



Teacher Salary Schedule

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
2007-08 INSTRUCTIONAL SALARY SCHEDULE

BACHELORS						BACHELORS + INSURANCE ENHANCEMENT		
Years of Exp	Level	Salary	Bi- Weekly	Daily Rate	Hourly Rate	Years	Level	Salary
0	1	38,500		196.42857	26.19048	0	1	38,800
1	2	38,725		197.57653	26.34354	1	2	39,025
2	3	38,755		197.72959	26.36395	2	3	39,055
3	4	38,800		197.95918	26.39456	3	4	39,100
4	5	38,871		198.32143	26.44286	4	5	39,171
5	6	39,150		199.74490	26.63265	5	6	39,450
6	7	39,575		201.91327	26.92177	6	7	39,875
7	8	39,965		203.90306	27.18707	7	8	40,265
8-9	10	40,980		209.08163	27.87755	8-9	10	41,280
10	11	41,711		212.81122	28.37483	10	11	42,011
11	12	42,270		215.66327	28.75510	11	12	42,570
12	13	42,995		219.36224	29.24830	12	13	43,295
13	14	43,689		222.90306	29.72041	13	14	43,989
14	15	44,650		227.80612	30.37415	14	15	44,950
15	16	45,770		233.52041	31.13605	15	16	46,070
16	17	46,909		239.33163	31.91088	16	17	47,209
17	18	48,075		245.28061	32.70408	17	18	48,375
18	19	49,877		254.47449	33.92993	18	19	50,177
19	20	53,377		272.33163	36.31088	19	20	53,677
20	21	62,677		319.78061	42.63741	20	21	62,977
21+	22	70,000		357.14286	47.61905	21+	22	70,300

- Newly hired instructional employees for the school year shall receive credit for all years of verified acceptable experience up to the maximum pay step.

Advanced degrees (in-field):

You are paid for the highest degree earned with the exception of degrees in real estate, law and religion.

- ↔ Master's Degree = \$3,650
- ↔ Specialist Degree = \$6,800
- ↔ Doctorate Degree = \$8,000

Additional Payments

Benefit Enhancement Plan: Instructional employees who eligible for benefits receive an additional **\$300.00** on the Benefit Enhancement Plan which may be used towards reimbursement of benefits, enhancements or may be included in your annual salary.

Supplements: A variety of supplementary pay positions such as department chairpersons, coaching, team leaders, textbook coordinators, and club sponsors are available. They range from \$300 - \$10,000.

Other Supplements include: Speech Language Pathologist (\$935), Speech Language Pathologist, who hold a valid certificate of Clinical Competence issued by the American Speech Language Association (\$1,100), ESE Specialist (\$935) & Visually Impaired Teachers (\$3,000).

For a complete listing of available supplements access http://www.broward.k12.fl.us/employeerelations/salary_sched.htm

National Board Certified Teachers: Each National Board Certified classroom teacher is entitled to three separate monetary incentives: two from the state and one from the district. Each NBCT is entitled to these payments for the life of the certificate.*

- **Annual Salary Compensation (\$4027.50*)**: payment is processed by HRD and paid mid school year.
 - **Annual Mentoring Compensation (\$4027.50*)**: NBCT who serve as a mentor to teachers. Payment is processed by HRD and paid at end of school year.
 - **District Supplement (\$2216**)**: payment is processed through the work location as a wage type and paid in installments per paycheck. Payment is retroactive to first calendar day.
 - **One Time Bonus (\$1000)**: New hires who **hold National Board Certification**. To receive payment, submit a letter requesting the payment and a copy of your National Board Certification to Jacqueline Ackerina, Instructional Staffing. You will be notified when the information is received.
- * Salary and mentor compensations are subject to annual legislative approval.
 - ** \$2216 or 5% of base salary, which ever is greater.
 - Questions regarding National Board Certification? Contact Human Resource Department at 754-321-3517.

[↗ back to top](#)

Incentive Awards

The School Board of Broward County provides incentive awards for teachers who take courses or earn inservice points following their last degree (Bachelor's or Master's degree only). Teachers holding a Specialist or Doctorate degree are not eligible.

The teacher must hold a professional service contract (PSC). Annual contract (AC) teachers are not eligible. All new instructional employees are hired as annual contract (AC) teachers. If the employee completes three successful years with BCPS and holds a professional Florida educator's certificate, the employee is eligible for their professional service contract (PSC). If an employee new to Broward, held PSC in another Florida county, the hiring principal may request that the new employee be given their professional service contract (PSC).

TYPE	STIPEND	REQUIREMENTS
Basic Incentive	\$2,000	15 semester hours and/or 300 inservice points beyond the Bachelor's or Master's Degree
Advanced Incentive	\$2,700	30 semester hours and/or 600 inservice points beyond the Master's Degree and 10 years of Florida teaching experience.

You are only eligible for one incentive. For more information access: <http://www.broward.k12.fl.us/certification/IncAwards.html>

[↗ back to top](#)

Teaching & Related Work Experience Credit

New hires employed by Broward County Public Schools are eligible to receive credit on the Instructional Salary Schedule for teaching experience and related work experience. **The experience must be verified and approved prior to receiving credit. It is the responsibility of the new employee to have the experience verified.** Credit may be given provided the employee was under contract, receiving benefits, worked the full academic/calendar year or at least one day more than half the year and worked full-time (37+ hours/week).

In order to receive credit, the appropriate verification form must be received and approved by the District within 4 months of employment. **Verifications received after 4 months will not be accepted.** The employer verification form will be given to you at the time of your clearance or you may download it. Prior to being hired, it is recommended that you send the appropriate employer verification form to your previous employer(s).

Click on the form you want to download:

- ↗ [Teaching Experience Form](#)
- ↗ [Non-teaching Related Work Experience Form.](#)

[↗ back to top](#)

○ Teaching (Instructional) Experience Credit

Teaching experience credit may be given if your teaching experience was completed at one or more of the following:

- Public school
- Private school that is accredited by a recognized agency
- Pre-school
- Teaching experience that was out of the country

- Full-time teaching experience at a college or university (Adjunct professors are not eligible.)

It is the responsibility of the new employee to have the experience verified. Your former employer(s) must complete the [Employer Verification of Teaching Experience form](#) and submit it to Human Resource Information System (HRIS) at 7720 W. Oakland Park Blvd., Sunrise FL 33351.

After you are hired and cleared, Personnel Records will notify you when your employer has submitted the Verification of Teaching Experience form(s). If approved, your salary will be adjusted; you will receive retroactive pay and notification.

○ **Speech Pathologists, Social Workers, Family Counselors, Physical/Occup. Therapists & School Psychologists Experience Credit**

Instructional employees in this category receive salary credit year-for-year for verified and approved experience. If your experience was in a school setting, your employer must complete the [Employer Verification of Teaching Experience](#) form. If your experience was not in a school setting, your employer must complete the [Employer Verification of Non-Teaching Work Related Experience form](#). **It is the responsibility of the new employee to have the experience verified.**

○ **Related Work Experience Credit**

If you have had **directly related full-time work experience**, you may be eligible to receive experience credit on the salary schedule of verified experience not to exceed the maximum pay step. Your work experience must have been directly related to your teaching assignment (i.e. chemist teaching chemistry, nurse teaching science, marketing director teaching marketing, software developer teaching computers, therapist hired to be a guidance counselor) and/or related to the instruction of children (i.e. director of a preschool, assistant principal, curriculum specialist). Experience as a substitute teacher, teacher aide or assistant (support positions) will not be considered for this purpose. The experience must have been completed after graduation from college and/or specialized training as a wage earner and appropriate to the field being taught and for which certification is requested.

Your former employer(s) must complete the [Employer Verification of Non-Teaching Work Related Experience](#) form and submit the original to Instructional Staffing. The form must be completed in its entirety. Incomplete forms will not be processed.

If the request is for credit for experience earned while self-employed or in a family owned business, an appropriate verification of the type of business must be provided. This will require you to provide tax records for each year requesting work related experience and a letter from an accountant or attorney verifying the type of business conducted. The letter must indicate the length of time of self-employment, number of hours worked per week, and a description of your responsibilities. Verification will not be accepted from the applicant or a family member.

It is the responsibility of the new employee to have the experience verified. After you are hired and cleared, Instructional Staffing will notify you when your employer has submitted the Employer Verification of Non-teaching Work Related Experience form. If approved, your salary will be adjusted; you will receive retroactive pay and notification.

[⤴ back to top](#)