

**APPENDIX E
TEACHERS SALARY SCHEDULE**

**YEAR 1 GRANDFATHERED SALARY SCHEDULE
2013-2014 SCHOOL YEAR, Effective the first day of each employee's 2013-2014
work calendar.**

Step	Salary	Salary & Cafe
1	\$39,000	\$39,300
2	\$39,328	\$39,628
*4	*\$41,000	*\$41,300
5	\$41,500	\$41,800
6	\$41,900	\$42,200
7	\$42,300	\$42,600
8	\$42,400	\$42,700
10	\$42,800	\$43,100
11	\$43,200	\$43,500
12	\$44,300	\$44,600
13	\$45,050	\$45,350
**15	**\$45,600	**\$45,900
16	\$47,100	\$47,400
17	\$48,100	\$48,400
18	\$49,250	\$49,550
19	\$50,500	\$50,800
20	\$52,877	\$53,177
21A	\$56,377	\$56,677
22A	\$65,677	\$65,977
22	\$71,250	\$71,550

*Elimination of Step 3 and acceleration to Step 4.

**Elimination of Step 14 and acceleration to Step 15.

1. The parties acknowledge that during negotiations for the 2012-2013 school year, the parties agreed that the salary of a teacher who was on Step 22 during the 2011-2012 and 2012-2013 school years would receive a recurring stipend (Recurring Stipend Group) of \$500 each year. For the 2014-2015 school year, all teachers in the Recurring Stipend Group shall receive an additional one-time, non-recurring stipend of \$500.

Those employees who moved from Step 21 to Step 22 in the 2012-2013 school year were not eligible for the recurring \$500 stipend.

2. The parties acknowledge that for the 2009-2010, 2010-2011 and 2011-2012 fiscal years, there have been no step increases provided to employees. As a result, the years of teaching experience are no longer equivalent to the step placement of current employees.

All eligible employees shall receive a step increase in 2013-2014. The step shall be effective the first day of each employee's 2013-2014 work calendar.

Employees on Step 20 of the 2012-2013 Salary Schedule shall be placed on Step 21A of the 2013-2014 Salary Schedule. Employees on Step 21 of the 2012-2013 Salary Schedule shall be placed on Step 22A of the 2013-2014 Salary Schedule.

Teachers on Step 22 shall receive a one-time \$1,500 lump sum salary increase effective on the employee's first day of the 2013-2014 work calendar. Said increase will qualify for FRS benefits.

3. Teachers Returning from Leave to the Grandfathered Salary Schedule

Effective July 1, 2014, newly hired bargaining unit members shall receive up to thirteen (13) years of credit for all verified teaching experience. Employees returning from a Board approved leave shall be placed at the same level the employee was on prior to the leave. ~~Under no circumstances shall any A~~ teacher returning from a Board approved leave and who has not gained additional classroom teaching experience, shall be placed at a salary level on the salary schedule which is closest but not less than what the teacher was earning prior to the leave. Although not guaranteed, teachers may be granted teaching experience credit for the work performed during the Board approved leave for verified classroom teaching experience according to the Teachers Returning from Leave Step Placement Schedule, provided the request is submitted within three months of returning to Broward County Public Schools.

~~2014-2015 Teachers Returning from Leave Step Placement~~

Years of Experience	Step	Level
0	1	A
1	1	A
2	2	B
3	4	C
4	4	C
5	4	C
6	4	C
7	5	D
8	6	E
9	6	E
10	7	F
11	8	G
12	10	H
13	11	I
14	12	J
15	12	J
16	13	K
17	15	L
18	16	M
19	17	N
20	17	N
21	18	O
22	20	P
23	20	Q
24	21A	R
25+	22A	S
26+	22	Longevity Level A

34. The parties agree that employees shall not advance a step on the Salary Schedule unless the Collective Bargaining Agreement specifically calls for a step increase for the specific school year in question. If there is no Collective Bargaining Agreement in effect at the start of a school year, then step increases shall not be granted unless the subsequent contract specifically requires one. Any employee who receives an unsatisfactory rating(s) on his/her annual evaluation shall become eligible for and shall receive payment for a negotiated step advancement retroactive to the date of salary schedule improvements after he/she has satisfactorily fulfills the terms of the professional development plan resulting from the unsatisfactory rating(s) and has been rated satisfactory. Until that occurs, the employee's salary shall remain frozen at the rate of pay for the previous year.

45. Advanced Degree Stipends:

	Out-of-Field*	In-Field
Master's Degree	\$2,600	\$3,650
Specialist Degree	\$5,000	\$6,800
Doctor's Degree	\$7,000	\$8,000
Basic Incentive Award	\$1,400	\$2,000
Advanced Incentive Award	\$2,200	\$2,700

*Effective November 1, 1994, bargaining unit members may only qualify to earn degree's in-field. However, unit members who held out-of-field degrees and incentives on November 1, 1994, shall continue to receive the remuneration listed above in the column entitled "out-of-field" for as long as they work for the Board in this bargaining unit without a break in service. A Board approved leave is not considered a break in service.

Bargaining unit members hired prior to July 1, 2011 who earn an advanced degree shall be granted an in-field advanced degree stipend as defined in Appendix A.

Bargaining unit members hired on or after July 1, 2011 who earn an advanced degree shall be paid a salary supplement in the amount equal to the advanced degree stipend above; but only if the advanced degree is in the bargaining unit member's area of certification.

56. New Educator Professional Improvement Supplement: A three hundred dollar (\$300) payment shall be payable to any teacher who has less than three (3) years of credited experience and accumulates a minimum of six (6) college credits or the equivalent in-service coursework within any of the first three (3) years of teaching experience on the salary schedule. The courses should enable employees to become highly qualified or to improve their skills in their teaching field(s).

67. Pursuant to Article 18 of the collective bargaining agreement, between the School Board of Broward County, Florida and the Broward Teachers Union, instructional personnel who demonstrate outstanding performance are eligible to earn a supplement equal to at least 5% of the employee's annual base salary. Eligibility is based upon meeting and maintaining satisfactory performance ratings and maintaining the requirements of either National Board Certification (NBC) or the Broward County Recognition Program (if ineligible to apply for NBC). This program is in conformance with existing Florida statute, detailed in s1012.34, and Broward County School Board policy 4214, Professional Pathways.

78. The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.

2014-2015 2015-2016 PAY FOR PERFORMANCE INITIAL PLACEMENT CHART FOR TEACHERS HIRED AFTER JUNE 30, 2014 2016

Years of Experience	Level	Salary
0-1 <u>0-2</u>	A	\$40,000 <u>\$40,724</u>
2-3	B	\$41,000 <u>\$41,742</u>
3-6 <u>4-7</u>	C	\$42,000 <u>\$42,760</u>
7-8	D	\$42,500 <u>\$43,269</u>
8-9 <u>9-10</u>	E	\$43,200 <u>\$43,981</u>
10-11	F	\$43,700 <u>\$44,490</u>
11-12	G	\$44,000 <u>\$44,796</u>
12-13	H	\$44,450 <u>\$45,254</u>
13-14	I	\$44,700
14-15	J	\$45,600
16-17	K	\$46,400
18-19	L	\$47,000
20-21	M	\$48,100
22-23	N	\$49,200
24-25	O	\$50,400
26-27	P	\$51,600
28-29	Q	\$54,000
30-31	R	\$58,500
32-33	S	\$66,700
34-35	Longevity Level A	\$71,250

PAY FOR PERFORMANCE SCHEDULE PLACEMENT CHART FOR TEACHERS

New teachers on the Pay for Performance Salary Schedule shall be initially placed on the salary level reflected in the Pay for Performance Schedule Placement Chart. ~~The Pay for Performance Schedule Placement Chart shall be adjusted annually and aligned to the Grandfathered schedule as negotiated between the parties.~~

The Years of Experience column is solely for initial placement of teachers on the Pay for Performance Schedule. Annual salary increases following initial placement shall be based upon the outcome of each teacher's overall evaluation

rating and/or negotiated increases. In accordance with F.S. 1012.22 only teachers receiving an overall evaluation rating of Highly Effective or Effective are entitled to a Pay for Performance salary increase. Teachers receiving an overall evaluation rating of Needs Improvement or Unsatisfactory, or teachers who do not receive an evaluation, are not entitled to a Pay for Performance salary increase. Once placed upon the Pay for Performance Placement Chart, each teacher will receive salary increases based upon performance and will therefore have an individualized salary.

Rules for placement and negotiations regarding salary increases on the Pay for Performance Salary Schedule shall be governed by the Memorandum of Understanding signed on October 18, 2013, contained in this Agreement. In the event of a conflict between the wages, terms and conditions of the October 18, 2013 MOU and the newly negotiated ~~2014-2015~~ 2015-2016 wages, terms and conditions, the newly negotiated stipulations shall control.

Placement for teachers on the Pay for Performance Salary Schedule Placement Chart hired after July 1, 2014 shall be based on prior teaching experience up to thirteen (13) years of verified experience. Employees hired prior to July 1, 2014, including teachers who forfeit their Continuing Contract (CC) or Professional Services Contract (PSC) status, shall be initially placed on the Pay for Performance Schedule at their ~~last salary prior to placement on the Pay for Performance Schedule~~ current salary.

For the ~~2014-2015~~ 2015-2016 school year, teachers on the Pay for Performance Salary Schedule shall receive ~~an additional~~ a salary adjustment₂ based on the ~~2013-2014~~ 2014-2015 overall evaluation ratings₁ in the following manner:

1. Highly Effective - ~~4.26%~~ 3.46%
2. Effective - ~~2.13%~~ 1.81%

**PAY FOR PERFORMANCE
(FOR EMPLOYEES HIRED PRIOR TO JULY 1, 2014)**

Level	2013-2014 Salary Amount	Highly Effective 4.26% Increase	New Highly Effective Salary	Effective 2.13% Increase	New Effective Salary	*Effective Equity Adjustment
A	\$39,000	\$1,661.40	\$40,661.40	\$830.70	\$39,830.70	\$40,000.00
B	\$39,328	\$1,675.37	\$41,003.37	\$837.69	\$40,165.69	\$41,000.00
C	\$41,000	\$1,746.60	\$42,746.60	\$873.30	\$41,873.30	\$42,000.00
D	\$41,500	\$1,767.90	\$43,267.90	\$883.95	\$42,383.95	\$42,500.00
E	\$41,900	\$1,784.94	\$43,684.94	\$892.47	\$42,792.47	\$43,200.00
F	\$42,300	\$1,801.98	\$44,101.98	\$900.99	\$43,200.99	\$43,700.00
G	\$42,400	\$1,806.24	\$44,206.24	\$903.12	\$43,303.12	\$44,000.00
H	\$42,800	\$1,823.28	\$44,623.28	\$911.64	\$43,711.64	\$44,450.00
I	\$43,200	\$1,840.32	\$45,040.32	\$920.16	\$44,120.16	\$44,700.00
J	\$44,300	\$1,887.18	\$46,187.18	\$943.59	\$45,243.59	\$45,600.00
K	\$45,050	\$1,919.13	\$46,969.13	\$959.57	\$46,009.57	\$46,400.00
L	\$45,600	\$1,942.56	\$47,542.56	\$971.28	\$46,571.28	\$47,000.00
M	\$47,100	\$2,006.46	\$49,106.46	\$1,003.23	\$48,103.23	**\$48,103.23
N	\$48,100	\$2,049.06	\$50,149.06	\$1,024.53	\$49,124.53	\$49,200.00
O	\$49,250	\$2,098.05	\$51,348.05	\$1,049.03	\$50,299.03	\$50,400.00
P	\$50,500	\$2,151.30	\$52,651.30	\$1,075.65	\$51,575.65	\$51,600.00
Q	\$52,877	\$2,252.56	\$55,129.56	\$1,126.28	\$54,003.28	**\$54,003.28
R	\$56,377	\$2,401.66	\$58,778.66	\$1,200.83	\$57,577.83	\$58,500.00
S	\$65,677	\$2,797.84	\$68,474.84	\$1,398.92	\$67,075.92	**\$67,075.92
Longevity Level A	\$71,250	\$3,035.25	\$74,285.25	\$1,517.63	\$72,767.63	**\$72,767.63

*An Effective Equity Adjustment shall be given to employees when the effective salary falls below the same salary level amount on the 2014-2015 Pay for Performance Initial Placement Chart. Salaries reflected in the Effective Equity Adjustment column shall be the employees' new salary and shall be used to calculate the 2015-2016 school year salary increase.

**Equity adjustment not required.

**YEAR 2 GRANDFATHERED SALARY SCHEDULE
EFFECTIVE 2014-2015 SCHOOL YEAR**

Step	Level	Salary
1	A	\$40,000
2	B	\$41,000
4	C	\$42,000
5	D	\$42,500
6	E	\$43,200
7	F	\$43,700
8	G	\$44,000
10	H	\$44,450
11	I	\$44,700
12	J	\$45,600
13	K	\$46,400
15	L	\$47,000
16	M	\$48,100
17	N	\$49,200
18	O	\$50,400
19	P	\$51,600
20	Q	\$54,000
21A	R	\$58,500
22A	S	\$66,700
22	Longevity Level A	\$71,250

The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.

For the 2014-2015 school year, teachers on Step 22/Longevity Level A shall receive a one-time non-recurring longevity supplement of \$500.

During the 2014-2015 school year, employees shall remain at the same level and receive salary increases as mutually agreed upon by the parties. Salary amounts for the 2014-2015 school year can be found on Year 2 of the Grandfathered Salary Schedule above.

**YEAR 3 GRANDFATHERED SALARY SCHEDULE
EFFECTIVE 2015-2016 SCHOOL YEAR**

Step	Level	Salary
1	A	\$41,000
2	B	\$41,800 \$42,025
4	C	\$42,500 \$43,050
5	D	\$43,200 \$43,565
6	E	\$44,000 \$44,280
7	F	\$44,500 \$44,795
8	G	\$44,900 \$45,100
10	H	\$45,490 \$45,565
11	I	\$45,700 \$45,820
12	J	\$46,300 \$46,740
13	K	\$47,200 \$47,560
15	L	\$48,200
16	M	\$48,900 \$49,425
17	N	\$49,700 \$50,555
18	O	\$50,900 \$51,890
19	P	\$52,110 \$53,280
20	Q	\$55,000 \$55,865
21	R	\$59,100 \$60,520
22A	S	\$69,000

~~*Employees who were on Longevity Level A during the 2014-2015 school year, shall continue to receive the salary of \$71,250 as long as employment is continuous with the School Board of Broward County, FL in this bargaining unit. A Board approved leave does not constitute a break in service.~~

Employees on Levels "T" and U" shall receive a 2.5% increase for the 2015-2016 school year and the salary shall be \$73,035.

The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.

During the 2015-2016 school year, employees shall remain at the same level and receive salary increases as mutually agreed upon by the parties. Salary amounts for the 2015-2016 school year can be found on Year 3 Grandfathered Salary Schedule above.