



22-23 Teacher Salary Settlement Summary

PENDING BOARD APPROVAL
AND RATIFICATION BY THE
BARGAINING UNIT

Settlement Reports from Other Districts

COUNTY	MINIMUM SALARY	VETERAN INCREASE	NOTES
Osceola	\$47,500 to \$48,500	HE \$1650 GF \$1300 E \$1250	\$7,939.50 per UWFTE
Palm Beach	\$48,175 to \$49,133	3.5% average	\$8,749.97 per UWFTE
Brevard	\$47,000 to \$48,725	One-time Bonuses \$2000 for all instructional \$1000 for 12+	\$8,106.94 per UWFTE Recurring funds into insurance reserve

Settlement Reports from Other Districts

COUNTY	MINIMUM SALARY	VETERAN INCREASE	NOTES
Duval	\$47,500 to \$48,700	2.5% average	\$8,060.79 per UWFTE
Hernando	\$46,325 to \$48,000	\$3000.00 for returning staff	PPHE \$100 PPE \$50 \$8,051.03 per UWFTE
Okeechobee	\$47,000 to \$48,725	5.1% avg	\$8,147.26 per UWFTE

Settlement Reports from Other Districts

COUNTY	MINIMUM SALARY	VETERAN INCREASE	NOTES
Leon	\$43,678 to \$47,000	\$2214 flat rate	\$8,024.64 per UWFTE
Manatee	\$47,500 to \$48,486	\$2267 flat rate	\$8,134.33 per UWFTE LOST provides an additional \$6,591 for \$55,177 min.
Marion	\$47,000 to \$48,906	HE \$525 GFHE \$700 E \$393 GFE \$393	\$7,985.16 per UWFTE

Settlement Reports from Other Districts

COUNTY	MINIMUM SALARY	VETERAN INCREASE	NOTES
Orange	\$47,500 to \$48,000	HE \$2425 E \$1800	\$8,164.97 per UWFTE
Pasco	\$45,200 to \$46,425	5.4 % average	\$8,093.88 per UWFTE LOST provides funds
Polk	\$45,487 to \$47,500	\$1568 flat rate 2.44--2.84%	\$7,976.46 per UWFTE

Settlement Reports from Other Districts

COUNTY	MINIMUM SALARY	VETERAN INCREASE	NOTES
Escambia	\$44,100 to \$45,500	HE 3% GF/E 2%	\$8,038.54 per UWFTE
Okaloosa	\$46,247 to \$49,017	4.0 % average	\$8,185.22 per UWFTE

Santa Rosa Settlement History

YEAR	MINIMUM SALARY	PERCENTAGE INCREASE	NOTES
22-23	\$44,816 to \$47,500	5.99% Teacher minimum 4.33% Over the minimum	\$7974.32 per UWFTE 5.1% average increase
21-22	\$43,196 to \$44,816	3.75 %	
20-21	\$36,606 to \$43,196	3.35% Over the minimum	

Settlement History

YEAR	MINIMUM SALARY	PERCENTAGE INCREASE	NOTES
19-20	\$36,076 to \$36,606	3.5%	
18-19	\$36,076 to \$36,076	4.35 %	Compression removed levels 0-6
17-18	\$35,025 to \$36,076	1.6% 1.2%	HE E/GF

Settlement History

YEAR	MINIMUM SALARY	PERCENTAGE INCREASE	NOTES
16-17	\$35,025 to \$35,025	2.2% 1.65%	HE E/GF
15-16	\$34,278 to \$35,025	2.91% 2.18%	HE E/GF
14-15	\$34,278 to \$34,278	4.0% 3.0%	HE E/GF

Settlement History

YEAR	MINIMUM SALARY	PERCENTAGE INCREASE	NOTES
13-14	\$33,055 to \$34,278	3.7%	
12-13	\$33,055 to \$33,055	3.34 %	
11-12	\$32,092 to \$33,055	\$1050 one—time bonus	

Sample Improvements

Employee	Fiscal	Years	Salary							Total	Total			
Percent	Year	Exper	Slot	Salary	SocSec	Mcare	FlRetire	WorkComp	Health	Benefits	Salary and Benefits			
	2021-22	5	HBA00-6	44,816.00	2,778.59	649.83	4,849.09	537.79	16,903.80	25,719.10	70,535.10		Old Advanced Degree Base	37,329.00
	2022-23	6	HBA00-7	47,500.00	2,945.00	688.75	5,657.25	570.00	19,425.24	29,286.24	76,786.24		Masters 8%	2,986.32
5.99%	Increase:			2,684.00	166.41	38.92	808.16	32.21	2,521.44	3,567.14	6,251.14		Specialist 12%	4,479.48
													Doctor 16%	5,972.64
	2021-22	9	IMA00-10	47,802.32	2,963.74	693.13	5,172.21	573.63	8,400.00	17,802.71	65,605.03		New Advanced Degree Base	38,400.00
	2022-23	10	IMA00-11	50,572.00	3,135.46	733.29	6,023.13	606.86	8,309.64	18,808.38	69,380.38		Masters 8%	3,072.00
5.79%	Increase:			2,769.68	171.72	40.16	850.92	33.23	-90.36	1,005.67	3,775.35		Specialist 12%	4,608.00
													Doctor 16%	6,144.00
	2021-22	19	IBA00-20	52,769.50	3,271.71	765.16	5,709.66	633.23	7,795.80	18,175.56	70,945.06			
	2022-23	20	IBA00-21	55,054.00	3,413.35	798.28	6,556.93	660.65	7,824.24	19,253.45	74,307.45			
4.33%	Increase:			2,284.50	141.64	33.12	847.27	27.42	28.44	1,077.89	3,362.39			
	2021-22	25	IBA00-26	60,485.76	3,750.12	877.04	6,544.56	725.83	8,215.80	20,113.35	80,599.11			
	2022-23	26	IBA00-27	63,105.00	3,912.51	915.02	7,515.81	757.26	8,630.04	21,730.64	84,835.64			
4.33%	Increase:			2,619.24	162.39	37.98	971.25	31.43	414.24	1,617.29	4,236.53			
	2021-22	32	IMAST-1	73,872.36	4,580.09	1,071.15	7,992.99	886.47	43.80	14,574.50	88,446.86		Less Old Adv	70,886.04
	2022-23	33	IMAST-1	77,027.41	4,775.70	1,116.90	14,327.10	924.33	43.80	21,187.83	98,215.24		Plus 4.33%	73,955.41
4.27%	Increase:			3,155.05	195.61	45.75	6,334.11	37.86	0.00	6,613.33	9,768.38		Plus New Adv	77,027.41
	2021-22	37	IMAST-1	79,066.89	4,902.15	1,146.47	14,500.87	948.80	16,903.80	38,402.09	117,468.98		Less Old Adv	76,080.57
	2022-23	38	IMAST-1	82,446.86	5,111.71	1,195.48	15,335.12	989.36	19,425.24	42,056.91	124,503.77		Plus 4.33%	79,374.86
4.27%	Increase:			3,379.97	209.56	49.01	834.25	40.56	2,521.44	3,654.82	7,034.79		Plus New Adv	82,446.86