

**Comparisons of Teacher Salary Increase Allocation Proposals  
Among Selected Central Florida School Districts**

Survey Questions	Brevard	Highland s	Hillsboro ugh	Indian River	Lake	Manatee	Marion	Okecho bee	Orange	Osceola	Pasco	Polk	Seminole	Sumter	Volusia
1. Have you begun or completed bargaining related to the Teacher Salary Increase Allocation?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
2. What is your original starting teacher salary for the 2020-21 school year (e.g., bachelor's degree; before the Teacher Salary Increase Allocation)?	\$ 39,226	\$ 40,000	\$ 40,200	\$ 38,100	\$ 40,400	\$ 40,504	\$ 39,050	\$ 41,000	\$ 40,900	\$ 41,400	\$ 39,845	\$ 40,972	\$ 40,000	\$ 41,224	\$ 39,609
3. Do you interpret the state law regarding the Teacher Salary Increase Allocation to permit only a single minimum base salary (e.g., no multiple bands or ranges)?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. What is your proposed or settled new starting teacher salary (e.g., "minimum base salary") for eligible full-time classroom teachers using Part 1 of the Teacher Salary Increase Allocation (e.g., 80%)?	\$ 46,550	\$ 44,100	\$ 46,900	\$ 47,500	\$ 44,750	\$ 46,439	\$ 44,750	\$ 45,125	\$ 47,500	\$ 46,100	\$ 45,080	\$ 45,172	\$ 46,310	\$ 47,500	\$ 44,428
5. What is the amount of your proposed or settled salary increase for other instructional employees using Part 2 of the Teacher Salary Increase Allocation (e.g., 20%)?	Ineligible teachers brought up to \$46,550, 1.35% or \$710 for all over \$46,550; \$850 for veteran teachers	\$ 652	\$372; non-classroom teachers raised to \$46,900 if below	2.85% (union rejected)	\$44,750-\$47,499.99 = 1%; \$47,500-\$50,999.99 = 1.5%; \$51,000 and above = 2%	\$ 312	At least 2.3% for all bargaining unit members (union rejected)	\$ 1,325	Uncertain	Non-classroom teachers raised to \$46,100; \$46,100-\$50,000 = \$650; \$50,001-\$55,000 = \$750; Over \$55,000 = \$1,000	1.48%	\$ 650	1.40%	2%	\$670 or 1.28%
6. Please attach your Teacher Salary Increase Allocation proposal documents here.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	N/A	Yes	Yes	Yes	No
7. Did you add additional funds from other funding sources to provide a better salary proposal for instructional employees?	Yes	Yes	No	No	Yes	No	Yes	Yes	No	No	No	No	Yes	No	No
8. If you added additional funds, please explain which additional funding sources you used and how these additional funds were applied within your proposal?	Brings salary schedule in line with classroom and non-classroom teacher	Added \$50K for non-classroom teachers	N/A	N/A	Added \$85K to included non-FEFP Pre-K teachers	N/A	General	General	N/A	N/A	N/A	N/A	\$330,000 plus benefits for teachers below \$46,310	N/A	N/A