

ACEA JOINT SALARY PROPOSAL
September 10, 2020

GENERAL COMMENT

Contrary to the depiction of a shrinking fund balance, The Fund Balance in Alachua County Public Schools did grow last year, According to the most recent Annual Financial Report The 2019-2020 fund Balance Increased by .3 Million dollars from the previous year.

The FEA analyzed the current 2020-2021 ACPS budget with a report of an additional 3.1 million dollars to be used for bargaining salary outside of the Teacher Salary Allocation.

ACEA NON-INSTRUCTIONAL BARGAINING UNIT PROPOSAL

Currently the lowest salary pay grade is at \$11.57 per hour. As we are working towards the \$15.00 per hour minimum wage across Florida we feel the additional \$1.50 per hour would put our district on target sooner than the rest of the state, and I believe that the School Board shares this mission. \$1.50 per hour increase for non-instructional bargaining unit salaries.

Total number of hours worked per school year for ESP's - 2,205,575 hours. (provided by Alex Rella)

Based on Bargaining unit ESP numbers of 1522 (provided by Alex Rella)

Estimated cost of increase of \$1.50 = \$3,308,363

All salary adjustments will be retro-actively paid to the first payroll date of the 2020-2021 fiscal year.

ACEA INSTRUCTIONAL BARGAINING UNIT EMPLOYEE PROPOSAL

ACEA will accept part of the ACPS proposal for TSA Disbursement for the 80% bucket: Steps 0-9 for classroom teachers.

Estimated Cost of increase for 80% Bucket: 3,049,981

And TSA Disbursement of steps 0-9 of 20% bucket (without duplication) for other instructional employees defined as not “classroom teachers.” Estimated cost of increase: \$389,819

For Instructional steps 10 and above we propose the 20% Bucket and additional funding be used for a 3% salary increase on each salary step cell.

**Increased cost for instructional steps 10-41 receiving 3% increase:
\$1,533,628**

All salary adjustments will be retro-actively paid to the first payroll date of the 2020-2021 fiscal year.

DIFFERENTIATED PAY

SUPPLEMENTS to be added to the Supplement Schedule:

IEP Writers \$1500

Sydney Lanier and A. Quinn Jones Instructional \$1500

Sydney Lanier and A. Quinn Jones Para professional \$750

Sydney Lanier and A. Quinn Jones Student Transportation \$750

COVID HAZARD Bonus to be paid to all employees reporting physically to work \$450 paid quarterly