



## ESCAMBIA EDUCATION ASSOCIATION

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**TO:** EEA Site Leaders

**FROM:** Donna Harper, EEA President

**DATE:** September 28, 2016

**RE:** Clarification on Ratification

Attached is a Salary Schedule to hopefully help you understand a little clearer what is happening this year. Remember your level has nothing to do with how long you have taught. You will then add an additional \$200 to this if you are 'overall' effective or highly effective.

Below are some points to use when talking with your members:

- The ECSD first offered a 68/32 split on insurance which your Bargaining team rejected. They came back to the table and offered the previous year's split of 72/28 which made a huge difference for our Bargaining Unit. Had this not changed to the 72/28, (ECSD agreed to pay 72% of the insurance premium and we agreed to pay 28%), it would have been close to an additional \$3 million dollar burden on the employees.
- With the \$200 added for Effective and Highly Effective for teachers it will raise those teachers to a 1.3%-1.5%. This was bargained for by Your EEA Bargaining team. (The school districts original offer was a 1% bonus.)
- The increase separates a 3rd year teacher in district from a 1st year teacher in district. This is \$900 to \$1350 depending on the raise received last year, which is on the attached Salary Schedule. This also creates a separation between 2nd and 1st year teachers, \$200. This was very important to our Annual Teachers and rightfully so.
- To find your level, look at your June paycheck. Take the 10 month rate of pay times 12 and this should correspond with the level you are on at this time. The only change would be if you receive Master's pay you will need to deduct that amount to find your correct level.
- Performance, Performance Plus (This is everyone that is an Annual Contract teacher); Grandfather, Grandfather Plus (Continuing or Professional Contract) Both Plus is the 2.9% received 3 years ago by some employees is the only difference and this is less than 150 people.

Level	+0 in 2015			Total % Inc
		1%	1%+200	
1	37489	37863.89	38063.89	1.53%
2	38025	38405.25	38605.25	1.53%
3	38785	39172.85	39372.85	1.52%
4	39561	39956.61	40156.61	1.51%
5	40352	40755.52	40955.52	1.50%
6	41159	41570.59	41770.59	1.49%
7	41983	42402.83	42602.83	1.48%
8	42821	43249.21	43449.21	1.47%
9	43676	44112.76	44312.76	1.46%
10	44553	44998.53	45198.53	1.45%
11	45444	45898.44	46098.44	1.44%
12	46353	46816.53	47016.53	1.43%
13	47280	47752.8	47952.8	1.42%
14	48225	48707.25	48907.25	1.41%
15	49191	49682.91	49882.91	1.41%
16	50173	50674.73	50874.73	1.40%
17	51177	51688.77	51888.77	1.39%
18	52201	52723.01	52923.01	1.38%
19	53246	53778.46	53978.46	1.38%
20	54310	54853.1	55053.1	1.37%
21	55395	55948.95	56148.95	1.36%
22	56504	57069.04	57269.04	1.35%
23	57634	58210.34	58410.34	1.35%
24	58766	59353.66	59553.66	1.34%

Prof./Continuing Contract E/HE+600 in '15			
	1%	1%+200	Total % Inc
38089	38469.89	38669.89	1.53%
38625	39011.25	39211.25	1.52%
39385	39778.85	39978.85	1.51%
40161	40562.61	40762.61	1.50%
40952	41361.52	41561.52	1.49%
41759	42176.59	42376.59	1.48%
42583	43008.83	43208.83	1.47%
43421	43855.21	44055.21	1.46%
44276	44718.76	44918.76	1.45%
45153	45604.53	45804.53	1.44%
46044	46504.44	46704.44	1.43%
46953	47422.53	47622.53	1.43%
47880	48358.8	48558.8	1.42%
48825	49313.25	49513.25	1.41%
49791	50288.91	50488.91	1.40%
50773	51280.73	51480.73	1.39%
51777	52294.77	52494.77	1.39%
52801	53329.01	53529.01	1.38%
53846	54384.46	54584.46	1.37%
54910	55459.1	55659.1	1.36%
55995	56554.95	56754.95	1.36%
57104	57675.04	57875.04	1.35%
58234	58816.34	59016.34	1.34%
59366	59959.66	60159.66	1.34%

ANNUAL Contract / Effective +700 in 2015				
		1%	1%+200	Total % Inc
1	38189	38570.89	38770.89	1.52%
2	38725	39112.25	39312.25	1.52%
3	39485	39879.85	40079.85	1.51%
4	40261	40663.61	40863.61	1.50%
5	41052	41462.52	41662.52	1.49%
6	41859	42277.59	42477.59	1.48%
7	42683	43109.83	43309.83	1.47%
8	43521	43956.21	44156.21	1.46%
9	44376	44819.76	45019.76	1.45%
10	45253	45705.53	45905.53	1.44%
11	46144	46605.44	46805.44	1.43%
12	47053	47523.53	47723.53	1.43%
13	47980	48459.8	48659.8	1.42%
14	48925	49414.25	49614.25	1.41%
15	49891	50389.91	50589.91	1.40%
16	50873	51381.73	51581.73	1.39%
17	51877	52395.77	52595.77	1.39%
18	52901	53430.01	53630.01	1.38%
19	53946	54485.46	54685.46	1.37%
20	55010	55560.1	55760.1	1.36%
21	56095	56655.95	56855.95	1.36%
22	57204	57776.04	57976.04	1.35%
23	58334	58917.34	59117.34	1.34%
24	59466	60060.66	60260.66	1.34%

ANNUAL Contract/ HE +1150 in 2015				
		1%	1%+200	Total % Inc
38639	39025.39	39225.39	39225.39	1.52%
39175	39566.75	39766.75	39766.75	1.51%
39935	40334.35	40534.35	40534.35	1.50%
40711	41118.11	41318.11	41318.11	1.49%
41502	41917.02	42117.02	42117.02	1.48%
42309	42732.09	42932.09	42932.09	1.47%
43133	43564.33	43764.33	43764.33	1.46%
43971	44410.71	44610.71	44610.71	1.45%
44826	45274.26	45474.26	45474.26	1.45%
45703	46160.03	46360.03	46360.03	1.44%
46594	47059.94	47259.94	47259.94	1.43%
47503	47978.03	48178.03	48178.03	1.42%
48430	48914.3	49114.3	49114.3	1.41%
49375	49868.75	50068.75	50068.75	1.41%
50341	50844.41	51044.41	51044.41	1.40%
51323	51836.23	52036.23	52036.23	1.39%
52327	52850.27	53050.27	53050.27	1.38%
53351	53884.51	54084.51	54084.51	1.37%
54396	54939.96	55139.96	55139.96	1.37%
55460	56014.6	56214.6	56214.6	1.36%
56545	57110.45	57310.45	57310.45	1.35%
57654	58230.54	58430.54	58430.54	1.35%
58784	59371.84	59571.84	59571.84	1.34%
59916	60515.16	60715.16	60715.16	1.33%