

The salary schedule found here on page 1 was posted on the district website as of February 25, 2017. The 2016-2017 Addendum to the 2015-2017 Contract contained the salary information found here on page 2. Although those pages are classified as a proposal, the Performance A0 Salary Schedule matches the schedule found on the district website. Annual salary increases are dependent on evaluation rating, as per state law and outlined on page 2. For NCTQ's analysis, the minimum/maximum salaries on page 1 were used.

STUDENTS PARENTS EMPLOYEES COMMUNITY

2016-2017 Teacher Salary Schedule

Additional information concerning employee salary is available at <http://salary.dadeschools.net> which includes Tuition Reimbursement, Credential Payment, Salary Supplements, and salary credit for Teaching Experience.

UTD A0		UTD A0		UTD A0	
10-Month Schedule		Adult/Vocational Schedule		12-Month Schedule (250 Day Work Year)	
	Bachelor's Base Salary		Bachelor's Base Salary		Bachelor's Base Salary
<i>Minimum</i>	\$40,800	<i>Minimum</i>	\$48,960	<i>Minimum</i>	\$47,390
<i>Maximum</i>	\$72,000	<i>Maximum</i>	\$86,400	<i>Maximum</i>	\$83,628

<i>Master's Credential Supplement</i>	\$3,100	<i>Master's Credential Supplement</i>	\$3,720	<i>Master's Credential Supplement</i>	\$3,720
<i>Specialist Credential Supplement</i>	\$5,150	<i>Specialist Credential Supplement</i>	\$6,180	<i>Specialist Credential Supplement</i>	\$6,180
<i>Doctorate Credential Supplement</i>	\$7,200	<i>Doctorate Credential Supplement</i>	\$8,640	<i>Doctorate Credential Supplement</i>	\$8,640

2016 - 2017 10-Month Schedule Teaching Experience Chart*

Years of Experience	US Public School Percent	Base Salary With U.S. Public School Experience	Non - Public School Percent	Base Salary With Non-Public School Experience
0 - 1	0	\$40,800	0	\$40,800
2 - 3	1.5	\$41,412	1	\$41,208
4 - 5	3	\$42,024	2	\$41,616
6 - 7	4.5	\$42,636	3	\$42,024
8 - 9	6	\$43,248	4	\$42,432
10 - 11	7.5	\$43,860	5	\$42,840
12 - 13	9	\$44,472	6	\$43,248
14 - 15	10.5	\$45,084	7	\$43,656
16 - 17	12	\$45,696	8	\$44,064
18 - 19	13.5	\$46,308	9	\$44,472
20 +	15	\$46,920	10	\$44,880

*THIS IS AN ESTIMATE ONLY OF TEACHING EXPERIENCE CREDIT AND IS NOT FINAL UNTIL REVIEWED AND VERIFIED BY COMPENSATION ADMINISTRATION. All years of experience must be verified by way of the teaching experience verification form ([FM-1958](#)) or non-teaching experience verification form ([FM-7086](#)).

US Public School Teaching Experience

- 1.5% above the starting teacher salary for each two years of creditable experience for a maximum of 15%

Non-Public School Teaching Experience

- 1.0% above the starting teacher salary for each two years of creditable experience for a maximum of 10%
- Non-Public School experience Includes: U.S. Private School or Charter School with documentary evidence of appropriate state certification
- Foreign Public School or Private School with proof from the accrediting agency in that foreign country
- Each two years of full-time industry aligned work experience

Rehired Teachers

- Rehired teachers who have been separated from M-DCPS may return at their previously held salary or have all eligible years of experience reviewed and placed according to the above criteria if separated for more than one calendar year

Retired Teachers

- Retired teachers from any Public School or Private School will have all eligible years of experience reviewed up to a maximum of 10% above the starting teacher salary

For information on specific types of experience, please contact the Compensation Administration department by sending an electronic inquiry to SALINQ@dadeschools.net, by phone at 305-995-7040 or by clicking this link [Salary Experience Credit](#) to view details.

**M-DCPS Salary Proposal #1 (Revised 2)
(UTD, 2016)**

Instructional Personnel

Pursuant to Florida Statutes Section 1012.22 and Chapter 447, Florida Statutes, the Grandfathered A0 Salary Schedule and the Performance A0 Salary Schedule below are collectively bargained on a yearly basis and these schedules replace all previously bargained grandfathered and performance pay salary schedules.

Grandfathered A0 Salary Schedule		
10 Month	12 Month	Adult/Vocational
\$40,500 \$40,800 (Min) \$71,385 \$72,000 (Max)	\$47,041 \$47,390 (Min) \$ 82,914 \$83,628 (Max)	\$48,600 \$48,960 (Min) \$85,662 \$86,400 (Max)

Eligible employees on the Grandfathered A0 Salary Schedule shall receive a 3.37% salary adjustment to their base salary, up to the maximum, effective July 1, 2016.

Performance A0 Salary Schedule		
10 Month	12 Month	Adult/Vocational
\$40,500 \$40,800 (Min) \$71,385 \$72,000 (Max)	\$47,041 \$47,390 (Min) \$ 82,914 \$83,628 (Max)	\$48,600 \$48,960 (Min) \$85,662 \$86,400 (Max)

Eligible employees on the Performance A0 Salary Schedule shall receive a salary adjustment to their base salary, up to the maximum, effective July 1, 2016 as follows:

Highly Effective** 3.57%
Effective** 2.6775% (75% of Highly Effective)

* Salary adjustments have been determined in accordance with the following provisions of Florida Statutes Section 1012.22.

- The annual salary adjustment under the performance salary schedule for an employee rated as "Highly Effective" must be greater than the highest annual salary adjustment available to an employee of the same classification through any other salary schedule adopted by the District.
- The annual salary adjustment under the performance salary schedule for an employee rated as "Effective" must be equal to at least 50 percent and no more than 75 percent of the annual adjustment provided for a "Highly Effective" employee of the same classification.
- The Performance Salary Schedule shall not provide an annual salary adjustment for an employee who receives a rating other than "Highly Effective" or "Effective" for the evaluation year.

**Ratings based upon 2014-2015 evaluation data.

A procedure will be developed with UTD to allow teachers to opt-in into the Performance Pay Salary Schedule upon their return in August 2016.

Supplements

Title I Supplement

Instructional employees assigned to Title 1 Schools will receive a yearly supplement in the amount of:

Free and Reduced Lunch Percentage	Amount
90-100	\$500
80-89.99	\$300
Title 1 minimum – 79.99	\$100

School Assignment Supplement

Employees assigned to schools that earned a grade of "F" or three consecutive grades of "D" will receive a \$100 yearly supplement. This supplement will remain in force for at least 1 year following improved performance in that school.

[Handwritten signatures and dates in blue ink: 5/25/16]