

APPENDIX A

DUVAL COUNTY PUBLIC SCHOOLS

2020-2021

Teacher (Grandfather)

196 Days/7.33 Hours Daily

Pay Scale TA

GRADE	01		02		03		04	
	BACHELORS		MASTERS		SPECIALIST		DOCTORATE	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1*	45,891	31.94239						
2*	45,891	31.94239						
3*	45,891	31.94239						
4*	45,891	31.94239						
5*	45,891	31.94239						
6*	45,891	31.94239						
7*	45,891	31.94239						
8*	45,891	31.94239	47,091	32.77765	48,741	33.92614	50,741	35.31823
9*	45,891	31.94239	47,091	32.77765	48,741	33.92614	50,741	35.31823
10*	45,891	31.94239	47,091	32.77765	48,741	33.92614	50,741	35.31823
11*	45,891	31.94239	47,091	32.77765	48,741	33.92614	50,741	35.31823
12	45,891	31.94239	47,091	32.77765	48,741	33.92614	50,741	35.31823
13	45,891	31.94239	47,091	32.77765	48,741	33.92614	50,741	35.31823
14	46,391	32.29042	47,591	33.12568	49,491	34.44817	51,491	35.84027
15	46,891	32.63844	48,091	33.47370	50,491	35.14422	51,991	36.18830
16	47,891	33.33449	49,091	34.16975	51,991	36.18830	52,991	36.88434
17	48,891	34.03054	50,091	34.86580	53,491	37.23237	53,991	37.58039
18	49,891	34.72659	51,591	35.90988	54,991	38.27644	55,491	38.62447
19	50,891	35.42264	53,091	36.95395	56,491	39.32052	56,991	39.66854
20	52,391	36.46671	55,091	38.34605	57,991	40.36459	58,491	40.71262
21	53,892	37.51148	57,091	39.73815	59,491	41.40866	60,491	42.10471
22	55,892	38.90358	59,091	41.13024	60,991	42.45274	62,491	43.49681
23	57,892	40.29568	61,091	42.52234	62,491	43.49681	64,491	44.88891
24	59,892	41.68778	63,091	43.91444	64,491	44.88891	66,491	46.28101
25	61,892	43.07988	65,091	45.30654	66,491	46.28101	68,491	47.67311
26	63,892	44.47198	67,091	46.69864	68,491	47.67311	70,491	49.06521
27	65,892	45.86408	69,091	48.09074	70,491	49.06521	72,491	50.45730
95	67,892	47.25617	71,091	49.48284	72,491	50.45730	74,491	51.84940

* Denotes new hires placed on the performance pay teacher salary schedule. Employees with one to thirteen years of experience will be placed at a starting pay of \$45,891 on the Performance Pay scale.

Level Movement - A teacher who worked one (1) day more than half of the previous work year in his/her position in Duval County shall advance one level on the salary schedule.

Employees who have completed one year on Level 95 will receive \$500 for each year they have remained on Level 95 for a maximum of \$2,000.

- Level 95 - Year 1 - Increase equals step movement
- Level 95 - Year 2 - \$500 Supplement
- Level 95 - Year 3 - \$1,000 Supplement
- Level 95 - Year 4 - \$1,500 Supplement
- Level 95 - Year 5 - \$2,000 Supplement

Minimum Salary Increases for the 2020-2021 school year:

For the 2020-2021 school year, teachers on the Grandfather Schedule earning a salary below the newly established minimum salary of \$45,891, will receive a salary adjustment to reflect the new minimum. If the adjustment to the new minimum does not result in at least a 2% increase, salary will be adjusted to reach 2%.

After receiving a step, teachers on Levels 9-12 of the Grandfather Salary Schedule will be adjusted (compressed) to Level 13. The new Level 13 will be adjusted to \$45,891. The new Level 14 will be adjusted to \$46,391. Beginning with Level 15 of the Grandfather Salary Schedule, the amount of each level will be increased by \$91.

Audiologists:

Beginning in the 2019-20 school year, newly hired Audiologists will be placed on the Performance Pay salary schedule with a starting salary equivalent to Level 13 of the Grandfather (TA) Salary Schedule.

DUVAL COUNTY PUBLIC SCHOOLS

2020-2021

Teacher (Performance Pay)

196 Days/7.33 Hours Daily

Pay Scale TC

	Min	Max
Tier I	45,891	47,891
Tier II	47,892	49,891
Tier III	49,892	53,892
Tier IV	53,893	61,892
Tier V	61,893	74,491

Advanced Degrees: Teachers hired on or after July 1, 2011, who hold an advanced degree in their area of certification shall be compensated at the highest degree level in the form of an annual Advanced Degree Supplement as follows:

Masters Degree - \$1,000	Specialist Degree - \$1,200	Doctorate Degree - \$1,500
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Teachers hired prior to July 1, 2011 who elect to convert to the Performance Pay Schedule, will be paid the appropriate advanced degree supplement as stated above.

Placement on the Performance Salary Schedule

Annual Contract Employees – Employees on annual contract as of July 1, 2014 shall be automatically placed on the performance based salary schedule as required by law. Placement shall be made based on the employee's then current salary from the Grandfather Salary Schedule. **Total Salary is calculated as follows: Base Salary (Originally from the Grandfather Salary Schedule) plus all earned performance incentives since July 1, 2015. Any eligible supplements are paid in addition to total salary.**

Newly Hired Employees – Beginning July 1, 2015, initial salary placement for newly hired teachers on the Performance Based salary schedule shall be determined based on his/her years of full-time teacher experience as set forth in the approved Teacher Salary schedule. Each year of creditable, verified teaching experience shall correspond to the equivalent salary available to an equally experienced teacher on the Grandfathered Salary Schedule, not to exceed the maximum allowable. Once established, the teacher shall be placed on Performance Schedule at the established salary.

Current Non-Instructional Employees – Current district employees not in an instructional position as of July 1, 2015 (but who were formerly in a district instructional position) who are later reassigned to an instructional position shall be assigned to the Grandfather Salary Schedule. Such employees shall be permitted to elect into the Performance Base schedule within 30 days of his/her reassignment.

Authorized Leave - Teachers who have continuing contract status or tenure who are on authorized leave during an authorized election period shall be permitted to elect into the PBS schedule within 30 days of his/her reassignment. This provision shall not apply to employees on unauthorized leave who return after July 1, 2014.

Employees who are placed on or opt onto the Performance Salary Schedule shall not be eligible to return to the Grandfather Salary Schedule.

Salary Progression

Eligible teachers assigned to the Performance Salary Schedule will receive an annual performance increase. Teachers rated as Highly Effective (HE) shall receive a performance increase of \$2,001 and teachers rated as Effective (E) shall receive a performance increase of \$1,000.50. Teachers with performance ratings of less than Effective (E) will not be eligible for Performance increases and shall retain the same salary.

Minimum Salary Increase for the 2020-2021 school year:

For the 2020-2021 school year, teacher unit employees on the Performance Pay Salary Schedule will minimally receive \$2,001 for a Highly Effective (“HE”) rating on the 2018-2019 final evaluation score, \$1,000.50 for an Effective (“E”) rating on the 2018-2019 final evaluation score, or \$500 for a D/NI/No Score on the 2018-2019 final evaluation score. Employees transferring into the district will have until March 1, 2021 to submit 2018-2019 Florida final evaluation scores. If the final evaluation score reflects a rating of Highly Effective or Effective, the employee will receive the prorated difference for the evaluation values.

Teachers on the Performance Pay Schedule earning a salary below the newly established minimum salary of \$45,891, will receive a salary adjustment to reflect the new minimum. If the adjustment to the new minimum does not result in at least a 2% increase, salary will be adjusted to reach 2%.

Audiologists:

Beginning in the 2019-20 school year, newly hired Audiologists will be placed on the Performance Pay salary schedule with a starting salary equivalent to Level 10 of the Grandfather (TA) Salary Schedule.