

Exhibit 1

School Board Agenda Item GG-1

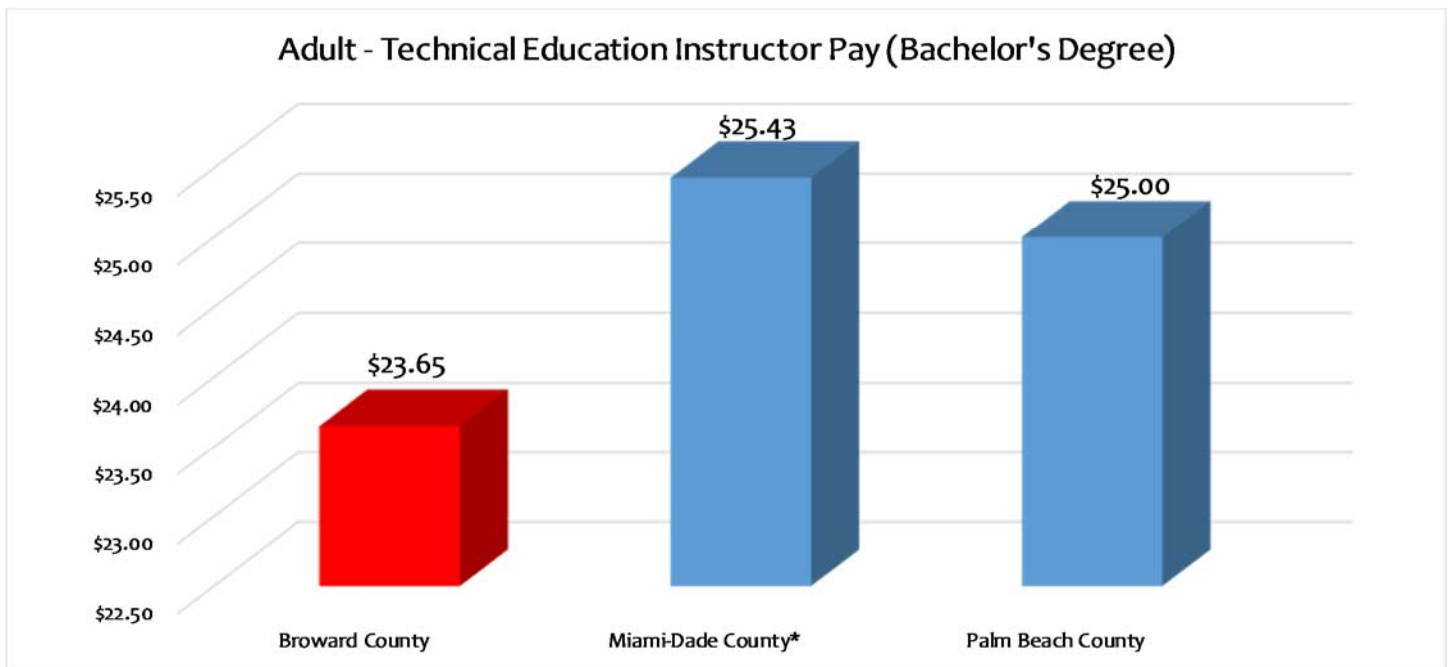
September 26, 2017

Executive Summary

Revised Temporary Salary Schedule Rates for the
Adult Career Technical Education (CTE) and Adult General Education (AGE) Teachers

Summary:

Rates for the temporary Adult Career Technical Education (CTE) and Adult General Education (AGE) teachers were updated 10 years ago, in October of 2007. The current rates have made attracting and retaining Adult Technical Education teachers difficult and has affected employee morale. A comparison of pay to rates offered by neighboring school districts suggest that our current compensation levels are positioned below market, as outlined in the table below.



*Note: Miami-Dade County's rate for Adult Technical Education Instructors vary depending on the number of hours taught (rates offered start at \$24.18 and go up to \$26.74).

To promote better attraction of quality teachers and competitiveness of pay with the local market, an increase of 3.5% retroactive to July 1, 2016 is proposed for Adult Career Technical Education (CTE) and Adult General Education (AGE) teachers. This change aligns with the most recent Board approved salary increase program approved for the 2016-2017 School Year. Rates for Adult Technical Education instructors with a Bachelor's degree would increase from \$23.65 to \$24.50 and rates for teachers with a Master's degree would increase from \$25.85 to \$26.75. Hourly increase amounts total \$0.85 for instructors with a Bachelor's degree and by \$0.90 for instructors with a Master's degree.

The table below lists all affected job classifications.

Job Class Title	CTE/AGE Teachers - Bachelor's Degree			CTE/AGE Teachers - Master's Degree		
	Current Rate	Proposed Rate	Increase Amt	Current Rate	Proposed Rate	Increase Amt
HRLY COUNSELOR ADULT/VOC	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY MEDIA SPEC ADULT/VOC	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
TCH PT ADDL POS	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER FEE SUPPORT	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER AMANDA PARENTING	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC AGRI & NAT RES	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC BUSINESS ED	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC FAM & CONS SCI	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC HEALTH SCIENCE	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC INDUSTRIAL	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC MARKETING	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC PUBLIC SERV	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC OTHER CTE	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT ATD HEALTH SCIENCE	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT APPRENTICESHIP RTI	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT APPRENTICESHIP OTJ	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT GEN ABE	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT GEN ADULT SEC	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT GEN GED	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT GEN ESOL	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT GEN VPI	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT GEN OTHER AGE	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90
HRLY TEACHER ADULT VOC SP ASSIGN	\$23.65	\$24.50	\$0.85	\$25.85	\$26.75	\$0.90

Schools with CTE and AGE teachers include Atlantic Technical College, McFatter Technical College, Sheridan Technical College, Community School North, Community School South, Dave Thomas Education Center, Henry D. Perry Education Center, and Whiddon-Rogers Education Center.

Financial Impact:

The cost to adjust the temporary rates for Adult Career Technical Education (CTE) and Adult General Education (AGE) teachers is estimated at \$253,495, inclusive of 18% fringe. Dollars to fund this initiative have been earmarked as part of the Workforce Education District Reserve Fund and represents no additional expense for the District.