

Per the district, they no longer use steps and the levels used below do not correspond to years of experience. In addition, teachers have not had step movement in the past five years. As such, for our database calculations we estimated how salary corresponds to teacher salary in the following way: we used the years of service conversion chart from the 2010-2011 CBA (copied below) and subtracted five from those years to determine the estimated salary level for 2013-2014. The district provides stipend pay for advanced degrees, as noted on page 64 of the 2012-2014 CBA.

2013-2014 INSTRUCTIONAL SALARY SCHEDULE

LEVEL	10-Month	11-Month	12-Month
AA	\$37,840	\$41,942	\$49,958
BB	\$37,954	\$42,067	\$50,109
CC	\$38,471	\$42,644	\$50,799
DD	\$39,093	\$43,334	\$51,626
EE	\$39,817	\$44,140	\$52,591
FF	\$40,749	\$45,177	\$53,831
GG	\$41,888	\$46,443	\$55,348
HH	\$43,234	\$47,940	\$57,140
II	\$44,683	\$49,553	\$59,071
JJ	\$46,340	\$51,395	\$61,276
KK	\$48,204	\$53,469	\$63,759
LL	\$50,275	\$55,772	\$66,517
MM	\$52,552	\$58,305	\$69,560
NN	\$54,934	\$60,954	\$72,720
OO	\$58,495	\$64,915	\$77,464

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

Movement of employees on the Instructional Salary Schedule is accomplished only through negotiations between the Union and the School 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.

During the 2010-2011 Legislative session, the Student Success Act (SB 736) was passed and one of the provision 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 individual's area of certification and is only a salary supplement"*.

1. Each teacher would still remain on the same level as 2012-13.
2. The 2013-14 amended salary schedule would become known as the "Grandfathered" salary schedule.

Revised 6/24/2013 to add 1.5% to every cell.

Revised 11/5/2013 to add \$1,300 to every cell.

2010-2011 Instructional Salary Schedule

LEVEL	10- month	11- month	12- month	Yrs of Service
AA	36,000	40,041	47,939	0
BB	36,112	40,165	48,088	1
CC	36,622	40,733	48,767	2
DD	37,234	41,413	49,582	3 & 4
EE	37,948	42,207	50,533	5 & 6
FF	38,866	43,229	51,755	7 & 8
GG	39,988	44,476	53,249	9 & 10
HH	41,314	45,951	55,015	11 & 12
II	42,742	47,540	56,917	13 & 14
JJ	44,374	49,355	59,090	15 & 16
KK	46,211	51,398	61,536	17
LL	48,251	53,667	64,253	18
MM	50,495	56,163	67,241	19
NN	52,841	58,772	70,365	20
O	56,350	62,675	75,038	21+