

TA MRM
9/25/23
Wagner 9/25/23

> 16 Years Adjustment									
					\$2,075	\$5,576,246			
Years of Experience	# of Teachers	% of Total	Retention Factor	Retention Amount	Total	PFP (assume all HE)	Total Increase per Teacher		
1-5	1,041	31.32%	0.25	\$519	\$540,279	\$100	\$619	\$644,379	
6-10	693	20.85%	0.50	\$1,038	\$719,334	\$100	\$1,138	\$788,634	
11-15	561	16.88%	0.75	\$1,556	\$872,916	\$100	\$1,656	\$929,016	
>16	1,029	30.96%	1.00	\$2,075	\$2,135,175	\$100	\$2,175	\$2,238,075	
					<u>\$4,267,704</u>	<u>\$4,600,104</u>			
Recap									
Years of Experience	Retention	HE	Eff/GF	HE plus Retention	Eff/GF plus Retention	Recon			
1-5	\$519	\$100	\$75	\$619	\$594	\$644,379			
6-10	\$1,038	\$100	\$75	\$1,138	\$1,113	\$788,634			
11-15	\$1,556	\$100	\$75	\$1,656	\$1,631	\$929,016			
>16	\$2,075	\$100	\$75	\$2,175	\$2,150	\$2,238,075			
						<u>\$4,600,104</u>			

2023-24		Reconciliation	
FRS	13.57		
FICA	7.65		
FRS + FICA	21.22		
TSIA	\$4,347,509		
Total cost of salary	\$4,600,104	\$976,142 value of FRS/FICA	
Plus cost of FICA/FRS	1.2122		
Cost of Salary + FICA	\$5,576,246	\$252,595 delta between TSIA and total salary	
TSIA	\$4,347,509		
Total Cost to District	\$1,228,737	\$1,228,737	

St. Johns County School District
Professional Employee Compensation
Salary Schedule/Formulas for Performance Pay under Subsection 1012.22, F.S.
FY 2023-24

# of Teachers			
Category	Weight	21-22 Evaluation	Factored # of Teachers
Highly Effective (HE)	1.00	2,458	2,458
Effective (E)	0.75	302	227
Grandfather (G)	0.75	564	423
		3,324	3,108
Available funding	Factored # of Teachers	Salary Adjustment for HE	
\$310,000	3,108	\$100	
Category	Weight	Salary Adjustment by	Total Salary Adjustments by
Highly Effective (HE)	1.00	\$100	\$245,800
Effective (E)	0.75	\$75	\$22,650
Grandfather (G)	0.75	\$75	\$42,300
			\$310,750