

This is the salary schedule created using the salary calculator tool via the district's webpage <http://www.leeschools.net/index.cfm?p=new-hire-rehire-instructional-compensation-estimator> on March 30, 2016. The salaries listed are estimates of what a new teacher with outside experience (up to 27 years, a maximum of 10 of those years can be out-of-state public schools, colleges or universities) can expect to earn in his/her first year with the district.

Years of Experience	BA Salary	MA Salary
0	40,000	42,500
1	40,000	42,500
2	40,000	42,500
3	40,000	42,500
4	40,000	42,500
5	40,000	42,500
6	40,000	42,500
7	40,000	42,500
8	40,000	42,500
9	41,066	43,566
10	42,725	45,225
11	43,793	46,293
12	43,793	46,293
13	45,108	47,608
14	45,108	47,608
15	45,108	47,608
16	46,506	49,006
17	46,506	49,006
18	47,947	50,447
19	47,947	50,447
20	49,625	52,125
21	49,625	52,125
22	52,136	54,636
23	53,179	55,679
24	55,871	58,371
25	57,100	59,600
26	59,874	62,374
27	61,985	64,485

# NEW HIRE/REHIRE INSTRUCTIONAL COMPENSATION ESTIMATOR

For new hire instructional applicants, please fill out the below fields to determine your estimated compensation.

How many years of Florida Public years of instructional experience do you have?

How many years of Out of State Public years of instructional experience do you have?

Display Estimated Salary

A maximum of ten (10) years experience in out-of-state public schools, state colleges and universities, U.S. government schools for dependents, public school in the American Virgin Islands, Guam, American Samoan Islands, and Puerto Rico shall be allowed for salary credit.



**SimpLEE the Best**  
The Right Talent  
in the Right Place

## New Hire Instructional Salary

**Your estimated annual base salary is: \$40,000.00**

This is an **ESTIMATE** only. Please note that your work experience must be verified and accepted by Human Resources to determine eligibility and actual compensation.

### **Board Paid Benefits**

**Estimated Florida Retirement System: \$2,904.00**

**Health/Life Insurance: \$6,915.60**

***Estimated Total Compensation and Benefits Package: \$49,819.60***

**Board Paid Retirement:** The current Florida Retirement System (FRS) contribution rate is 7.26%.

**Board Paid Insurance:** The Board currently contributes \$6,872.40 annually for Employee Health Insurance and \$43.20 annually for Employee Life Insurance.

**Experience Credit:** All verified and accepted years of experience in Florida public schools districts outside of Lee County shall be recognized for salary credit. A maximum of ten (10) years of verified and accepted years of experience from out-of-state public schools shall be recognized for salary credit.

### **Additional Compensation Opportunities**

#### **Advanced Degree Supplements:**

*F.S. 1012.22 (1)(c)3 For instructional personnel hired on or after July 1, 2011, credit for the advanced degree held must be in the individual's area of certification and paid as a salary supplement.*

Master Degree: \$2,500 per year

Specialist Degree: \$4,000 per year

Doctorate Degree: \$5,000 per year

#### **FY16 Market Incentives\*:**

Hard to Staff Schools: \$4,000 per year

Hard to Staff Subjects: \$1,000 per year

#### **FY17 Market Incentives\*:**

Hard to Staff Schools: No Less Than \$2,500 per year

Hard to Staff Subjects: \$1,000 per year

\*To be eligible for the Hard to Staff School supplement, the teacher must work in a Hard to Staff School and receive an Effective or Highly Effective evaluation. To be eligible for a Hard to Staff Subject supplement, the teacher must be assigned to a Hard to Staff subject in a Hard to Staff School, receive an Effective or Highly Effective evaluation, and be highly qualified in that subject area.

This is the estimated starting salary for a teacher with the maximum credit for previous teaching experience (27 or more years, no more than 10 of those years in out-of-state public schools or college/university).



## New Hire Instructional Salary

**Your estimated annual base salary is: \$61,984.59**

This is an **ESTIMATE** only. Please note that your work experience must be verified and accepted by Human Resources to determine eligibility and actual compensation.

### **Board Paid Benefits**

**Estimated Florida Retirement System: \$4,500.08**

**Health/Life Insurance: \$6,915.60**

***Estimated Total Compensation and Benefits Package: \$73,400.27***

**Board Paid Retirement:** The current Retirement System (FRS) contribution rate is 7.26%.

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Please refer to the TALC Collective Bargaining Agreement, Article 15, Compensation regarding experience credit eligibility and instructional supplemental salary schedule for additional opportunities: [Labor Relations page](#)  
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