISTRICT FEELS THEY DO NOT HAVE TO HONOR THE 2-YEAR SALARY AGREEMENT.

The SEA disagrees with this position. We feel that every teacher who was employed by the district last year, and is presently employed with the district for the 2020-2021 school year should immediately receive a 1.25% increase – then we start analyzing the \$11.5 million allotted by the state.

Below is a Teacher Salary Allocation FAQ

Document 1: [House Bill 641](#) — This is the “Teacher Salary Allocation.”

Document 2: [General Appropriations Act](#) — This is the budget language specific to implementation of House Bill 641.

Document 3: [1012.01](#) — This is the statutory language that defined classifications of instructional personnel in Florida.

Document 4: [Conference Report](#) – This is a run for each district showing their specific budgetary allocations. The teacher salary allocation can be found on [page 41](#) of the report.

When can I expect to see a raise, and how large will the raise be?

The \$500 million teacher salary allocation is for the 2020-21 school year. Like all wages, these will be negotiated between your local union and your school district. As far as the amount of the raise, that will vary widely.

Does this mean that all teachers in Florida will make at least \$47,500?

No. One very important thing to note is the \$47,500 figure is an aspirational goal set by the governor and the Legislature over a period of years. Very few districts received enough of an investment this year to reach that minimum salary.

We must hold lawmakers accountable to their multiyear commitment. That will be the only way to see significant salary growth.

How much money will my district get for the teacher salary allocation?

The amount each district will receive is calculated based roughly on enrollment. The chart on [page 41](#) of the [conference report](#) lays out the numbers district-by-district.

Must it all be spent on raising the base salary, or is there any money for veteran teachers?

There is no requirement that all the money be spent on rising the base salary. As noted in the [General Appropriations Act](#), 80 percent of the allocation is to be used for increasing the base salary, with the remaining 20 percent for those already above the base salary.

Will new teachers make more than experienced teachers?

No! Lines 196-198 of [House Bill 641](#) read, “No full-time classroom teacher shall receive a salary less than the minimum base salary”

Will new teachers be making the same amount as more experienced teachers?

This is a little more nuanced than the last question, and it depends on how much of a raise the veteran teacher receives by having their salary adjusted to the new “base salary.” Veteran teachers whose salary increases by less than 2 percent with the new base salary are eligible to have their salary increased even further.

For illustration, let’s imagine that your district is able to get the base salary to \$45,000. A teacher who was working for 10 years and had a salary of \$44,500 would see only a \$500 increase. This equates to ~1.1 percent increase.

Lines 205-206 of [House Bill 641](#) stipulate that since this teacher received less than a 2 percent increase, they are eligible to be include in the 20 percent of funds to raise salaries of veteran teachers.

Because of the way the money is being distributed, it's true that veteran teachers will likely see their pay go up less than those at the bottom of the pay scale.

What about other instructional personnel? Can they make less than new teachers?

That is how the language reads. The “minimum base salary” is for classroom teachers as defined in [1012.01](#). There is no statutory requirement for other instructional personnel (including media specialists, academic coaches, etc.) to reach that minimum salary.

However, remember all of this must be negotiated. And we are committed to ensuring that the funds are distributed in a way that is as equitable as possible. Contact your local union for more specifics.

What about prekindergarten teachers? Are they included?

Yes. Line 191 of [House Bill 641](#) makes it clear that the teacher salary allocation is for full-time classroom teachers “plus certified prekindergarten teachers.”

If I make more than \$47,500, will I receive a raise?

Possibly. The \$100 million set aside is directed to go toward teachers who receive a 2% raise or less from the raise to minimum base pay — i.e., those who already make more than the floor but who are still underpaid from years of teaching.

What if my district already pays all its teachers more than \$47,500?

Several districts, including Miami-Dade and Monroe counties, already start their teachers near or above \$47,500, because of those areas' higher cost of living.

But they're still getting funding from the state for raises proportionate to their enrollment, so teachers and instructional personnel will still be getting pay boosts there.

How does this affect contract negotiations between districts and teachers' unions?

The state is requiring that the \$500 million be used for raises, but it doesn't dictate many of the details. Those are left up to the districts, which will still bargain with unions. Once they come to an agreement, they will send a report to the Florida Department of Education with their results.

At one point, a bill was proposed that would have required the department to approve districts' plans for raises before they could be dispersed, but that did not make it into the final version.

Will I still be receiving a bonus from the state?

No. Lawmakers repealed the Best and Brightest teacher bonuses this year, and moved all the funding from those performance-based bonuses into raises.

How does all this compare to what Gov. Ron DeSantis requested?

DeSantis had asked for a new \$300 million bonus program to replace Best and Brightest, which the Legislature declined.

He had also asked for \$600 million to go toward the teacher raises, more than the \$500 million lawmakers approved. Lawmakers said that responding to coronavirus played a part in the lower amount.