

Instructional Collective Bargaining Agreements - November 2020

| 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. What is your district's beginning teacher salary for 2018; Bachelor's Degree with NO teaching experience? | 6. What is your district's beginning teacher salary for 2019; Bachelor's Degree with NO teaching experience? | 7. What is Your Newly Adopted/Ratified Teacher Starting Salary which was funded by your district's TSIA/HB641 allocation? | 8. Did your district ADD any additional funds, to the above referenced agreement, over and above your TSIA state allocation? YES ____ NO ____ If YES, how much was added to fund your new CBA? |
|-----------|---|--|--|--|--|---|--|
| Alachua | Yes | Aug. 1, 2015 | 3 Years | \$ 36,214.00 | \$ 38,416.00 | | |
| Baker | Yes | 7/1/2018 | 3 Years | \$ 35,850.00 | \$ 36,250.00 | \$ 41,880.00 | Yes, \$499,319 |
| Bay | No | | | \$ 36,000.00 | \$ 36,000.00 | \$ 43,521.00 | No |
| Bradford | No | | | \$ 36,000.00 | \$ 36,000.00 | | |
| Brevard | No | | | \$ 39,226.00 | \$ 39,226.00 | \$ 46,550.00 | Yes, \$1,379,945 |
| Broward | Yes | 8/16/2016 | 3 years | \$ 40,744.00 | \$ 41,233 & HE - \$ 42,810 | \$ 47,500.00 | No |
| Calhoun | No | | | \$ 34,657.00 | \$ 34,657.00 | \$ 40,335.00 | Yes, Agreed on a \$1,157 minimum increase which cost less than \$10,000.00. |
| Charlotte | Yes | 7/1/2016 | 3 years | \$ 38,233.00 | \$ 45,000.00 | \$ 47,628.00 | Yes, approximately \$100,000. |
| Citrus | No | When ratified will be effective 6/30/18 | Will be 3 years | \$ 37,200.00 | \$ 38,400.00 | \$ 46,000.00 | Yes, The TSIA allotted \$2,458,711 and the District contributed another \$2,000,000. |
| Collier | Yes | 7/1/2018 | Three year agreement - salary each year is negotiated and one article-full book every three years. | \$ 41,280.00 | \$ 42,810.00 | \$ 47,720.00 | Yes, \$3,000,000 which includes Fringe & benefits |
| Columbia | Yes | 11/30/2017 | 3 years, runs through 6/30/2019 - salary & compensation plus 3 articles bargained annually. | \$ 37,200.00 | \$ 37,200.00 | \$ 42,975.00 | Yes, \$ 27,250 |
| DeSoto | Yes | 7/7/2017 | 3 years | \$ 40,000.00 | \$ 40,000.00 | | |
| Dixie | Yes | 2016 | 3 years | \$ 35,000.00 | \$ 35,971.00 | | |
| Duval | Yes | 7/1/2017 | 3 year | \$ 39,500.00 | \$ 39,500.00 | | |

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|-----------|---|--|--|--|--|---|---|
| Escambia | Yes | 6/1/2015 | 3 years-we are bargaining for 2019 now | \$ 37,000.00 | \$ 37,800.00 + TA | | |
| Flagler | Yes | 8/1/2016 | 3 years | \$ 40,203.00 | \$ 40,605.00 | | |
| Franklin | Yes | July 1, 2018 - June 30, 2020 | 2 years | \$ 34,838.00 | \$ 34,838.00 | | |
| Gadsden | Yes | 7/1/2017 | 2 years | \$ 34,650.00 | \$ 34,650.00 | | |
| Gilchrist | Yes | 7/1/2017 | 3 years | \$ 34,865.00 | \$ 34,856.00 | | |
| Glades | Yes | 7/1/17-6/30/20 | 3 years | \$ 40,000.00 | \$ 40,250.00 | \$ 45,700.00 | Yes, \$52,163.93 |
| Gulf | Yes | 7/1/2016 | 3 years | \$ 34,200.00 | \$ 34,200.00 | | |
| Hamilton | No | Expired at the end of SY 17-18 | | \$ 34,702.00 | \$ 35,050.00 | \$ 39,785.00 | Yes, \$2,252.45 was added to ensure the negotiable remainder provided \$400 to all instructional staff not previously affected (without these additional funds the remainder provided \$369.12 to all instructional staff not previously affected). |
| Hardee | Yes | 7/1/2017 | 3 years | \$ 40,000.00 | \$ 40,000.00 | | |
| Hendry | Yes | 10/2/2018 | 3 years | \$ 39,535.00 | \$ 40,000.00 | | |
| Hernando | Yes | 2016 | 3 years | \$ 38,700.00 | \$ 40,055.00 | \$ 46,120 Not yet ratified | We increased non-classroom teachers' new base salary to \$46,120 & also gave those classroom and non-classroom teachers who receive no raise or less than a 2% raise-the total additional cost for our district was approx. \$487,000 above what we will receive for the TSIA allocation. |

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| Highlands | | | | \$ 39,000.00 | \$ 40,000.00 | \$ 44,200.00 | Yes, \$ 318,348 |
| Hillsborough | Yes | 7/1/2017 | 3 years. | \$ 38,200.00 | \$ 40,000 TA | \$ 46,900.00 | Yes, Approximately 4.2 million dollars will be added to the allocated TSIA funds to provide all instructional employees a level increase on the approved salary schedule plus a one-time \$372 bonus to teachers at the top of the scale. |
| 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 | \$ 33,847.00 | \$ 34,250.00 | \$ 40,975.00 | Yes, \$ 111,729.54 |
| Indian River | No | | | \$ 40,700.00 | \$ 41,300.00 | | |
| Jackson | No, not for 18-19 | 7/1/2017 - 6/30/18 | | \$ 34,088.00 | \$ 34,088.00 | | |
| Jefferson | | | | | | | |
| Lafayette | No | | | \$ 37,814.00 | \$ 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 | \$ 40,400.00 | \$ 40,400.00 | \$ 44,750.00 | Yes, \$ 84,137 |
| Lee | No | | | \$ 40,000.00 | \$ 40,500.00 | \$ 47,300.00 | Yes, but not towards base pay; \$7.1 M |
| Leon | Yes | 2017-2020 | 3 years | \$ 36,002.00 | \$ 37,548.00 | \$ 43,304.00 | Yes, \$ 4,000,000 |
| Levy | Yes | 2016 | 3 years | \$ 35,500.00 | \$ 36,000.00 | \$ 41,050.00 | Yes, \$ 110,922 |
| Liberty | | | | \$ 32,237.00 | \$ 32,237.00 | | |
| Madison | No | | | \$ 33,857.00 | \$ 33,857.00 | | |
| Manatee | Yes | 6/1/2017 | 3 years | \$40,397 + \$4,008 Ref. Sup. | | \$46,439 + \$5201 (Millage ref. sup.= \$51,640 | \$950,000 approx. |
| Marion | yes | 7/1/2017 | 3 years, 7/1/2016 - 6/30/2019 | \$ 38,200.00 | \$ 39,050.00 | 44,750 NOT ratified yet, at Impasse | Yes, \$ 1.38 million |

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| Martin | Yes | 7/1/2017 | 3 years | \$ 38,300.00 | \$ 38,600.00 | | |
| Miami-Dade | Yes | 7/1/2017 | 3 years, salary & healthcare negotiated annually | \$ 41,000.00 | \$ 41,000 + \$5,125 Ref.Sup. | \$ 47,500.00 | No |
| Monroe | Yes | 7/1/2018 - ratified 5/25/18, approved by school board 6/12/2018 | 1 year | \$ 47,800.00 | \$ 47,800.00 | \$ 48,400.00 | No |
| Nassau | | | | \$ 39,400.00 | \$ 39,400.00 | | |
| Okaloosa | | | | \$ 34,641.00 | \$ 34,814.00 | \$ 44,300.00 | No |
| Okeechobee | Yes for 17-18 | 7/1/2017 | 3 years | \$ 39,000.00 | \$ 40,000 (Nego. \$ 40,400) | \$ 45,125.00 | Yes, \$522,807 |
| Orange | Yes | Ratified July 24, 2018 | 3 years | \$ 40,000.00 | \$ 40,000.00 | \$ 47,500.00 | Yes, from grant funds for PreK teachers not included in the TSIA/HB641 |
| Osceola | Yes | 7/1/2018 | 1 year | \$ 41,000.00 | \$ 41,400.00 | \$ 46,100.00 | Yes, \$129,000 |
| Palm Beach | Yes | 7/1/2017 | 3 years | \$ 41,000.00 | \$ 41,000.00 | \$ 47,500.00 | Yes, but still negotiating. |
| Pasco | No | | | \$ 38,790.00 | \$ 39,215.00 | | |
| Pinellas | No | | | \$ 43,000.00 | \$ 43,809 incl \$4,724 Ref \$\$ | | |
| Polk | Yes | 7/1/2019 | 3 years | \$ 40,672.00 | \$ 40,972.00 | | |
| Putnam | Yes | 7/1/2017 | 3 years | \$ 36,251.00 | \$ 37,346.00 | \$45,142 | Yes, \$180,683 |
| St. Johns | Yes | 7/1/2017 | 3 years | \$ 38,000.00 | \$38,000 (nego. \$39,000 - retro) | | |
| St. Lucie | Yes | 7/1/2017 | 3 years | \$ 37,760.00 | \$ 38,375.00 | \$ 44,600.00 | Yes, approximately \$1.2 million |

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|------------|---|--|--|--|--|---|--|
| Santa Rosa | Yes Three of them instructional & Educational Support | 8/11/2017 | 3 years | \$ 36,076.00 | \$ 36,076.00 | | |
| Sarasota | Yes | 7/1/2016 w/2017-18 revision | 3 years | \$ 44,300.00 | \$ 44,300 (\$2,953 from Ref.) | \$ 47,500.00 | Yes, \$500,000 |
| Seminole | Yes | 7/1/2017 | 2 years | \$ 40,000.00 | \$ 40,000.00 | \$ 46,310.00 | Yes, \$330,000 This was used to increase teachers defined in s. 1012.01, (2)(b,c,d) to the new starting salary of \$46,310 |
| Sumter | Yes, second year of a three year agreement. | 7/1/2016 | 1 year | \$ 40,332.00 | \$ 41,292.00 | \$ 47,500.00 | No |
| Suwannee | Yes | 6/1/2016 | 3 years | \$ 36,430.00 | \$ 36,430.00 | | |
| Taylor | Yes | 12/8/2017 | 3 years | \$ 31,900.00 | \$ 32,400.00 | \$ 38,360.00 | Yes, \$102,500 |
| Union | Yes | 7/1/2019 | 1 year | \$ 36,250.00 | \$ 36,250.00 | \$ 39,950.00 | Yes, \$117,768 |
| Volusia | No | | | \$ 39,142.00 | \$ 39,142.00 | | |
| Wakulla | Yes | 7//2016 | 3 years | \$ 36,720.00 | \$ 37,500.00 | \$ 42,920.00 | No |
| Walton | Yes | 7/1/2017 | 1 year | \$ 37,775.00 | \$ 38,675.00 | | |
| Washington | Yes | 2015-2018 Beginning negotiations to renew now | 3 years | \$ 34,354.00 | \$ 35,305.00 | \$ 41,818.00 | Yes, \$110,371 |