

LCTA Notes:

- The Districts "Leon County" Loyalty Proposal
- Objectively we must ask, "Do we want to recognize expertise or longevity?"

### **2023-2024 LCTA Compensation Proposal**

- \$4 million to address compression in the LCTA bargaining unit.
- Each teacher shall receive a \$500 annual increase to their base pay.
- In addition, teachers shall receive \$102.90 per year of creditable and continuous service as a teacher with Leon County Schools District (LCSD) prior to the beginning of the 23/24 school year.
- Credit for one (1) year of service shall be based upon working a minimum of 99 days within a respective school year, in a position included in the LCTA bargaining unit, consistent with Article 21.06(). Continuous service is defined as consecutive years of employment of at least 99 days per-year with no breaks in service.
- This pay increase will apply to all teachers employed at the time of ratification and will be retroactive to August 2, 2023. Payment will be spread over the number of remaining pay periods at the time of processing.

Related Years of Experience	2023- Annual	Hourly
0	47500	32.31293
1	47500	32.31293
2	47500	32.31293
3	47500	32.31293
4	47500	32.31293
5	47500	32.31293
6	47500	32.31293
7	47500	32.31293
8	47500	32.31293
9	47500	32.31293
10	47500	32.31293
11	47500	32.31293
12	47500	32.31293
13	47500	32.31293
14	47500	32.31293
15	47500	32.31293
16	47908.36	32.59072
17	48748.36	33.16215
18	49588.36	33.73358
19	50428.36	34.30501
20	50988.36	34.68596
21	51828.36	35.25739
22	52668.36	35.82882
23	53228.36	36.20977
24	53788.36	36.59072
25	54628.36	37.16215
26	55468.36	37.73358
27	56308.36	38.30501
28	57148.36	38.87644
29	57988.36	39.44786
30	58828.36	40.01929
31	59668.36	40.59072
32	60508.36	41.16215
33	61708.36	41.97848
34	64367.36	43.78732
35	67840.36	46.1499

LCTA Notes:

- The Districts "Experience" Proposal
- Objectively we must ask, "Do we want to recognize expertise or longevity?"

LCS Proposal (B)

12/14/2023

## **2023-2024 LCTA Compensation Proposal**

- \$4 million to address compression in the LCTA bargaining unit.
- Each teacher shall receive a \$500 annual increase to their base pay.
- In addition, teachers shall receive \$73.50 per year of creditable and related experience as a teacher prior to the beginning of the 23/24 school year.
- Credit for one (1) year of service shall be based upon working a minimum of 99 days within a respective school year, in a position included in the LCTA bargaining unit, consistent with Article 21.06(C).
- This pay increase will apply to all teachers employed at the time of ratification and will be retroactive to August 2, 2023. Payment will be spread over the number of remaining pay periods at the time of processing.

Related Years of Experience	2023- Annual	Hourly
0	47500	32.31293
1	47573.5	32.36293
2	47647	32.41293
3	47720.5	32.46293
4	47794	32.51293
5	47867.5	32.56293
6	47941	32.61293
7	48014.5	32.66293
8	48088	32.71293
9	48161.5	32.76293
10	48235	32.81293
11	48308.5	32.86293
12	48382	32.91293
13	48455.5	32.96293
14	48529	33.01293
15	48602.5	33.06293
16	48676	33.11293
17	48749.5	33.16293
18	49588.36	33.73358
19	50428.36	34.30501
20	50988.36	34.68596
21	51828.36	35.25739
22	52668.36	35.82882
23	53228.36	36.20977
24	53788.36	36.59072
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LCTA Notes:

- LCS "Leon County" Experience" Proposal
- This is a PLACEMENT for new employees to LCS and not a STEP schedule. In 2011, steps were made illegal by legislature. (This is why some of the issues can be addressed locally but the need is to address state statute during year.

LCS Loyalty Proposal

LCS Experience Proposal

Proposal A		LCTA is providing the percentage of employees at each level.	Proposal B	
0.00	500.00			0.00
1.00	602.90	28%	1.00	573.5
2.00	705.80		2.00	647
3.00	808.70		3.00	720.5
4.00	911.60		4.00	794
5.00	1,014.50	15%	5.00	867.5
6.00	1,117.40		6.00	941
8.00	1,323.20		8.00	1088
9.00	1,426.10		9.00	1161.5
10.00	1,529.00	16%	10.00	1235
11.00	1,631.90		11.00	1308.5
12.00	1,734.80		12.00	1382
13.00	1,837.70		13.00	1455.5
14.00	1,940.60	13%	14.00	1529
15.00	2,043.50		15.00	1602.5
16.00	2,146.40		16.00	1676
17.00	2,249.30		17.00	1749.5
18.00	2,352.20	12%	18.00	1823
19.00	2,455.10		19.00	1896.5
20.00	2,558.00		20.00	1970
21.00	2,660.90		21.00	2043.5
22.00	2,763.80	8%	22.00	2117
23.00	2,866.70		23.00	2190.5
24.00	2,969.60		24.00	2264
25.00	3,072.50		25.00	2337.5
26.00	3,175.40	4%	26.00	2411
27.00	3,278.30		27.00	2484.5
28.00	3,381.20		28.00	2558
29.00	3,484.10		29.00	2631.5
30.00	3,587.00	2%	30.00	2705
31.00	3,689.90		31.00	2778.5
32.00	3,792.80		32.00	2852
33.00	3,895.70		33.00	2925.5
34.00	3,998.60	1%	34.00	2999
35.00	4,101.50		35.00	3072.5
36.00	4,204.40		36.00	3146
37.00	4,307.30		37.00	3219.5
38.00	4,410.20		38.00	3293
39.00	4,513.10		39.00	3366.5
40.00	4,616.00		40.00	3440
41.00	4,718.90		41.00	3513.5
42.00	4,821.80		42.00	3587
43.00	4,924.70		43.00	3660.5
44.00	5,027.60		44.00	3734

These are the amounts of the raises for each model proposed by LCS.

Does the proposal meet your ability to stay in the classroom and still provide for your family?

Historical data shows the percentages are very similar regarding the distribution of professional educator experience. This means the system is built in a manner where employees, after 10-15 years, look for administrative positions in the district or for work outside of education because salary does not allow great educators to stay in the classroom.