



**THE SCHOOL DISTRICT OF PALM BEACH COUNTY**  
**DIVISION OF HUMAN RESOURCES**  
 3300 Forest Hill Blvd., A-152, West Palm Beach, FL 33406  
[www.palmbeachschools.org](http://www.palmbeachschools.org)

## Performance Instructional SALARY INFORMATION

Effective July 1, 2014

### Performance Salary Schedule – Bachelor Degree

#### 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 25 years prior full-time creditable school teaching experience, to be granted on an equitable basis comparable to existing District Teachers. As existing District Teachers have received a combination of pay increases for the last several fiscal years, Teachers new to the District as of 7/1/14 may receive all their years of creditable / verifiable teaching experience minus 5 years for purposes of internal equity. Experience must be as a certified teacher.

For retired Teachers returning to teaching, retirees from Florida or elsewhere who are re-employed as Teachers may be initially placed up to \$42,700 (the equivalent value of step 7 as depicted on the Grandfathered Salary Schedule). 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 & Employee Information Services, A-152 at FHESC, 3300 Forest Hill Boulevard, West Palm Beach, FL 33406 or online at [www.palmbeachschools.org/Forms/Index.asp](http://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 & Employee Information Services Department. Verification must be received within 90 days after hire for initial experience credit payment to be effective as of hire date.

#### SCHOOL PSYCHOLOGISTS, OCCUPATIONAL/PHYSICAL THERAPISTS, AUDIOLOGISTS, SPEECH PATHOLOGISTS, AND ROTC INSTRUCTORS (Must submit Form PBSD 2277)

The above positions shall be paid an initial salary on the Performance Salary Schedule based on experience and contract status. The entry level for these positions shall be \$46,110 (the equivalent value of step 10 as depicted on the Grandfathered Salary Schedule), provided established criteria are met. Only actual years of teaching experience can be credited toward achieving the value of step 19 as depicted on the Grandfathered 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.

Salary Range	Annual Contract
Minimum	\$39,000
Maximum	\$73,750

The FY 2014 / 2015 Performance Salary Schedule is established pursuant to Florida Statute §1012.22(1)(c)(1)(d) and includes, but is not limited to the following Student Success Act legislative provisions:

- The initial base salary for instructional personnel on Annual Contract or for those who opt into the Performance Salary Schedule shall be the salary paid in the prior year.
- The annual salary adjustment under the Performance Salary Schedule for an employee that is 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 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.
- Teachers new to the District or Teachers that are rehired after a break in service must successfully complete a one (1) year probationary annual contract before becoming eligible for one (1) year non-probationary annual contract. A Teacher may be terminated at any time during the initial year of employment as a regular probationary Teacher.

#### SUPPLEMENT FOR ADVANCED DEGREES FROM ACCREDITED INSTITUTIONS (Submit Form PBSD 2277)

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

Effective July 1, 2011, as provided in State Law, Teachers that are new to the District or Teachers that are rehired after a break in service may receive pay for advanced degrees provided the degree is held in their teaching certification area.\*\* (Must submit Form PBSD 2277)

Teachers will be paid beginning teacher salary until verification of a qualified advanced degree has been received and approved by the Compensation & EE Information Services Dept. Teachers serving in areas of professional certification (e.g., Speech Pathologist, Physical/Occupational Therapists, etc.) may receive payment for advanced degrees in those areas if holding a Teaching Certificate in those areas (per State Law).

\*\* Per the CTA CBA, excludes Educational Leadership certification.

TEACHING EXPERIENCE Verification Form PBSD 2044 is available online at [www.palmbeachschools.org/Forms/Index.asp](http://www.palmbeachschools.org/Forms/Index.asp).

Department of Compensation & Employee Information Services

3300 Forest Hill Blvd, A-152, West Palm Beach FL 33406, Phone: (561)434-8777 / Fax: (561)357-1179

Teaching Experience verification forms should be submitted to A-152 within 90 days after hire for payment to be effective from initial hire date.



**Effective July 1, 2013**  
**Grandfathered Salary Schedule**  
**Bachelor Degree**

Salary Step	Professional Service/ Continuing Contract
1	\$39,000
2	39,100
3	39,500
4	40,000
5	40,724
6	41,500
7	42,700
8	43,900
9	45,000
10	46,110
11	47,308
12	48,354
13	49,670
14	51,447
15	52,990
16	54,448
17	55,952
18	57,211
19	58,452
20	60,029
21	61,532
22	63,632
23	65,346
24	67,151
25	68,987
26	70,800
27	71,800
LS	73,750

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

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 receive one of the above supplements at any one time.*

**SUPPLEMENT FOR ADVANCED DEGREES\*  
 FROM ACCREDITED INSTITUTIONS** (Submit Form PBSB 2277)

- 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

(\*For additional Advanced Degree criteria information, please visit the [Compensation website](#) and choose the applicable brochure).