



## Joint Summary of 2022-23 Tentative Agreement

The Sumter County School Board and the Sumter County Education Association reached a tentative agreement during negotiations Wednesday, September 14<sup>th</sup>.

Printed ratification documents are being prepared, but this brief summary is intended to familiarize all bargaining unit members with the basic points of the settlement. The Teacher Salary Incentive Allocation (TSIA) submitted this summer under a memorandum of agreement with the SCEA was not approved by the Florida Department of Education.

**The tentatively agreed to financial package now presented includes the TSIA dollars and is contingent on the approval of the district's current TSIA plan before payment.**

However, we anticipate approval of this plan and are proceeding with ratification to facilitate payment as quickly after notification of plan approval as can be accomplished.

### Salary

Distribution of teacher salary is dictated by Florida Statutes. The percentages have changed in the statutes and the formula in the SCEA contract will be modified accordingly and that new formula used for calculation of 2022-23 salaries. The following reflects the application of the formula.

1. All new teachers will receive a Cost of Living Adjustment (COLA) = \$967.50
2. Effective teachers will receive the COLA plus \$1,974.67 = \$2,942.26
3. Grandfathered Highly Effective teachers will receive the COLA plus \$2,106.31 = \$3,073.90
4. Performance Highly Effective COLA plus \$2,632.89 = \$3,600.48

Under statute, pay may not be awarded for longevity. However, the district acknowledges that experienced teachers are depended on to be schools' instructional leaders, mentor younger and new teachers, and support the schools' instructional growth. Consequently, two new supplements will be added to recognize these contributions of the district's more experienced teachers.

- Teachers with ten (10) to nineteen years' experience would receive the Instructional Support 1 supplement for \$1000.
- Teachers with 20 or more years' experience would receive the Instructional Support 2 supplement for \$2,000.
- To be eligible the teacher must have had an Effective or Higher evaluation the prior year.

Unlike other supplements which are annual, these non-cumulative supplements will continue from year to year unless there is a less than effective evaluation and except that the \$1000 supplement ends at the end of the 19<sup>th</sup> year and is replaced by the \$2000 supplement for the 20<sup>th</sup> year.

### **Insurance**

After years of no significant rate increases, our self-funded insurance plan requires additional revenue. The Insurance Committee has reviewed the data and recommends that additional dollars be provided to keep the plan solvent. It is proposed that:

- The Board will contribute a lump sum of \$400,000 to the plan to offset costs.
- In addition, the Board benefit will be increased from \$481.66 to \$626.16 beginning January 1, 2023.
- The employee will pay a portion of the increase. There is, however, for the first time, a medical “**no cost to the employee**” option available to employees in addition to other varying coverage and cost plans.

### **Examples**

A 15 year Grandfathered Highly Effective teacher would see a salary package reflecting \$3,073.90 plus \$1000 Instructional Support 1 Supplement plus \$867 Board Benefit increase (for half this year) if he/she has insurance.

A 15 year Performance Highly Effective teacher would see a salary package reflecting \$3,600.48, plus \$1000 Instructional Support 1 Supplement plus \$867 Board Benefit increase (for half this year) if he/she has insurance.

Both Performance and Grandfathered Effective 15 year teachers would see a salary package reflecting \$2,942.26 plus \$1000 Instructional Support 1 Supplement plus \$867 Board Benefit increase (for half this year) if he/she has insurance.

A 25 year Grandfathered Highly Effective teacher would see a salary package reflecting \$3,073.90 plus \$2000 Instructional Support 2 Supplement plus \$867 Board Benefit increase (for half this year) if he/she has insurance.

A 25 year Performance Highly Effective teacher would see a salary package reflecting \$3600.48 plus \$2000 Instructional Support 2 Supplement plus \$867 Board Benefit increase (for half this year) if he/she has insurance.

Both Performance and Grandfathered Effective 25 year teachers would see a salary package reflecting \$2,942.26 plus \$2000 Instructional Support 2 Supplement plus \$867 Board Benefit increase (for half this year) if he/she has insurance.

In addition to these amendments, there are significant improvements to the **Differentiated Pay** as outlined in the Memorandum of Agreement presented for ratification. Research indicated that improvements were needed to ensure Sumter teachers received supplements competitive with other districts for like activities.