

8. The approval or rejection of a claim filed under this coverage shall not be subject to the grievance procedure of this Agreement.

Section M - Child Care

A fifty-percent (50%) discount will be offered to school board teachers on the district program rates for school board operated child-care at school board facilities.

Section N - Retroactivity of Contribution (Premium) Collections

Payroll deductions for employee contributions (premiums) for insurance benefits shall be retroactive to January 1 of each insurance plan year should the Union and Board fail to approve and ratify agreement as to those contributions (premiums) prior to January 1 of each calendar year.

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. Below is the grandfathered Salary Schedule for 2016-2017 and the Pay-for-Performance Model:

2016-17 SALARY SCHEDULES

NOTE: All figures below include a COLA of \$158

	GRANDFATHERED RANGES				PAY FOR PERFORMANCE RANGES		
AA	38,490	-	41,802		39,226	-	41,805
BB	38,604	-	41,916		39,340	-	41,919
CC	39,121	-	42,433		39,857	-	42,436
DD	39,743	-	43,055		40,479	-	43,058
EE	40,467	-	43,779		41,203	-	43,782
FF	41,399	-	44,711		42,135	-	44,714
GG	42,538	-	45,850		43,274	-	45,853
HH	43,884	-	47,196		44,620	-	47,199
II	45,333	-	48,645		46,069	-	48,648
JJ	46,990	-	50,302		47,726	-	50,305
KK	48,854	-	52,166		49,590	-	52,169
LL	50,925	-	54,237		51,661	-	54,240
MM	53,202	-	56,514		53,938	-	56,517
NN	55,584	-	58,896		56,320	-	58,899
OO	59,145	-	62,457		59,881	-	62,460

Value of E \$317
 Value of HE \$423



Value of E \$317
 Value of HE \$424

2016-17 PLACEMENT SALARY SCHEDULE

Years of Experience	Level	10 –Month Salary
0-5	AA	\$39,226
6-7	BB	\$39,340
8-10	CC	\$39,857
11	DD	\$40,479
12	EE	\$41,203
13-14	FF	\$42,135
15-16	GG	\$43,274
17-18	HH	\$44,620
19-20	II	\$46,069
21-22	JJ	\$47,726
23-24	KK	\$49,590
25	LL	\$51,661
26	MM	\$53,938
27	NN	\$56,320
28+	OO	\$59,881

During the 2010-2011 Legislative session, the Student Success Act (SB 736) was passed and one of the provisions of this bill addressed advanced degrees. The language states: *“A District school board may not use advanced degrees in setting a salary schedule for instructional personnel or school administrators hired after July 1, 2011, unless the advanced degree is held in an individual’s area of certification and is only a salary supplement”.*

The District has adopted a Pay-for-Performance Salary Schedule as set forth in Florida Statute 1012.22 that provides annual salary adjustments for instructional personnel based upon performance determined under Florida Statute, 1012.34, rather than on years of experience. The placement schedule above reflects initial placement only.

Please call Human Resources at 321-633-1000 Ext. 220 for more information.

The 2015-2016 amended salary schedule will become known as the “Grandfathered” salary schedule.

New teachers hired after the effective date of this contract will be placed on the salary schedule commensurate with Brevard Public School teachers' years of experience.

Teachers shall accrue annual leave 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.

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

Hold Harmless language: For the 2016-2017 school year, the salary adjustment will be based on the outcome of the Summative Part 1 teacher evaluation due to the implementation of new state assessments.

A teacher must have worked a minimum of two consecutive nine-week grading periods in the same school with the same students to be eligible for the District's state-approved Pay for Performance Program.

- B. Two (2) years of credit for purposes of placement on the salary schedule shall be given for military service completed since January 1, 1940. A year of experience shall be granted for twelve (12) months of active duty service. A partial year shall be counted if the active military service is within thirty (30) days of being a full year. Additional credit shall not be allowed for teaching assignments while in military service.
- C. Ninety-nine (99) or more days of full-time teaching, to include paid leave, in any single year shall be considered as one (1) full year of experience. If a full-time Brevard Public School (BPS) teacher works no less than one (1) full semester and such full semester has fewer than ninety-nine (99) days, one year of experience will be granted for pay purposes.

D. Teachers hired before July 1, 2011, who had earned an advanced degree are grandfathered and will continue to be paid a supplement for the highest degree the teacher has earned. Teachers hired on or after July 1, 2011, will be paid a salary supplement annually for advanced degrees provided the advanced degree is held in the individual's area of certification. The teacher is responsible to submit appropriate academic credentials.

Master's Supplement	\$2,730.00
Specialist's Supplement	\$4,056.00
Doctorate Supplement	\$5,408.00

- E. The Board shall provide terminal pay to any teacher upon the teacher's retirement or to his/her estate or beneficiary if service is terminated by death. However, such terminal pay shall not exceed the amount shown as follows:
1. During the first three (3) years of district service, the daily rate of pay multiplied by thirty-five percent (35%) times the number of days of accumulated sick leave.
 2. During the next three (3) years of district service, the daily rate of pay multiplied by forty percent (40%) times the number of days of accumulated sick leave.
 3. During the next three (3) years of district service, the daily rate of pay multiplied by forty-five percent (45%) times the number of days of accumulated sick leave.
 4. During the next three (3) years of district service, the daily rate of pay multiplied by fifty percent (50%) times the number of days of accumulated sick leave.
 5. During and after the thirteenth (13th) year of district service, the daily rate of pay multiplied by one hundred percent (100%) times the number of days of accumulated sick leave.
 6. The four (4) days of sick leave credited to each teacher shall be treated as four (4) days of entitlement upon the teacher's retirement or to his/her estate or beneficiary if service is terminated by death.
 7. Payment for terminal pay as described above will be paid sixty (60) days after the date of normal retirement.
- F. To calculate a teacher's daily rate of pay, the base salary shall be divided by one hundred ninety-six (196). To calculate an eleven (11) or twelve (12) month teaching contract salary, the ten (10) month base salary shall be divided by one