

## Instructional Collective Bargaining Agreements - August 2018

District	2. Does your district have a ratified C.B.A. in effect?	3. If yes to Item #2, what is the Effective/Start date of your current/most recent C.B.A. with your Instructional Bargaining Unit?	4. If Yes to Item #2, what is the time period of your agreement?	5. If Yes to Item #2, what salary adjustment(s)/raises were included?	6. If Yes to Item #2, was the dollar value of any fringe benefit(s) increased? If so please specify.	7. Are you currently holding bargaining sessions for your next C.B.A.?	8. What is your district's beginning teacher salary for 2018; Bachelor's Degree with NO teaching experience?
Alachua	Yes	Aug. 1, 2015	3 Years	Full Book 2015-2018, (ratified 4/5/16) Amend. 2016 (ratified 4/14/17), Amend. 2017 (ratified Oct. 17, 2017)	n/a	Yes	\$ 36,214.00
Baker	Yes	7/1/2018	3 Years	\$300 raise was given to each teacher, supplement for Masters, Specialists, and Doctorate degrees were slightly raised and a \$200 one-time bonus for each teacher.	No	No	\$ 35,850.00
Bay	No					Yes	\$ 36,000.00
Bradford	No					Yes	\$ 35,000.00
Brevard	No			2017-2018 agreement expired 6-30-2018. HE \$876/E \$600 (GF: \$857/\$600). All rcvd one-time bonus of \$200	n/a	Yes	\$ 39,226.00
Broward	Yes	8/16/2016	3 years	3.5% for 16-17; 2.2% for 17-18; 18-19 in negotiations	n/a	Yes	\$ 40,744.00
Calhoun	No			\$500 was bargained and agreed upon during 2017-2018 school year		Yes	\$ 34,657.00
Charlotte	Yes	7/1/2016	3 years	4% increase in salaries	Fringe benefits did not increase as the District moved to high deductible health plans with significantly higher premiums.	No	\$ 38,233.00
Citrus	No	When ratified will be effective 6/30/18	Will be 3 years	None	\$512/month for School Board Health Insurance premiums	Yes	\$ 37,200.00
Collier	Yes	7/1/2018	Three year agreement - salary each year is negotiated and one article-full book every three years.	A step on the revised salary schedule (increase of \$.55 cents per hour)- 2 day extended calendar for all ESE assistants and Pre-k assistants (188 vs. 186), \$250 dollar supplement for ESE assistants trained to support medical procedures in accordance with policy.	Receive 100% paid benefits \$8640 and life insurance equal to their base salary.	Yes	\$ 41,280.00
Columbia	Yes	11/30/2017	3 years, runs through 6/30/2019 - salary & compensation plus 3 articles bargained annually.	Total compensation pkg of 5.92%	No	No	\$ 37,050.00
DeSoto	Yes	7/7/2017	3 years	\$1,500 salary adjustment	no	No	\$ 39,000.00
Dixie	Yes	2016	3 years	\$800 E, \$1,200 HE	No	No	\$ 35,000.00

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Duval	Yes	7/1/2017	3 year	Teachers on the GF salary schedule receive step movement. Teachers at the top level last year receive an additional \$500 supplement. Performance Pay amounts remain at \$1000.50 for E and \$2001.00 for HE.	None	No	\$ 39,500.00
Escambia	Yes	6/1/2015	3 years-we are bargaining for 2019 now	We changed the schedule to \$200 increments last year for better understanding of performance movement, and we wanted increments we could afford in lean years. Last year's raise included being placed on the new schedule (200 to 400 dollar increase for most) plus \$800(move four levels) for HE and \$600 (move 3 levels) for E.	None	Yes	\$ 37,000.00
Flagler	Yes	8/1/2016	3 years	The governor's teacher salary increase funds, which amounted to approx. \$1,800, were added to the base salary of the teachers across the board. This addition to the base raised the beginning salary for teachers to \$40,203. Once the governor's funds were no longer allocated, the teachers' salaries remained the same. Teachers also received an automatic step increase for the last three years, at approx. 2% per year.	No	Yes	\$ 40,203.00
Franklin	Yes	July 1, 2018 - June 30, 2020	2 years	Performance pay HE \$1595 and E \$1195 GRHE \$1594 and E \$1190.	375 per year	No	\$ 34,838.00
Gadsden	Yes	7/1/2017	2 years	Average salary increase about 4%	Fringe pkg.approx. 30% of salary	No	\$ 34,650.00

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Gilchrist	Yes	7/1/2017	3years	2017-18 SY, Step increases for thos on the GF Schedule salary adj. equal to the highest step increase (\$1,046) for those on the Perform. Schedule. Bonuses for HE (\$271) ad Outstanding (\$542) GF with salary adjust. For those on Performance in the same amount	None	No	\$ 34,865.00
Glades	Yes	7/1/17-6/30/20	3 years	1,300	1,300	Yes	\$ 40,000.00
Gulf	Yes	7/1/2016	3 years	None	Additional \$50 per employee contributed to medical insurance	Yes	\$ 34,200.00
Hamilton	No	Expired at the end of SY 17-18				Yes	\$ 34,702.00
Hardee	Yes	7/1/2017	3 years		No	Yes	\$ 40,000.00
Hendry	Yes	10/2/2018	3 years	2%	No	No	\$ 39,535.00
Hernando	Yes	2016	3 years	2.75% market adjustment raise across the board for all staff in the instructional bargaining unit plus \$100 HE performance pay and \$75 E performance pay.	No	Yes	\$ 38,700.00
Highlands							\$ 39,000.00
Hillsborough	Yes	7/1/2017	3 years.	See attached	No	No	\$ 38,200.00
Holmes	Yes	7/1/17 to 6/30/2018	2015-2018 continues to be valid until a new contract is ratified or a maximum of one year from the ending date	Steps for GF staff, performance pay for HE 1,001.00 and EF teachers 600.00	No	No	
Indian River	No					Yes	\$ 40,700.00
Jackson	No, not for 18-19	7/1/2017 - 6/30/18		1% COLA 17-18 + STEP	No	No	\$ 34,087.50
Jefferson							
Lafayette	No					Yes	\$ 37,814.00
Lake	No	Currently operating under our previous agreement that expired July 2017	Go full book every three years. Annually come to the table for 2 re-openers, compensation and fringe benefits	No compensation for 2017, addressed under balance issues. TA on the table for 2018 is \$800 for GF, \$88 for PE, \$1078 for PHE, all received a COLA of \$400.	Our self-funded insur. prog. has four separate plans, one base plan agreed to cover an amount equal to the increase to employee only base plan to all employees, value to each employee is about \$50.	No, come back to the table Jan.2019 after receive info back from the actuary.	\$ 40,400 *
Lee	No					Yes	\$ 40,000.00
Leon	Yes	2017-2020	3 years	Just Best & Brightest Bonus monies (\$1200 and/or up to \$800)	No	Yes	\$ 36,002.21

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Levy	Yes	2016	3 years	\$500 was added to beginning salary (2017-18)/\$500 bonuses were given to all instructional (not new teachers). If new teacher, salary was above \$35,000, then they also received the bonus.	2016-17; Non-instructional received \$150 bonus and Instructional received \$250 bonus/2017-18: Employees were paid for insurance increases.	Yes	\$ 35,500.00
Liberty							
Madison	No					Yes	\$ 33,857.00
Manatee	Yes	6/1/2017	3 years	Teachers moved levels 3 for E and 4 for HE \$300 for each level. Full salary schedule was increased by \$200 across the board prior to the level movement. All teachers received the \$200 increase Paras increased 2 steps and 4% at top of scale.	No	No	\$40,397 + \$4008 for referendum supplement
Marion	yes	7/1/2017	3 years, 7/1/2016 - 6/30/2019	For 2017-2018 SY, each received a \$700 Market Adjustment and a \$100 COLA increase to their base salary; eval rating of E will receive \$250 base salary adjustment (PFP), eval rating of HE will receive \$500 base salary adjustment (PFP), eval rating of Needs Improvement will not receive a performance based salary adjustment (PFP)	Yes, District continued to fully fund Health Insurance, which equate to just over \$50/month/employee based on 12 months of coverage.	No	\$ 38,200.00
Martin	Yes	7/1/2017	3 years	\$300 increase for teachers	Yes, overall medical 1%, overall dental - 6%	No	\$ 38,300.00
Miami-Dade	Yes	7/1/2017	3 years, salary & healthcare negotiated annually	2% for E, 2.67% for HE, 26% for GF		Yes	\$ 41,000.00
Monroe	Yes	7/1/2018 - ratified 5/25/18, approved by school board 6/12/2018	1 year	All compensation increases are based on increments (not percentages) Teacher increases ranged from \$300 (schedule improvement only, no advancement) to \$1800 for HE/Performance Pay teachers.	None	No	\$ 47,800.00
Nassau							
Okaloosa							
Okeechobee	Yes for 17-18	7/1/2017	3 years	No raise for 17-18 school year--\$500 bonus only.		Yes	\$ 39,000.00

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Orange	Yes	Ratified July 24, 2018	3 years	For 2018-19: \$550 Across the Board, additional \$1100 for E, additional \$1525 for HE.	0	No	\$ 40,000.00
Osceola	Yes	7/1/2018	1 year	Avg. 2% increase; \$1200 for HE; \$1150 GF and HE or E; \$900 for E.	School Board approved \$1,390 Health Ins. increase per employee.	Two, School Board's resolution impasse occurred July 31, 2018. Next collaborative bargaining	\$ 41,000.00
Palm Beach	Yes	7/1/2017	3 years	Salary increases will be negotiated each year. In 2017, we provided a 2.75% increase to E teachers (including a .5% COLA), a 3.5% increase to HE teachers (including a .5% COLA), and a .5% COLA for all other teachers. Any salary increases for the 2018-2019 school year have yet to be negotiated and will most likely depend upon the outcome of the tax referendum vote in November.	Effective Jan. 1, 2018 and thereafter, the District will pay the following towards mo. med. insur. premium cost for (a) High Option HMO Plan: Full-Time (Part-Time) Employee only \$525 (\$525), Employee plus children \$810 (\$780), Employee plus spouse \$830 (\$800), Employee plus full family \$1,080.00 (\$1050). (b) Employees enrolled in the Low Option HMO Plan: Full-Time (Part-Time) Employee only \$450 (\$450), Employee + children \$760 (\$730), Employee + spouse \$785 (\$755), Employee + full family \$951 (\$921). (c) Employees enrolled in the CDHP Plan: Full-Time (Part-Time) Employee only \$370.00 (\$370.00), Employee + children \$630.00 (\$600.00), Employee + spouse \$670.00 (\$630.00), Employee + full family \$810.00 (\$780.00). The District also agreed to increase the District paid premiums in (a) through (c) above by no less than \$5 million in calendar year 2019.	No	\$ 41,000.00
Pasco	No			Economics is all we have left and are hoping for some assistance after FTE if we have some student growth.		Yes	\$ 38,790.00

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Pinellas	No					Yes	\$ 43,000.00
Polk	Yes	7/1/2016	3 years	SY 16-17 and 17-18 salaries per 1/23/18 School Board approval.	No, District increased FRS contribution per statute.	Yes, actively negotiating SY18-19 salaries.	\$ 40,672.00
Putnam	Yes	7/1/2017	3 years	Only level raises, we have a 3 year CBA, compensation and insurance subject to renegotiations in FY 18/19 & FY 19/20.	No	No	\$ 36,251.00
St. Johns	Yes	7/1/2017	3 years	Only those for the 2017-2018 school year (approximately 2%)	We increased insur premiums by .75% paid by both the board and the plan members.	Yes	\$ 38,000.00
St. Lucie	Yes	7/1/2017	3 years	Salary increase for 2017-2018 SY and 2% across the board applied to teachers' GF schedule (distributed based on P4P)	No	Yes (salaries)	\$ 37,760.00
Santa Rosa	Yes Three of them instructional & Educational Support	8/11/2017	3 years	The new Master contract was for 3 years. The monetary amounts were specific to the 17-18 settlement and only for one years. 1.6% for HE Performance Pay 1.2% for E Performance Pay & GF (PSC)	Single Employee from \$1000 to \$1150, Two Employee/Family from \$2000 to \$2300, District also allocated an additional \$1.7 Million I to the self-insurance fund to offset premium increases which would equate to roughly 1%	No	\$ 36,076.00
Sarasota	Yes	7/1/2016 w/2017-18 revision	3 years	GF receive 3.25% increase for E rating, 4.25% for HE minus \$1. Teachers hired during 2017-18 SY & prior to ratification of this Agreement or have not received an eval receive 2.75% increase. 2018-19 GF teacher with E rating 3.25% increase or 4.25% for HE minus \$1. Teachers hired 2017-18 SY who will not receive an overall eval score will receive 2.75% increase for 2018--19.	n/a	No	\$ 44,300.00
Seminole	Yes	7/1/2017	2 years	2.51% for 18-19 for 17-18 and .86 for 18-19	No	No	\$ 40,000.00

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Sumter	Yes, second year of a three year agreement.	7/1/2016	1 year	For FY 2018 COLA for all \$354.93 PLUS -- Effective \$726.57, GF & HE \$871.88 Performance HE \$969.97. Annual negotiation not yet begun for the 2018-19 school year	\$431.93 per month contribute toward employee group health plan costs.	No	\$ 40,332.00
Suwannee	Yes	6/1/2016	3 years	Auto step for GF salary schedule w/additional \$500 improvement to all steps. PP at 100% for HE/\$1001 adjust. To base salary, 75% for E rating \$750 adjust to base. Board to pick up additional \$250 per employee on insurance contribution toward medical.	Board to pick up additional \$250 per employee on insurance contribution toward medical.	Yes	\$ 36,430.00
Taylor	Yes	12/8/2017	3 years	Increase to theplacement schedule by \$500, PP increases HE \$668, EF \$501	None	No	\$ 31,900.00
Volusia	No					Yes	\$ 38,712.00
Wakulla	Yes	7//2016	3 years	No, negotiated every year along with 2 article re-openers	No	No	\$ 36,720.00
Walton	Yes	7/1/2017	1 year	All teacher bargaining unit members received: Step 0 to Step 4 = \$225 + \$625 = \$850; Step 5 to Step 9 = \$720 + \$625 = \$1,345; Step 10 to Step 14 = \$900 + \$625 = \$1,525; Step 15 to Step 19 = \$1,050 + \$625 = \$1,675; Step 20 to Step 24 = \$1,150 + \$625 = \$1,775; Step 25 to Step 29 = \$1,200 + \$625 = \$1,825; Step +29 = \$400 Non-Reoccurring Bonus + 625 = \$1,025	The board contributed \$924 per employee for 2017-2018 SY for a total contribution of \$7,692 per employee. No increase in premiums for 2018-2019 insurance renewal.	No	\$ 37,775.00
Washington	Yes	2015-2018 Beginning negotiations to renew now	3 years	See attached	2015-2016 the district paid 63% of the increase in cost of health insur.; 2016-2017 the district paid 75% ; 2017-2018 the district paid 75%.	No	\$ 34,354.00