



PAYMENT FOR TEACHING EXPERIENCE

Salaries are based on training and experience. In accordance with the Classroom Teachers Association (CTA) contract, the District will treat years of teaching experience out of the District the same as years of experience within the District. Teachers may be given credit for up to twenty-six (26) years prior full-time creditable school teaching experience, to be granted on an equitable basis as comparable to existing District Teachers. A year is based upon completion of more than one-half the number of days in the contractual period. Experience must be as a certified teacher. Upon employment, it is the responsibility of the employee to have experience verified on the appropriate forms. Verification forms (PBSD 2044) can be obtained from Compensation & HR Planning, A-115 in FHESC, 3300 Forest Hill Boulevard, West Palm Beach, FL 33406 or on the District web site at www.palmbeachschools.org/Forms/Index.asp. Teachers will be paid beginning teacher salary until verification of previous teaching experience has been received and approved by the Compensation & HR Planning Department. **Verification must be received within 90 days after hire for experience step payment to be effective as of hire date.**

As provided in State Law, Teachers must successfully complete at least three (3) years of teaching in the District before being eligible to be offered a Professional Service Contract (PSC). All contracts issued before being eligible for a PSC will be one-year contracts. In addition, during the initial year of employment as a regular Teacher, a Teacher may be terminated within the first 97-days of employment or the Teacher may resign his/her employment with the District without a breach of contract.

PAYMENT FOR ADVANCED DEGREES FROM ACCREDITED INSTITUTIONS

Master: Add \$3,000 to Bachelor degree
 Double Master: Add \$4,500 to Bachelor degree
 Specialist: Add \$4,500 to Bachelor degree
 Doctorate: Add \$6,000 to Bachelor degree

Teachers may receive pay for advanced degrees **provided** one of the three (3) following conditions is met:

1. The major of the advanced degree is in one of the approved areas under the terms of the CTA Bargaining Agreement;
2. The major of the advanced degree is in one of the areas of certification as a regular classroom teacher, **OR**
3. The degree includes, or subsequently is followed by, twelve (12) graduate hours or equivalent in:

- A. One of the content areas of certification as a regular teacher,
- B. Reading,
- C. Mathematics,
- D. Special Education,
- E. Science, or
- F. English to Speakers of Other Languages (ESOL).
- G. Each advanced degree must meet the above requirements including a second Master, Specialist or Doctorate degree.

Advanced degrees must include at least fifteen (15) semester hours in the field with no more than three (3) hours for practicum or thesis. Content area courses must bear the prefix of the appropriate subject area on the certificate. The Director of Compensation & HR Planning or designee shall make a determination as to which graduate courses qualify. Teachers will be paid beginning teacher salary until verification of qualified advanced degree(s) has been received and approved by the Compensation & HR Planning Department. Teachers serving in areas of professional certification (e.g., Speech Pathologist, Physical/Occupational Therapists, etc.) may receive payment for advanced degrees in those areas.

Tentative FY2010/2011 (Pending Negotiations)
 Teacher Salary Schedule – Bachelor Degree

Salary Step	Annual / Professional Service/ Continuing Contract
1	\$36,822
2	36,924
3	37,485
4	38,260
5	38,403
6	39,423
7	40,379
8	41,310
9	42,508
10	43,554
11	44,870
12	46,647
13	48,190
14	49,648
15	51,152
16	52,411
17	53,652
18	55,129
19	56,618
20	58,332
21	60,046
22	61,851
23	63,687
24	64,631
25	65,576
26	66,200
Longevity Step	71,245

SCHOOL PSYCHOLOGISTS, OCCUPATIONAL/PHYSICAL THERAPISTS, AUDIOLOGISTS, SPEECH PATHOLOGISTS, AND ROTC INSTRUCTORS

The above positions shall be paid on the Teacher Salary Schedule based on experience and contract status. The entry level for these positions shall be Step 10 on the Teacher Salary Schedule, provided established criteria are met. Only actual years of teaching experience can be credited toward achieving step 19 on the salary schedule.

- School Psychologists holding a current "National Certified School Psychologist" (NCSP) Certificate may receive \$2,000* annual supplement in addition to base salary.
- Speech Language Pathologists (SLP) holding a valid Certificate of Clinical Competence (CCC) through ASHA and current ASHA card may receive \$2,000* annual supplement in addition to base salary.
- Teachers who have been awarded National Board Certification will receive \$2,000* in addition to any supplemental amount appropriated by the Florida State Legislature.
** May only be receiving one of the above supplements at any one time.*