

**SCHOOL BOARD OF POLK COUNTY, FLORIDA**  
**2008-2009 TEACHER SALARY SCHEDULE (196 DAYS)**  
**February 10, 2009 School Board Action**

**TEACHER COLLECTIVE BARGAINING AGREEMENT APPENDIX C**

For the 2008-2009 school year, employees deemed eligible will advance one year of experience on the salary schedule, however, they will continue to be paid the same base salary that they were paid in 2007-2008.

Those employees who are not eligible to receive a year of experience on the salary schedule will not advance, but will maintain their 2007-2008 base salary.

Years of Experience 2007-2008	Years of Experience 2008-2009	Basic Pay Step 2008-2009	Level III						Level IV
			Level I	Level II	A	B	C		
0	0, 1	0	\$35,000	\$37,181	\$37,206	\$37,839	\$37,899	\$38,220	
1	2	1	\$35,657	\$37,838	\$37,863	\$38,496	\$38,556	\$38,877	
2	3	2	\$36,273	\$38,454	\$38,479	\$39,112	\$39,172	\$39,493	
3	4	3	\$36,722	\$38,903	\$38,928	\$39,561	\$39,621	\$39,942	
4	5	4	\$37,174	\$39,355	\$39,380	\$40,013	\$40,073	\$40,394	
5	6	5	\$37,627	\$39,808	\$39,833	\$40,466	\$40,526	\$40,847	
6	7	6	\$38,123	\$40,304	\$40,329	\$40,962	\$41,022	\$41,343	
7	8	7	\$38,727	\$40,908	\$40,933	\$41,566	\$41,626	\$41,947	
8	9	8	\$39,361	\$41,542	\$41,567	\$42,200	\$42,260	\$42,581	
9	10	9	\$40,024	\$42,205	\$42,230	\$42,863	\$42,923	\$43,244	
10	11	10	\$40,720	\$42,901	\$42,926	\$43,559	\$43,619	\$43,940	
11	12	11	\$41,448	\$43,629	\$43,654	\$44,287	\$44,347	\$44,668	
12	13	12	\$42,231	\$44,412	\$44,437	\$45,070	\$45,130	\$45,451	
13	14	13	\$43,048	\$45,229	\$45,254	\$45,887	\$45,947	\$46,268	
14	15	14	\$43,890	\$46,071	\$46,096	\$46,729	\$46,789	\$47,110	
15	16	15	\$44,751	\$46,932	\$46,957	\$47,590	\$47,650	\$47,971	
16	17	16	\$45,628	\$47,809	\$47,834	\$48,467	\$48,527	\$48,848	
17	18	17	\$46,521	\$48,702	\$48,727	\$49,360	\$49,420	\$49,741	
18	19	18	\$47,433	\$49,614	\$49,639	\$50,272	\$50,332	\$50,653	
19	20	19	\$48,363	\$50,544	\$50,569	\$51,202	\$51,262	\$51,583	
20	21	20	\$49,312	\$51,493	\$51,518	\$52,151	\$52,211	\$52,532	
21	22	21	\$50,618	\$52,799	\$52,824	\$53,457	\$53,517	\$53,838	
22	23	22	\$53,478	\$55,659	\$55,684	\$56,317	\$56,377	\$56,698	
23+	24+	23	\$54,675	\$56,856	\$56,881	\$57,514	\$57,574	\$57,895	

Eligible Employees:

If 0 Year of Experience in 2007-2008, then placed on 0, 1 Year of Experience for 2008-2009.

If 1 Year of Experience in 2007-2008, then placed on 2 Years of Experience for 2008-2009.

Advancement repeated for subsequent Years of Experience.

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**TEACHER COLLECTIVE BARGAINING AGREEMENT APPENDIX C (cont.)**

Performance-Based Compensation for Instructional Personnel and School Administrators – separate booklet.

**TEACHER OF THE YEAR**

\$15,750.00 will be set aside to reward the Area Finalists, Overall Runner-Up, and the Winner of the Teacher of the Year for their performance.

**2008 – 2009 ADVANCED DEGREES**

**Level II (All Masters Degrees):** Adds \$2,181 to a Level I Bachelor's Degree.

**Level III (Specialist Degrees)**

- A. Master's Degree (in Administration) + Specialist/IA/I (in Administration) – Adds \$2,206 to a Level I Bachelor's Degree.
- B. Master's Degree (in field of certification) + Specialist/IA/I (in Administration) – Adds \$2,839 to a Level I Bachelor's Degree.
- C. Master's Degree (in field of certification) + Specialist/IA/I (in field of certification) – Adds \$2,899 to a Level I Bachelor's Degree.

**Level IV (All Doctorate Degrees):** Adds \$3,220 to a Level I Bachelor's Degree.

**Secondary Guidance Counselors:** Secondary Guidance Counselors shall receive 1/196 additional salary for up to 20 days based on the 196-day teacher salary schedule.

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**2008-2009 PSYCHOLOGIST SALARY SCHEDULE**

(216 days) Step 0 is based on Basic Pay Step 10, Teacher Salary Schedule

<b>Years of Experience As Psychologist</b>		<b>Level II (MA plus Intern or Previous Experience)</b>	
<b>Years of Experience 2007-2008</b>	<b>Years of Experience 2008-2009</b>	<b>Basic Pay Step 2008-2009</b>	<b>Level II</b>
0	0,1	0	\$47,279
1	2	1	\$48,081
2	3	2	\$48,944
3	4	3	\$49,844
4	5	4	\$50,772
5	6	5	\$51,721
6	7	6	\$52,687
7	8	7	\$53,672
8	9	8	\$54,677
9	10	9	\$55,702
10	11	10	\$56,747
11	12	11	\$58,187
12	13	12	\$61,338
13+	14+	13	\$62,658

<b>Speech/Language Pathologist Supplement</b>	<b>2008-2009:</b>
BA (grandfathered)	\$1,045
MA	262
MA w/CCC (Certificate of Clinical Competency)	5,227

Speech/Language Pathologists with a Certificate of Clinical Competency are given a supplement from IDEA funds. If IDEA funds are not available for this purpose, the Polk County School Board will make up the difference up to \$1,000 maximum.