

**BEST AND FINAL**  
**INSTRUCTIONAL ECONOMIC COUNTERPROPOSAL #1**  
**2025-2026**

**September 23, 2025**

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract.

**1. Salaries**

**1. Cost-of-Living Adjustment**

- a. Approximately ~~\$3,307,250~~ ~~\$5,392,255~~ \$4,220,198 (inclusive of the District's required benefit contributions) will be provided to allow for a cost-of-living adjustment of:
  - i. ~~0.925%~~ ~~1.5%~~ 1.2% for all eligible employees who earned a year of service credit for the 2024-2025 school year; and
  - ii. ~~0.925%~~ 1.05% for all eligible employees who did not earn a year of service credit for the 2024-2025 school year. This amount is sufficient to increase the new hire placement schedule by \$440 \$500 per level/grade.

**2. Grandfathered and Performance Pay Salary Schedule Increases**

- a. The following formula will be used to determine the distribution of the remaining ~~\$3,105,589~~ ~~\$5,034,859~~ \$4,096,020 (inclusive of the District's required benefit contributions) that will be made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan.
  - i. Grandfather equals 1 salary factor, PFP Effective equals 1 salary factor and PFP Highly Effective equals 1.33 salary factors.
  - ii. The most recent available summative evaluations (those issued in the 2025-2026 school year for the 2024-2025 school year) shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective.
  - iii. Teachers who are on the performance pay plan who a) did not earn a year of service credit for the 2024-2025 school year; or (b) received less than an Effective summative evaluation as outlined above will not be eligible for an increase in salary under the performance pay plan.
  - iv. Teachers who are on the grandfathered pay plan who a) did not earn a year of service credit for the 2024-2025 school year; or (b) received less than a Needs Improvement summative evaluation will not be eligible for an increase in salary under this section.
  - v. The cost-of-living adjustments outlined above will be combined with the Grandfathered and Performance Pay Salary Schedule Increases in this section to generate the overall salary increase percentage for instructional staff members.

Base Category	COLA Adjustment	Share GF/PFP Factor	Share GF/PFP %	Total Salary Increase
No Year of Service Credit for 24/25	<del>0.925%</del> 1.05%	0	0.0%	<del>0.925%</del> 1.05%

Grandfathered Increase	<del>0.925%</del> 1.5% <u>1.2%</u>	1	<del>0.79%</del> 1.5% <u>1.18%</u>	<del>1.715%</del> 3.0% <u>2.38%</u>
Pay for Performance – Effective	<del>0.925%</del> 1.5% <u>1.2%</u>	1	<del>0.79%</del> 1.5% <u>1.18%</u>	<del>1.715%</del> 3.0% <u>2.38%</u>
Pay for Performance – Highly Effective	<del>0.925%</del> 1.5% <u>1.2%</u>	1.33	<del>1.05%</del> 2.0% <u>1.57%</u>	<del>1.975%</del> 3.5% <u>2.77%</u>

3. The District will cover the cost of additional required contributions to the Florida Retirement System. For the 2025-2026 school year, the increased contribution amount is 0.4% or approximately \$1,117,652 based on existing, pre-raise payroll.
4. The District will also continue to provide a total of \$250,000 towards non-recurring, one-time supplements for teachers who meet the criteria for differentiated pay categories as defined in Florida law. Teachers will be eligible for this supplement provided that they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District. For the 2025-2026 school year, Critical Shortage for the purposes of differentiated pay is defined as: Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher – Intellectual Disabilities, Teacher – Vision Impaired, Teacher – Deaf and Hard of Hearing (DHH), and Speech Language Pathologist. Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers who are supplemented for any of these criteria through other available grant or additional referendum salary supplements, are not eligible for an additional payment from these funds. Teachers on the performance pay plan and grandfathered pay plan are eligible for these supplements.
5. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2025, onto the instructional salary range.
6. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided documentation from HREQ that will reflect their base salary for the 2025-2026 school year.
7. Instructional employees hired after July 1, 2018, will be paid year-round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.
- C. Approximately ~~\$111,210~~ ~~\$180,324~~ \$144,272 shall be provided to improve Addendum B - Supplement Schedule by ~~1.85%~~ ~~3.0%~~ 2.4% as specified in this proposal.
- D. The payment and increases shown above will be provided retroactively to July 1, 2025, for current bargaining unit members employed on the date this agreement is executed. However, such payments and increases will not be provided to bargaining unit members who leave the District prior to the payroll processing of the above listed salary increases and any corresponding retroactive payments.
- E. Should the District's budgetary status improve during the 2025-2026 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.
- F. The Board and Union agree to continue to meet and work to identify strategies to address instructional salary compression concerns and other perceived salary equity issues created by the state mandated Teacher Salary Increase Categorical.

## 2. Additional Compensation for Teachers Providing Additional Instruction –

For the 2025-2026 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall be paid a supplement of ~~\$6,820~~ ~~\$6,895~~ \$6,855 annually, or ~~\$3,410~~ ~~\$3,448~~ \$3,427.50 on a semester basis. Full-time teachers at Marchman Technical College employed prior to July 1, 1997, shall continue to receive this supplement. Secondary classroom teachers who are hired on or after July 1,

2020, and who sign a condition of employment to teach the equivalent of six instructional periods per day, shall be paid the supplement amount listed above.

### 3. Background Screening Fees

Florida Statute requires the submission of employee fingerprints to the Agency of Health Care Administration (AHCA). During the 2025-2026 and 2026-2027 school year all employees who have not completed fingerprinting through AHCA will be required to be reprinted through the AHCA platform as directed by District staff and paid for by the Board. The total estimated cost for the 2025-2026 school year is \$185,000. Once employees transition to AHCA, the Board agrees to pay the 5-year resubmission fee of \$43.37 per employee.

### 4. Fringe Benefits


The Board agrees to contribute \$9,442 (pending approval from the District's Insurance Committee) per eligible employee, an increase of \$742 from 2025, toward the cost of the health insurance benefit package for the 2026 insurance plan year. The Board and Union have agreed to apply the additional \$2,605,733 of available Classroom Teacher and Other Instructional Personnel Salary Increase Allocation for the 2025-2026 school year towards the approximately \$4,136,650 required to fund the increased health insurance benefit package cost for eligible instructional staff members. In addition, the Board provides each eligible employee with a \$35,000 life insurance policy and access to Employee Assistance Program (EAP) benefits.

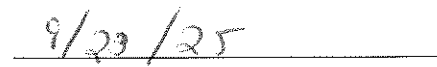
The Board's contribution will be used to pay those premiums associated with the fully insured benefits contained in the health insurance benefit package, to pay all claims and administrative costs incurred and associated with the self-insured benefits contained in the health insurance benefit package, and to contribute towards the insurance reserve account for the self-insured benefits contained in the health insurance benefit package.

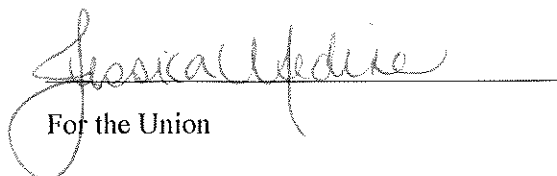
Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will be placed in the insurance reserve/surplus account and applied towards the insurance costs and/or reserve for the 2027 plan year. Should increases in costs for the products and services contained in the health insurance benefit package require an additional District contribution in excess of the operating dollars budgeted for the 2026 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

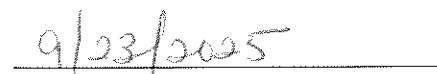
In addition, effective January 1, 2026, the alternative "opt-out" payment program shall be discontinued.

Effective with the 2013-2014 school year, employees receiving the District's health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package through the end of August of that plan year.

  
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For the Board

  
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Date

  
\_\_\_\_\_  
For the Union

  
\_\_\_\_\_  
Date