

APPENDIX B

COMPENSATION

For the 2022-23 school year, the base salary for all instructional personnel will be increased through performance pay. 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.

<u>Current Salary</u>	<u>Contract Type</u>	<u>Rating</u>	<u>Performance</u>	<u>Minimum Salary Increase</u>	<u>Total Increase</u>
<u>\$45,725.00 to \$48,499.99</u>	<u>Performance</u>	<u>Highly Effective</u>	<u>\$4625.00</u>	<u>The difference after performance pay to reach \$48,500.00</u>	<u>Varies</u>
	<u>Performance</u>	<u>Effective</u>	<u>\$2312.50</u>		<u>Varies</u>
	<u>Grandfather</u>	<u>Highly Effective</u>	<u>\$3700.00</u>		<u>Varies</u>
	<u>Grandfather</u>	<u>Effective</u>	<u>\$2312.50</u>		<u>Varies</u>

<u>Current Salary</u>	<u>Contract Type</u>	<u>Rating</u>	<u>Performance</u>	<u>Minimum Salary Increase</u>	<u>Total Increase</u>
<u>≥ \$48,500.00</u>	<u>Performance</u>	<u>Highly Effective</u>	<u>\$4625.00</u>	<u>---</u>	<u>\$4625.00</u>
	<u>Performance</u>	<u>Effective</u>	<u>\$2312.50</u>	<u>---</u>	<u>\$2312.50</u>
	<u>Grandfather</u>	<u>Highly Effective</u>	<u>\$3700.00</u>	<u>---</u>	<u>\$3700.00</u>
	<u>Grandfather</u>	<u>Effective</u>	<u>\$2312.50</u>	<u>---</u>	<u>\$2312.50</u>

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**.

TENTATIVE AGREEMENT JUNE 29, 2022

Kathy Smith, President Lake County Education Association	H. Chad Farnsworth, Chief Negotiator Lake County Schools

LAKE COUNTY SCHOOLS
INSTRUCTIONAL SALARY PLACEMENT SCHEDULE
2022 - 2023

(Effective for new hires beyond **July 1, 2022**)

EXPERIENCE LEVEL SALARY

<u>0-19</u>	<u>48,500</u>
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 an area of certification to qualify.

Master Degree	2375 or
Specialist	3325 or
Doctorate	4325

*** ADDITIONAL ADVANCED DEGREE SUPPLEMENT**

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

Master Degree	500 or
Specialist	800 or
Doctorate	1050

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**LAKE COUNTY SCHOOLS
PSYCHOLOGIST SALARY PLACEMENT SCHEDULE
2022 - 2023**

EXPERIENCE LEVEL	SALARY
<u>0 - 12</u>	<u>54,144</u>
13	54,525
14	55,325
15	56,125
16	57,025
17	58,025
18	59,025
19	60,025
20	61,025
<u>21</u>	<u>62,025</u>
<u>22</u>	<u>63,025</u>
<u>23</u>	<u>64,025</u>
<u>24</u>	<u>65,525</u>
<u>25</u>	<u>67,525</u>
<u>25+</u>	<u>68,936</u>

ADVANCED DEGREE DIFFERENTIAL

Specialist	3,325 or
Doctorate	4,325 or

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

***ADDITIONAL ADVANCED DEGREE SUPPLEMENT**

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

Specialist	800 or
Doctorate	1,050

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