

## Teacher raises for FY 15-16, 16-17 and 17-18

DISTRICT	FY 15-16 PAY INCREASE	AVG INCREASE 15-16	FY 16-17 PAY INCREASE	AVG INCREASE 16-17	FY 17-18 PAY INCREASE	AVG INCREASE 17-18
Bay	Detail not provided	\$1,079.00	Detail not provided	\$1,306.56	Not yet started	N/A
Brevard	Detail not provided	5.9%	GF: \$423 for HE, \$317 for E and COLA of \$158 Annual Contract: \$424 for HE, \$317 for E and COLA of \$158.	1.30%	Not yet started	N/A
Broward	Detail not provided	Range of 2.5% - 3.45% for GF, 3.46% for HE and 1.81% for E.	Detail not provided	3% - 5% for GF, 5.1% for HE and 2.5% for E.	Not yet started	N/A
Columbia	Detail not provided	\$1613.51 and \$300 increase to health insurance benefit	Detail not provided	\$905 and \$300 increase to health insurance benefit	Not yet started	N/A
Flagler	No	N/A	\$1,990.00	Detail not provided	Not yet started	N/A
Franklin	No	N/A	Yes but for new hires only	10% pay adjustment for beginning teachers	Currently negotiating	N/A
Gadsden	Detail not provided	6.2% over 2 years for 2015-2015 and 2015-2016	Detail not provided	See 2015-2016	Not yet started	N/A
Gilchrist	\$1,109	2.40%	\$1,813	3.92%	Not yet started	N/A

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<b>Hernando</b>	COLA of \$75 plus performance pay adjustment of \$300 or \$600.	Detail not provided	Performance pay of \$900 or \$1,200.	1.88%	Currently negotiating	N/A
<b>Hillsborough</b>	Detail not provided	\$1,333 if rated at least Effective	Detail not provided	\$1,333 if rated at least Effective	Currently negotiating	N/A
<b>Jackson</b>	\$747.00	Detail not provided	\$650.00 as step increase	Detail not provided	No	N/A
<b>Lee</b>	\$801.04	1.80%	\$1,263.54	2.64%	No	N/A
<b>Manatee</b>	Detail not provided	2%	Detail not provided	2%	Yes	N/A
<b>Marion</b>	Detail not provided	2.15%	Detail not provided	2%	Not yet started	N/A
<b>Miami Dade</b>	Detail not provided	2.9%	Detail not provided	HE 3.57% EF 2.677% GF 3.37%	Yes	N/A
<b>Nassau</b>	HE \$900 E \$600 GF \$600	Detail not provided	HE \$1,200.00 E \$900.00 GF \$900.00	1% (\$400) plus performance pay amounts	Not yet started	N/A
<b>Okeechobee</b>	HE \$2,400 \$1,200 \$1,600	Detail not provided	HE \$1600.00 \$1200.00	Detail not provided	Not yet started	N/A

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<b>Orange</b>	None but this was second year of two-year deal paid up front in 2014-2015 that included \$500 across the board raise plus \$1,500 for E, \$2,600 for HE and \$1,000 bonus for teachers winning Broad Prize.	6.3% over two-year period of 2014-2015 and 2015-2016	\$500 across the board raise plus \$1,000 for E, \$1,350 for HE.	3.19%	Tentative agreement subject to ratification of one-time bonus of \$500 plus COLA of \$420 and \$1,125 for HE or \$840 for E.	2.2%
<b>Osceola</b>	HE \$750 E \$550 GF \$700	1.77%	HE \$550.00 E \$400.00 GH \$500.00	1.00%	HE \$800.00 E \$600.00 GF \$750.00	1.5%
<b>Palm Beach</b>	HE \$1,700 E \$1,275 GF receive \$1 less	3.20%	COLA \$365 HE \$1,350 E \$1,000 GF receive \$ 1 less than these amounts	3.00%	Yes	N/A
<b>Pasco</b>	Detail not provided	3%	Detail not provided	3.00%	Yes	N/A
<b>Polk</b>	Detail not provided	2%	At impasse	N/A	Begin negotiations on 8/14/2017	N/A
<b>Putnam</b>	No change to base salary; automatic step	Detail not provided	No change to base salary; automatic step	Detail not provided	No change to base salary; automatic step	Detail not provided

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<b>Santa Rosa</b>	Final impasse resolution hearing concluded on 8/10/2017.	1.8% average overall (1.65% E/GF and 2.2% HE). School board rejected special magistrate's recommendation of overall average of 2.77%.	No	N/A	No	N/A
<b>Seminole</b>	Detail not provided	\$1,221.66 (2.25%)	Detail not provided	\$1,447.94 (2.75%)	Yes	N/A
<b>St. Johns</b>	Total cost: \$1.4 Million	1.37%	Total cost: \$2.3 Million	2.2%	Yes	N/A
<b>Sumter</b>	HE \$1382.23 E \$1035.38 GFHE \$1242.56 GFE \$1035.38	Detail not provided	\$376.00 COLA plus: HE \$1092.58 E \$818.41 Grandfathered HE \$982.09 Grandfathered E \$818.41	Detail not provided	Not yet started	N/A
<b>Volusia</b>	Three year settlement with payment of raises in FY 16-17 and 17-18	N/A	\$500 bonus and COLA of \$318.00 plus: HE \$849.00 E \$636.00 GF\$744.00	4.25%	Awaiting VAM calculation for exact amount for performance pay but estimate to be average of 2.5%	2.5%
<b>Wakulla</b>	No	N/A	HE \$1,500 E \$1,000	\$1,314	Not yet started	N/A

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Walton	\$850 increase to base salary	Detail not provided	\$900 increase to base salary	Detail not provided	Currently negotiating	N/A