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ISSUE #1

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ARTICLE XII - COMPENSATION AND HEALTH INSURANCE, Section 1 – Salary and

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APPENDIX A

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ISSUE #1: Cost of Living Adjustment (COLA) – Shall bargaining unit members

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receive a Cost of Living Adjustment (COLA) as a salary increase for the 2016-17

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work year? If so, what shall be the amount of the COLA increase?

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MEA Position: MEA proposes a COLA adjustment in the amount of \$300.00 for each bargaining unit as a

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salary increase above the base salary for the 2016-17 work year retroactive to July 1, 2016, the

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beginning of the work year.

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MEA Rationale: The bargaining unit rejected the previous Tentative Agreement that did not include a

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COLA. Many bargaining unit members would not receive any salary increase due to the current status of

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Florida Law that states that an Annual Contract teacher on the Performance Salary Schedule that

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receives a Final Summative Evaluation of less than Effective for the prior year is not entitled to any

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salary increase with the exclusion of a COLA. This provision of the law impacts approximately two

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percent of the bargaining unit. A COLA is limited by Florida Statutes that states that a COLA may not

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exceed fifty percent of the salary adjustment provided to a teacher on the Performance schedule with

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an Effective Evaluation. Therefore, a COLA may not be provided without an increase for Effective

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teachers on the Performance Schedule.

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The \$300.00 amount is consistent with the law in conjunction with the MEA Salary Schedule proposal or

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the prior Tentative Agreement Salary Schedule adjustment for an Effective teacher on the Performance

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Schedule.

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The extent of the increases in dependent health insurance premiums for bargaining unit members who

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currently enroll in coverage for a Spouse or Family will result in a significant loss of income regardless of

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whether the District or MEA proposal is approved. The COLA in conjunction with the proposed salary

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increase would provide many employees with at least some additional income for the 2016-17 year.

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This type of salary increase impacts all 2303 bargaining unit members in the same way regardless of

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salary schedule or evaluation criteria.

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MEA Proposal Cost: The cost of a \$300.00 COLA retroactive to July 1, 2016 for the approximately 2303

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bargaining unit members is \$846,000 for the year. The salary attached benefit cost of 16.91% of this

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proposal is an additional \$143,060.

1 As part of the third calculation of the Florida Education Finance Program (FEFP) report of December 5,
2 2016, the SDMC will receive an additional \$2,635,557 in funding for the 2016-17 year. This is an increase
3 in 0.77% over the previous report.

4 **District Position:** The District has not proposed a COLA.

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6 ***REMEDY: MEA urges the Special Magistrate to recommend that a Cost of Living Adjustment of***
7 ***\$300.00 be granted for the 2016-17 contract year for each eligible bargaining unit member retroactive***
8 ***to July 1, 2016.***

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