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ARTICLE XVII – SALARY

- A. The base salaries for all Type "E" and Type "J" employees shall be as set forth in this Article. The base salaries of all Type "G" teachers shall be set forth in Article VIII of this Agreement.

2005-2006 Instructional Salary Schedules

Level	10 Month	12 Month
0	32,100	42,745
1	32,350	43,078
2	32,850	43,744
3	33,350	44,410
4	33,850	45,076
5	34,350	45,742
6	34,600	46,074
7	35,600	47,406
8	36,600	48,738
9	37,600	50,069
10	38,550	51,334
11	39,050	52,000
12	40,100	53,398
13	40,600	54,064
14	41,850	55,729
15	43,570	58,019
16	45,750	60,922
17	49,080	65,357
18	52,125	69,411

Teachers shall accrue annual leave which will accrue consistent with board policies for all other 12-month employees.

Movement of employees on the Instructional Salary Schedule is accomplished only through negotiations between the Union and the Board subject to the provisions of Chapter 447, F.S. It is further understood that upon expiration of the Agreement, incremental steps on the salary schedule are subject to renegotiations and are not automatically payable until such time as a new salary schedule has been ratified.

For Master's Degree (or Rank II equivalent pursuant to Florida Department of Education Rules), add \$2,625 to the base salary.

For Specialist's Degree (or Rank IA equivalent pursuant to Florida Department of Education Rules), add \$3,900 to the base salary.

1 For Doctorate Degree (or Rank I equivalent pursuant to the Florida
2 Department of Education Rules), add \$5,200 to the base salary.

3
4 Except as otherwise provided herein, a teacher who is assigned to work in
5 an instructional capacity involving direct contact with students, e.g.
6 elementary school foreign language programs, and when such
7 assignments are during the teacher's normal work year and beyond the
8 normal teacher forty (40) hour workweek, time spent on such
9 assignments shall be paid at the affected teacher's hourly rate. For each
10 one hour of work time, the teacher shall be scheduled for no less than
11 fifteen (15) minutes of preparation time.

12
13 The parties agree to form a Salary Study Committee for the purpose of
14 developing a competitive teacher salary schedule. Committee
15 recommendations to be made to the parties for the purpose of
16 negotiations prior to the start of bargaining for a successor Agreement.
17 The Union and the Superintendent shall each appoint one-half (1/2) of the
18 committee members.

- 19
- 20 B. Two (2) years of credit for purposes of placement and vertical movement
21 on the salary schedule shall be given for military service completed since
22 January 1, 1940. A year of experience shall be granted for twelve (12)
23 months of active duty service. A partial year shall be counted if the active
24 military service is within thirty (30) days of being a full year. Additional
25 credit shall not be allowed for teaching assignments while in military
26 service.
 - 27
28 C. Ninety-nine (99) or more days of full-time teaching, to include paid leave,
29 in any single year shall be considered as one (1) full year of experience. If
30 a full-time teacher works no less than one (1) full semester and such full
31 semester has fewer than ninety-nine (99) days, one year of experience
32 will be granted for pay purposes.
 - 33
34 D. Adjustments to higher salary levels shall be made upon submission by the
35 teacher of appropriate academic credentials. These adjustments shall be
36 included in the first paycheck practicable following submission of the
37 appropriate credentials and shall be paid retroactive to the date earned
38 within the current fiscal year.
 - 39
40 E. The Board shall provide terminal pay to any teacher upon the teacher's
41 retirement or to his/her estate or beneficiary if service is terminated by
42 death. However, such terminal pay shall not exceed the amount shown as
43 follows: