

Tentative Agreement	June 22, 2023
District	Union
HC Farnsworth, Assistant Superintendent Human Resources, Employee Relations	Kathy Smith, Lake County Education Association President

APPENDIX B

COMPENSATION/PLACEMENT SCHEDULES

COMPENSATION

For the ~~2022-23~~ **2023-24** school year, the base salary for all instructional personnel will be increased through performance pay. **Performance pay is based on an individual's final summative rating from the 2022-23 Lake County Schools (TEAM) Instructional Personnel Evaluation System.**

<u>Contract Type</u>	<u>Rating</u>	<u>Performance</u>
<u>Performance</u>	<u>Highly Effective</u>	<u>\$1250.00</u>
<u>Performance</u>	<u>Effective</u>	<u>\$937.50</u>
<u>Grandfather</u>	<u>Highly Effective</u>	<u>\$1000.00</u>
<u>Grandfather</u>	<u>Effective</u>	<u>\$937.50</u>

~~After performance pay is determined, teachers below \$48,500.00 will receive a portion of the Teacher Salary Increase Allocation (TSIA) to reach the new minimum of \$48,500.00.~~

~~The existing instructional salary placement schedule will reflect a new minimum teacher salary of \$48,500.00. New instructional personnel will be placed accordingly at an experience level of (0-19) at the new minimum.~~

Current Salary	Contract Type	Rating	Performance	Minimum Salary Increase	Total Increase
\$45,725.00 to \$48,499.99	Performance	Highly Effective	\$4625.00	The difference after performance pay to reach	Varies
	Performance	Effective	\$2312.50		Varies

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	e			\$48,500.00	
	Grandfather	Highly Effective	\$3700.00		Varies
	Grandfather	Effective	\$2312.50		Varies

Current Salary	Contract Type	Rating	Performance	Minimum Salary Increase	Total Increase
≥ \$48,500.00	Performance	Highly Effective	\$4625.00	—	\$4625.00
	Performance	Effective	\$2312.50	—	\$2312.50
	Grandfather	Highly Effective	\$3700.00	—	\$3700.00
	Grandfather	Effective	\$2312.50	—	\$2312.50

Health Insurance

~~Effective September 1, 2022, employees will not experience an increase in premium or plan design change for the 2022-2023 plan year unless the employee selects a higher premium during open enrollment or following a qualifying life event. Current employee contributions will remain in effect through August 31, 2023.~~

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**LAKE COUNTY SCHOOLS
INSTRUCTIONAL SALARY PLACEMENT SCHEDULE
~~2022—2023~~ 2023 - 2024**

(Effective for new hires beyond July 1, 2022)

EXPERIENCE LEVEL SALARY

0-19	48,500
20	49,200
21	50,000
22	51,500
23	53,000
24	55,000
25	57,250
25+	59,800

ADVANCED DEGREE DIFFERENTIAL

In accordance with F.S. 1012.22(1)(C)3, an advanced degree must be held in area of certification to qualify.

- o Master Degree ~~2375~~ **3000** or
- o Specialist ~~3325~~ **3950** or
- o—Doctorate ~~4325~~ **5000**

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***ADDITIONAL ADVANCED DEGREE SUPPLEMENT**

~~* An additional differential applies to those holding an advanced degree in the subject area of their primary content assignment.~~

~~o Master Degree — 500 or~~

~~o Specialist — 800 or~~

~~o Doctorate — 1050~~

**LAKE COUNTY SCHOOLS
PSYCHOLOGIST SALARY PLACEMENT SCHEDULE
~~2022 — 2023~~ 2023 - 2024**

EXPERIENCE LEVEL	SALARY	ADVANCED DEGREE DIFFERENTIAL
0 - 12	54,144 <u>54,769</u>	Specialist 3,325 <u>3,950</u> or
13	54,525 <u>55,150</u>	Doctorate 4,325 <u>5,000</u> or
14	55,325 <u>55,950</u>	In accordance with F.S. 1012.22(1)(C)3, an
15	56,125 <u>56,750</u>	advanced degree must be held in area of
16	57,025 <u>57,650</u>	certification to qualify.
17	58,025 <u>58,650</u>	*ADDITIONAL ADVANCED DEGREE
18	59,025 <u>59,650</u>	SUPPLEMENT
19	60,025 <u>60,650</u>	* An additional differential applies to those
20	61,025 <u>61,650</u>	holding an advanced degree in the subject area
21	62,025 <u>62,650</u>	of their primary content assignment as
22	63,025 <u>63,650</u>	follows:
23	64,025 <u>64,650</u>	Specialist 800 or
24	65,525 <u>66,150</u>	Doctorate 1,050
25	67,525 <u>68,150</u>	
25+	68,936 <u>69,561</u>	