

ISSUE #2

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

ISSUE #2: Salary Schedule Adjustments - *What, if any, salary schedule adjustments shall be made to provide additional salary for bargaining units on the Performance Salary Schedule and the Grandfathered Salary Schedule?*

MEA Position: MEA has proposed the following related to Salary for the 2016-17 year:

a. Eligible Bargaining Unit members on the Grandfathered Schedule shall advance four (4) levels on the schedule for the 2016-17 work year retroactive to July 1, 2016. Additional levels will be added to the top of the Grandfathered Schedule to allow for level movement of bargaining unit members at the top of the Grandfathered Schedule for the 2015-16 work year. Otherwise, the Grandfathered Schedule amounts remain the same as the ratified 2015-16 Grandfathered Schedule, unless a COLA is provided.

b. The amounts at each level of the Performance Schedule shall be increased by \$2 to ensure that the adjustments provided to Bargaining Unit members on the Performance Schedule rated Highly Effective receive more of an adjustment than any bargaining unit members on any other schedule to comply with Florida Statutes.

c. Eligible Bargaining Unit members on the Performance Schedule who received a Highly Effective Final Summative Evaluation for the 2015-16 work year (prior year evaluation) shall advance four (4) levels on the Performance Schedule retroactive to July 1, 2016.

d. Eligible Bargaining Unit members on the Performance Schedule who received an Effective Final Summative Evaluation for the 2015-16 work year shall advance three (3) levels on the Performance Schedule retroactive to July 1, 2016.

e. Bargaining Unit members on the Performance Schedule who received a less than Effective (Developing, Needs Improvement or Unsatisfactory) Final Summative Evaluation for the 2015-16 work year are not eligible for level advancement pursuant to Florida Statutes. Therefore, the base rate of pay for these Bargaining Unit members will increase only by the COLA and the \$2 modification to the Performance Schedule.

MEA Rationale: The MEA position is consistent with the requirements of Florida Statutes 1012.22 pertaining to Performance and Grandfathered Salary Schedules. The Tentative Agreement not ratified included three (3) level adjustments for the Grandfathered Schedule, three (3) level adjustments for bargaining unit members rated Highly Effective Teachers on the Performance Schedule and two (2) level adjustments for bargaining unit members rated Effective on the Performance Schedule. Many Bargaining Unit Members were concerned that the salary increases in the TA were less than the increased cost to employees with dependents in health insurance premiums resulting in a loss of income. Some Bargaining Unit Members with Spouse or Family coverage would be faced with \$1,000 to

1 \$2,000 loss in buying power over the work year with additional losses as the next work begins as part of
2 the 2017 health plan year premiums. Although it remains possible for employees to be faced with a loss
3 in income with the MEA proposal, it provides for far fewer bargaining unit members facing a loss in
4 income over the work year.

5 MEA recognizes that the allocation of funds to the District from the state budgeting process was limited
6 to about a one percent increase to the budget. However, MEA contends that there are funds to
7 reallocate within the budget in sufficient amounts to accommodate the MEA proposals and the most
8 recent calculation of the Florida Education Funding Plan (third calculation) shows that the MCSD
9 received an additional \$2.6 million more in state funds than the earlier calculation. In addition to the
10 increase in the FEFP allocation, the merging of two elementary schools resulted in a reduction in SDMC
11 allocation to the school of more than \$2 million. SDMC Budget documents of September 9, 2016 shows
12 the reduction in allocation to the schools.

13 **MEA Position Cost:** The cost for implementing the MEA position is as follows:

14 a. The estimated cost of the four (4) level movement advancement on the Grandfathered Schedule
15 retroactive to July 1, 2016 of approximately \$1211 for each eligible bargaining unit member (1970
16 teachers) is \$2,885,670.

17 b. The estimated cost of modifying the Performance Schedule by increasing the amount at each level by
18 \$2 to assist in complying with Florida Statutes is incorporated into the next two items for the 653
19 bargaining unit members on the Performance Schedule.

20 c. The estimated cost of the four (4) level salary adjustment on the Performance Schedule retroactive to
21 July 1, 2016 of approximately \$1214 for each of the approximately 131 eligible bargaining unit members
22 rated Highly Effective is \$159,034.

23 d. The estimated cost of the three (3) level adjustment in salary on the Performance Schedule
24 retroactive to July 1, 2016 of approximately \$911 for each of the approximately 394 eligible bargaining
25 unit members rated Effective is \$358,934.

26 e. The estimated cost of the \$2 adjustment to the Performance Schedule for the 128 bargaining unit
27 members on the Performance Schedule rated less than Effective is approximately \$256.

28 The total estimated cost of the MEA Salary adjustment proposal is \$3,403,900. With the salary attached
29 expenses of 16.01% of salary this amount is increases by \$575,600.

30 **REMEDY:** MEA urges the Special Magistrate to recommend the following salary adjustments for each
31 eligible bargaining unit member for the 2016-17 contract year retroactive to July 1, 2016.

32 a. Eligible Bargaining Unit members on the Grandfathered Schedule shall advance four (4) levels
33 on the schedule for the 2016-17 work year retroactive to July 1, 2016. Additional levels will be added to
34 the top of the Grandfathered Schedule to allow for level movement of bargaining unit members at the

1 top of the Grandfathered Schedule for the 2015-16 work year. Otherwise, the Grandfathered Schedule
2 amounts remain the same as the ratified 2015-16 Grandfathered Schedule, unless a COLA is provided.

3 b. The amounts at each level of the Performance Schedule shall be increased by \$2 to ensure that
4 the adjustments provided to Bargaining Unit members on the Performance Schedule rated Highly
5 Effective receive more of an adjustment than any bargaining unit members on any other schedule to
6 comply with Florida Statutes.

7 c. Eligible Bargaining Unit members on the Performance Schedule who received a Highly
8 Effective Final Summative Evaluation for the 2015-16 work year (prior year evaluation) shall advance
9 four (4) levels on the Performance Schedule retroactive to July 1, 2016.

10 d. Eligible Bargaining Unit members on the Performance Schedule who received an Effective
11 Final Summative Evaluation for the 2015-16 work year shall advance three (3) levels on the Performance
12 Schedule retroactive to July 1, 2016.

13 e. Bargaining Unit members on the Performance Schedule who received a less than Effective
14 (Developing, Needs Improvement or Unsatisfactory) Final Summative Evaluation for the 2015-16 work
15 year are not eligible for level advancement pursuant to Florida Statutes. Therefore, the base rate of pay
16 for these Bargaining Unit members will increase only by the COLA and the \$2 modification to the
17 Performance Schedule.

18