

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the  
POLK EDUCATION ASSOCIATION, INC.**

**TEACHER**

**COLLECTIVE**

**BARGAINING**

**AGREEMENT**

**2013-2016**

**Amended November 12, 2013**

**SCHOOL BOARD OF POLK COUNTY, FL**  
**APPENDIX C – TEACHER SALARY SCHEDULE (196 Days)**  
**School Board Approved November 12, 2013**

For the 2013-2014 school year, employees deemed eligible, including psychologists, will advance one year of experience on the salary schedule.

Employees hired prior to July 1, 2011 will receive the base pay listed in this schedule. Employees hired on or after July 1, 2011 will receive the Level I bachelor's pay as their base pay. Additional pay for advanced degrees will be paid as a supplement.

Years of Experience prior to 2013-2014	Level I	Level II	Level III A	Level III B	Level III C	Level IV
0	\$36,750	\$38,931	\$38,956	\$39,589	\$39,649	\$39,970
1	\$37,750	\$39,931	\$39,956	\$40,589	\$40,649	\$40,970
2	\$38,350	\$40,531	\$40,556	\$41,189	\$41,249	\$41,570
3	\$38,950	\$41,131	\$41,156	\$41,789	\$41,849	\$42,170
4	\$39,550	\$41,731	\$41,756	\$42,389	\$42,449	\$42,770
5	\$40,150	\$42,331	\$42,356	\$42,989	\$43,049	\$43,370
6	\$40,750	\$42,931	\$42,956	\$43,589	\$43,649	\$43,970
7	\$41,350	\$43,531	\$43,556	\$44,189	\$44,249	\$44,570
8	\$41,950	\$44,131	\$44,156	\$44,789	\$44,849	\$45,170
9	\$42,550	\$44,731	\$44,756	\$45,389	\$45,449	\$45,770
10	\$43,150	\$45,331	\$45,356	\$45,989	\$46,049	\$46,370
11	\$43,750	\$45,931	\$45,956	\$46,589	\$46,649	\$46,970
12	\$44,350	\$46,531	\$46,556	\$47,189	\$47,249	\$47,570
13	\$44,950	\$47,131	\$47,156	\$47,789	\$47,849	\$48,170
14	\$45,550	\$47,731	\$47,756	\$48,389	\$48,449	\$48,770
15	\$46,150	\$48,331	\$48,356	\$48,989	\$49,049	\$49,370
16	\$46,750	\$48,931	\$48,956	\$49,589	\$49,649	\$49,970
17	\$47,350	\$49,531	\$49,556	\$50,189	\$50,249	\$50,570
18	\$47,950	\$50,131	\$50,156	\$50,789	\$50,849	\$51,170
19	\$48,550	\$50,731	\$50,756	\$51,389	\$51,449	\$51,770
20	\$49,150	\$51,331	\$51,356	\$51,989	\$52,049	\$52,370
21	\$49,750	\$51,931	\$51,956	\$52,589	\$52,649	\$52,970
22	\$51,000	\$53,181	\$53,206	\$53,839	\$53,899	\$54,220
23	\$52,250	\$54,431	\$54,456	\$55,089	\$55,149	\$55,470
24	\$53,500	\$55,681	\$55,706	\$56,339	\$56,399	\$56,720
25	\$56,175	\$58,356	\$58,381	\$59,014	\$59,074	\$59,395
26+	\$58,175	\$60,356	\$60,381	\$61,014	\$61,074	\$61,395

**ADVANCED DEGREES**

**Level II (All Master's Degrees):** Adds \$2,181 to a Level I Bachelor's Degree.

**Level III (Specialist Degrees):**

A. Master's Degree (in Administration) + Specialist/IA/I (in Administration) – Adds \$2,206 to a Level I Bachelor's Degree.

B. Master's Degree (in field of certification) + Specialist/IA/I (in Administration) – Adds \$2,839 to a Level I Bachelor's Degree.

C. Master's Degree (in field of certification) + Specialist/IA/I (in field of certification) – Adds \$2,899 to a Level I Bachelor's Degree.

**Level IV (All Doctorate Degrees):** Adds \$3,220 to a Level I Bachelor's Degree.

**PSYCHOLOGIST SALARY SCHEDULE  
(216-day Work Schedule)**

**Years of Experience 0 is based on Years of Experience 12, Teacher Salary Schedule**

Years of Experience as Psychologist in Prior to 2013-2014	Level II (MA plus Intern or Previous Experience)
0	\$51,279
1	\$51,940
2	\$52,602
3	\$53,263
4	\$53,924
5	\$54,585
6	\$55,246
7	\$55,908
8	\$56,569
9	\$57,230
10	\$58,608
11	\$59,985
12	\$61,363
13	\$64,311
14+	\$66,515

**NATIONAL BOARD CERTIFICATION**

Teachers with National Board Certification will be guaranteed a supplement from the State. If the State funding of this supplement falls below \$1,000.00 the Board will make up the difference up to a \$1,000.00 maximum. If the State funding is unexpectedly withdrawn or withheld, the parties agree to reopen discussion on this issue.

**TEACHER OF THE YEAR**

\$15,750.00 will be set aside to reward the Area Finalists, Overall Runner-Up, and the Winner of the Teacher of the Year for their performance.

**SPEECH/LANGUAGE PATHOLOGIST SUPPLEMENT**

Bachelor of Arts (grandfathered)	\$1,045
Master of Arts	\$262
Master of Arts w/Certificate of Clinical Competency	\$5,227

Speech/Language Pathologists with a Certificate of Clinical Competency are given a supplement from IDEA funds. If IDEA funds are not available for this purpose, the Polk County School Board will make up the difference up to \$1,000 maximum.

**SECONDARY GUIDANCE COUNSELORS**

Secondary Guidance Counselors shall receive 1/196 additional salary for up to 20 days based on the 196-day Teacher Salary Schedule.