

ABCE Proposal #6
August 18, 2021

2021-2022 Salary

For the 2021-2022 school year the district will commit \$4,500,000 for instructional salary increases. All instructional personnel who were employed for more than 99 days in the 2020-21 school year who are actively employed on the date of 2020-2021 contract ratification will receive a salary increase. This pay increase will be retroactive to July 29, 2021.

Total # Teachers Total Amount Available for Raises	
	Factor
Grandfather Effective or Highly	1
Associate Teacher Effective	0.5
Associate Teacher Highly Effective	0.67
Perform Effective	1
Perform Highly Effective	1.34
Perform Minimum Salary	1.5

*This will impact Article 17.1

Deleted language is identified with a ~~strikethrough~~.
New language is identified in **boldface and is underlined**.

ABCE Proposal #7
August 18, 2021

BDS will pay each teacher in the bargaining unit a one-time bonus of \$1500 upon ratification of the proposed contract.

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ABCE Proposal #8

August 18, 2021

The School Board of Bay District Schools have reached an agreement on disaster relief payments using funds from the American Rescue Plan (ESSER) to recognize the dedication and loyalty of the employees during the 2020-2021 Academic Year in the midst of the COVID Pandemic.

- The United States of America has issued funds to support education, Elementary and Secondary Emergency Relief (ESSER)
- The State of Florida will use a portion of their share of the American Rescue Plan (ESSER) funding to pay a bonus to select instructional personnel:
 - Principals
 - Classroom Teachers
 - Select Pre-K teachers
- The School Board of Bay County will receive funds from the American Rescue Plan (ESSER) to plan and distribute as outlined in the assurance of the Federal Government.
- Staff that did not receive a \$1000 disaster relief compensation through the state-controlled funding will receive a disaster relief compensation of the same amount from the School Board of Bay County portion of the American Rescue Plan (ESSER).
- Eligibility of the School Board of Bay County disaster relief will follow the regular past practice methodology:
 - Worked one day in the school 2020-2021.
 - This is a one-time non-reoccurring payment.
 - Employees are advised to seek tax advice from a Florida licenses competent tax professional.

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ABCE Proposal #9
August 18, 2021

ABCE proposes a recurring Longevity Stipend of \$2,000 that is eligible for the Florida Retirement System to those on the Grandfather Placement schedule. The supplement will be divided equally amongst a teacher's paychecks.

The amount of the Longevity Stipend is subject to negotiations each year.

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ABCE Proposal #9
August 18, 2021

ABCE proposes a recurring longevity stipend of .5 share to those on the grandfather salary schedule.

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ABCE Proposal #10
August 18, 2021

ABCE and BDS jointly agree to renew contract provision 6.18, language regarding ESE Caseload and planning days.

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