

District	Added to salary schedule	Hold harmless language in CBA	Proposed Language
<b>Bay</b>	Yes	No	
<b>Bradford</b>	Yes	No	
<b>Collier</b>	Yes	No	
<b>Duval</b>	Used to equalize increases in scheule	Proposed language states that increases (step, and performance are based on the appropriation of these dollars.	1. <b>DRAFT Language – Not Approved</b> In 2015-2016 all Eligible members of the Teacher bargaining unit on the Grandfathered Salary schedule will receive a Step Increase. Eligible members who are on the Performance Based Salary schedule will receive performance increases as set forth on the schedule. Such increases shall not exceed \$2,000 for HE teachers and \$1,000 for Effective teachers. All parties will receive a Cost of Living Increase, as negotiated by the parties, in an amount not to exceed _____% or \$500, whichever is greater. Teacher Salary Allocation funds shall be used to fund all increases provided that the District receives the same or greater funding from the Teacher Salary Allocation and FEFP funding is equal to or greater than the prior year and any such difference is exempt from recurring fixed costs, categorical restrictions, and unfunded mandates. If these conditions are not met then the parties shall resume good faith negotiations regarding salary increases for the 2015-2016 year, if
<b>Flagler</b>	Yes	Yes	*** The funding amount of the 2013-14 Teacher Salary Increase Allocation is based on the 2013-14 FEFP Final Conference Report (pg. 23), dated April 29, 2013. The dollar amount willmay be adjusted accordingly based on FTE fluctuations reported in the District's Survey 2 (Fall 2013), Survey 3 (Spring 2014), and FDOE's 2013-14 FEFP Fourth Calculation (April 2014).
<b>Gilcrist</b>	Yes	No	
<b>Hendry</b>	Yes	Yes	The future use of this salary schedule is contingent upon receiving sufficient funds (a minimum of \$1,151,555) from the state, designated for salaries. If budget constraints limit the district's ability to fully adopt salary schedules the performance salary schedule shall not be reduced in a manner that is proportionally greater than the reductions to any other salary schedule adopted by the district.
<b>Holmes</b>	Yes	No	***Following the FTE Count in Survey 3 (Spring 2014), if student enrollment has significantly changed (up or down), the Union and the District shall reconvene in negotiations to discuss any needed adjustments.
<b>Lake</b>	Yes	No	

<b>Lee</b>	Yes	Yes	Effective July 1, 2013, all eligible employees, which includes School District of Lee County teachers or a teacher from a Florida public school district or charter school, who receive a FY13 managers rating of "effective" or "highly effective," will receive a \$1,700 salary increase to their base salary, retroactive to July 1, 2013. Effective July 1, 2013, increment increases shall only be paid following the ratification of a successor agreement.
<b>Marion</b>	Yes	No	
<b>Orange</b>	Yes	No	
<b>Osceola</b>	Yes	Yes	The salary increase shall be distributed to <i>instructional</i> employees through an equitable method in the amount of \$1409.26 plus benefits for a full time instructional employee. This amount will be part of the employee's base salary starting in December.. This salary increase shall reflect adjustments made by the state. If the Florida Legislature changes the n"salary and benefits" appropriation or moves these funds into another appropriation in subsequent years, then this act shall result in re-negotiation of salaries for that year. Both parties shall work to complete a more equitable, indexed salary schedule for instructional employees by the close of the 2013-1014 school year.
<b>Palm Beach</b>	Yes	No	
<b>Pasco</b>	Yes	No	Added to base and went to salary ranges
<b>Putnam</b>	Yes	Yes	In the event that a financial short fall occurs during this contractual time that would jeopardize the ability to honor the terms of the contract, the Putnam Federation of Teachers and the District School Board agree to return to the table for re-negotiations
<b>Seminole</b>	Yes	No	
<b>Sumter</b>	Yes	No	
<b>Volusia</b>	Yes	No	
<b>Walton</b>	Yes	Yes	The funding available for salary adjustments for the 2013-2014 school year is based upon specific appropriations on Line 87 of the 2013 General Appropriations Act. <u>If specific funding from the General Appropriations Act is eliminated, the parties agree to return to the bargaining table to negotiate the impact of such reduction.</u>