

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

TEACHER

COLLECTIVE

BARGAINING

AGREEMENT

2019-2022

Board Approved May 12, 2020

Ratified March 18, 2020

SALARY SCHEDULES EXCERPT

APPENDIX B

TEACHER SALARY SCHEDULES 2019-2020

Section 1012.22(1), *Florida Statutes*, requires two salary schedules for paying teachers beginning in 2015-2016. Teachers who hold and choose to retain their Continuing Contract (CC) or their Professional Service Contract (PSC) (both CC and PSC contracts statutorily require due process for a teacher prior to termination) are required to be placed on a “Grandfathered Salary Schedule” and are denied access to “merit pay.”

All other teachers, regardless of their date of hire, are statutorily required to be placed on a “Performance Salary Schedule” which includes “merit pay.” Florida Statutes allow any teacher on the “Performance Salary Schedule” to have their employment terminated for no reason at the end of any year. CC and PSC teachers who choose to be paid on the “Performance Salary Schedule” are required to permanently relinquish their due process rights to continuing employment and become Annual Contract teachers.

APPENDIX B – TEACHER SALARY SCHEDULES cont.
TEACHER GRANDFATHERED SALARY SCHEDULE (196 days)
(Statutorily mandated for teachers with a Professional Service or Continuing Contract)

For the 2019-2020 school year employees will continue to be paid the same salary as 2018-2019 with no salary level advancement due to budgetary constraints. The intent of the language is to freeze salaries for the 2019-2020 school year.

***This schedule includes Teacher Network Managers
who will remain on the Grandfathered Schedule.
Years of Experience 0-8 are only available to Network Managers.**

Years of Experience prior to 2019-2020	Bachelor's Degree	Master's Degree	Specialist Degree	Doctorate Degree
0*	\$ 41,572	\$ 43,753	\$ 44,471	\$ 44,792
1*	\$ 41,871	\$ 44,052	\$ 44,770	\$ 45,091
2*	\$ 42,470	\$ 44,651	\$ 45,369	\$ 45,690
3*	\$ 42,770	\$ 44,951	\$ 45,669	\$ 45,990
4*	\$ 43,070	\$ 45,251	\$ 45,969	\$ 46,290
5*	\$ 43,370	\$ 45,551	\$ 46,269	\$ 46,590
6*	\$ 43,670	\$ 45,851	\$ 46,569	\$ 46,890
7*	\$ 43,970	\$ 46,151	\$ 46,869	\$ 47,190
8*	\$ 44,270	\$ 46,451	\$ 47,169	\$ 47,490
9	\$ 44,870	\$ 47,051	\$ 47,769	\$ 48,090
10	\$ 45,170	\$ 47,351	\$ 48,069	\$ 48,390
11	\$ 46,070	\$ 48,251	\$ 48,969	\$ 49,290
12	\$ 46,370	\$ 48,551	\$ 49,269	\$ 49,590
13	\$ 46,970	\$ 49,151	\$ 49,869	\$ 50,190
14	\$ 47,570	\$ 49,751	\$ 50,469	\$ 50,790
15	\$ 48,170	\$ 50,351	\$ 51,069	\$ 51,390
16	\$ 48,770	\$ 50,951	\$ 51,669	\$ 51,990
17	\$ 49,370	\$ 51,551	\$ 52,269	\$ 52,590
18	\$ 49,970	\$ 52,151	\$ 52,869	\$ 53,190
19	\$ 50,570	\$ 52,751	\$ 53,469	\$ 53,790
20	\$ 51,170	\$ 53,351	\$ 54,069	\$ 54,390
21	\$ 51,770	\$ 53,951	\$ 54,669	\$ 54,990
22	\$ 52,370	\$ 54,551	\$ 55,269	\$ 55,590
23	\$ 52,970	\$ 55,151	\$ 55,869	\$ 56,190
24	\$ 53,570	\$ 55,751	\$ 56,469	\$ 56,790
25	\$ 54,170	\$ 56,351	\$ 57,069	\$ 57,390
26	\$ 55,670	\$ 57,851	\$ 58,569	\$ 58,890
27	\$ 56,870	\$ 59,051	\$ 59,769	\$ 60,090
28	\$ 58,070	\$ 60,251	\$ 60,969	\$ 61,290
29	\$ 60,770	\$ 62,951	\$ 63,669	\$ 63,990
30+	\$ 62,870	\$ 65,051	\$ 65,769	\$ 66,090

APPENDIX B – TEACHER SALARY SCHEDULES cont.

**TEACHER PERFORMANCE SALARY SCHEDULE
INITIAL PLACEMENT MATRIX**

This Matrix is only for the initial placement of teachers based upon their credited years of experience on the Teacher Performance Salary Schedule below.

Years of Experience Completed Prior to the Current Year.	Placement Level
0	001
1	003
2	005
3	007
4	009
5	010
6	011
7	012
8	013
9	014
10	015
11	016
12	019
13	021
14	023
15	025
16	027
17	029
18	031
19	033
20	035
21	037
22	039
23	041
24	043
25	045
26	047
27	049
28	051
29	053
30	055
31	057
32	059
33	061

APPENDIX B – TEACHER SALARY SCHEDULES cont.

TEACHER PERFORMANCE SALARY SCHEDULE (196 days)

(Statutorily mandated for teachers holding or accepting
Annual Contracts or Probationary Contracts)

For the 2019-2020 school year employees will continue to be paid the same salary as 2018-2019 with no salary level advancement due to budgetary constraints. The intent of the language is to freeze salaries for the 2019-2020 school year.

Level	Salary
001	\$40,972
004	\$41,872
007	\$42,772
010	\$43,672
013	\$44,572
016	\$45,472
019	\$46,372
022	\$47,272
025	\$48,172
028	\$49,072
031	\$49,972
034	\$50,872
037	\$51,772
040	\$52,672
043	\$53,572
046	\$54,472
049	\$55,372
052	\$56,272
055	\$57,172
058	\$58,072
061	\$58,972
064	\$59,872
067	\$60,772
070	\$61,672
073	\$62,572
076	\$63,472

Level	Salary
002	\$41,272
005	\$42,172
008	\$43,072
011	\$43,972
014	\$44,872
017	\$45,772
020	\$46,672
023	\$47,572
026	\$48,472
029	\$49,372
032	\$50,272
035	\$51,172
038	\$52,072
041	\$52,972
044	\$53,872
047	\$54,772
050	\$55,672
053	\$56,572
056	\$57,472
059	\$58,372
062	\$59,272
065	\$60,172
068	\$61,072
071	\$61,972
074	\$62,872
077	\$63,772

Level	Salary
003	\$41,572
006	\$42,472
009	\$43,372
012	\$44,272
015	\$45,172
018	\$46,072
021	\$46,972
024	\$47,872
027	\$48,772
030	\$49,672
033	\$50,572
036	\$51,472
039	\$52,372
042	\$53,272
045	\$54,172
048	\$55,072
051	\$55,972
054	\$56,872
057	\$57,772
060	\$58,672
063	\$59,572
066	\$60,472
069	\$61,372
072	\$62,272
075	\$63,172
078	\$64,072

APPENDIX B – TEACHER SALARY SCHEDULES cont.

ADVANCED DEGREES

For employees paid on the Teacher Salary Schedule, the compensation for a credited Advanced Degree shall be added to their assigned pay level and be a part of their permanent base pay unless earned after June 30, 2011. For all advanced degrees earned after June 30, 2011 and for employees hired after June 30, 2011, the additional compensation for a credited advanced degree will be paid as a supplement. Advanced degree pay is part of an employee’s daily rate of pay calculation when employees are contracted for additional days or hours.

All Master’s Degree: Adds \$2,181 to an employee’s salary.

Specialist Degree: Adds \$2,899 to an employee’s salary.

Doctorate Degree: Adds \$3,220 to an employee’s salary.

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

(Statutorily mandated for Psychologists with a
Professional Service or Continuing Contract)

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

For the 2019-2020 school year employees will continue to be paid the same salary as 2018-2019 with no salary level advancement due to budgetary constraints. The intent of the language is to freeze salaries for the 2019-2020 school year.

Years of Experience as Psychologist Prior to 2019-2020	Annual Salary
8	\$58,795
9	\$59,456
10	\$60,117
11	\$60,779
12	\$61,440
13	\$62,101
14	\$63,754
15	\$65,077
16	\$66,399
17	\$69,375
18+	\$71,689

APPENDIX B – TEACHER SALARY SCHEDULES cont.

**PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE
INITIAL PLACEMENT MATRIX**

This Matrix is only for the initial placement of psychologists on the Psychologist Salary Performance Schedule below.

Years of Experience Completed Prior to the Current Year	Placement Level
0	020
1	022
2	024
3	026
4	028
5	030
6	032
7	034
8	036
9	038
10	040
11	045
12	049
13	053
14	062
15+	069

APPENDIX B – TEACHER SALARY SCHEDULES cont.

**PSYCHOLOGIST PERFORMANCE SALARY SCHEDULE
(216 days)**

(Statutorily mandated for psychologists holding or accepting
Annual Contracts or Probationary Contracts)

All Levels are based on the equivalent level on the
Teacher Performance Salary Schedule.

For the 2019-2020 school year employees will continue to be paid the same salary as 2018-2019 with no salary level advancement due to budgetary constraints. The intent of the language is to freeze salaries for the 2019-2020 school year.

Level	Salary
022	\$54,499
025	\$55,490
028	\$56,482
031	\$57,474
034	\$58,466
037	\$59,458
040	\$60,450
043	\$61,441
046	\$62,433
049	\$63,425
052	\$64,417
055	\$65,409
058	\$66,401
061	\$67,392
064	\$68,384
067	\$69,376
070	\$70,368
073	\$71,360
076	\$72,351

Level	Salary
020	\$53,837
023	\$54,829
026	\$55,821
029	\$56,813
032	\$57,805
035	\$58,797
038	\$59,788
041	\$60,780
044	\$61,772
047	\$62,764
050	\$63,756
053	\$64,748
056	\$65,739
059	\$66,731
062	\$67,723
065	\$68,715
068	\$69,707
071	\$70,699
074	\$71,690
077	\$72,681

Level	Salary
021	\$54,168
024	\$55,160
027	\$56,152
030	\$57,144
033	\$58,135
036	\$59,127
039	\$60,119
042	\$61,111
045	\$62,103
048	\$63,095
051	\$64,086
054	\$65,078
057	\$66,070
060	\$67,062
063	\$68,054
066	\$69,046
069	\$70,037
072	\$71,029
075	\$72,021
078	\$73,011

APPENDIX B – TEACHER SALARY SCHEDULES cont.

**OCCUPATIONAL THERAPIST AND
PHYSICAL THERAPIST
SALARY SCHEDULE (196-day Work Schedule)**

For the 2019-2020 school year employees will continue to be paid the same salary as 2018-2019 with no salary level advancement due to budgetary constraints. The intent of the language is to freeze salaries for the 2019-2020 school year.

Initial Step	Annual Salary
0	\$46,350
1	\$47,250
2	\$48,150
3	\$49,050
4	\$49,950
5	\$50,850
6	\$51,750
7	\$52,650
8	\$53,550
9	\$54,450
10	\$55,350
11	\$56,250
12	\$57,150
13	\$58,050
14	\$58,950
15	\$59,850
16	\$60,750
17	\$61,650
18	\$62,550
19	\$63,450
20	\$64,350
21	\$65,250
22	\$66,150
23	\$67,050
24	\$67,950
25	\$68,850
26+	\$69,750

APPENDIX B – TEACHER SALARY SCHEDULES cont.

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)	
Bachelor Level SLP with permanent DOE certification	\$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.

EXTENDED CONTRACTS

Employees with extended contracts shall receive 1/196 additional salary for all additional days based on the appropriate 196-day Teacher Salary Schedule.

APPENDIX C – SUPPLEMENTAL SALARY SCHEDULE
(Last amended in 2019-2020)

Supplements will be paid only after all services relative to the supplement are completed. In instances where a checklist is required, supplements will be paid only after satisfactory completion of the checklist items.

Any school using someone other than a teacher to fill any position listed in this Appendix, shall receive only an amount equal to the listed supplements in the Teacher Collective Bargaining Agreement. If additional funding is needed to comply with the federal wage and hour guidelines, the amount will be paid from the school's internal accounts.

All supplements are payment for duties performed beyond the regular workday, except in the case of In-School Suspension Monitors and longevity. In-school suspension teacher/monitor \$1,766.

In the Senior High no one will be paid more than three (3) supplements for student extracurricular activities except by special permission of the Regional Assistant Superintendent.

No person shall be assigned to two (2) or more coaching positions that would require their service during the same time period except when someone is assigned to coach both boys and girls golf or cross country.

Any athletic activity that does not meet the required number of games/matches or participants the supplement will be adjusted by the District Senior Coordinator of Athletics, Physical Education, and Driver Education.

An athletic supplement is for the period of time between the first official day of practice and the time that a coach's team is eliminated in the FHSAA state championship series.

Teachers assigned by the principal/supervisor as the designated mentor for new hires will be paid a supplement of \$362 per assigned teacher (See Teacher Article XIV – Professional Qualifications and Assignments). (Note: Additional teachers mentoring teachers deemed to be in need of assistance will be paid at the Adult School rate (see Appendix D – Extended Learning, Summer School, Adult Education, Part-Time Career Education) for the number of hours agreed upon by the principal and the mentoring teacher.)

APPENDIX C – SUPPLEMENTAL SALARY SCHEDULE (cont.)

ATHLETIC COACHING SUPPLEMENTS

	Supplement
Athletic Director (All Class)	\$4,100
Business Manager	1,766

HEAD COACHES

Head Football (85/15 Payment)	3,974
Head Basketball (Boys/Girls)	2,055
Head Baseball	2,426
Head Softball	2,426
Head Track (Boys/Girls)	2,055
Head Volleyball	2,055
Head Soccer (Boys/Girls)	2,055
Head Lacrosse (Boys/Girls)	2,055
Head Wrestling	2,055
Head Swimming (Boys/Girls)	1,573
Head Competitive Cheerleading (Effective 7/1/2010)	750
Head Spirit Cheerleading - Fall	1,279
Head Spirit Cheerleading - Winter	1,279
Head Golf (Boys/Girls)	1,279
Head Tennis (Boys/Girls)	1,279
Head Cross Country (Boys/Girls)	1,279
Head Weightlifting (Boys/Girls)	1,279

ASSISTANT HEAD COACHES

Head Assistant Football 85/15 (One per school)	2,563
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ASSISTANT COACHES

Assistant Football (85/15 Payment)	2,187
Assistant Basketball (Boys/Girls)	1,649
Assistant Track (Boys/Girls)	1,360
Assistant Baseball	1,360
Assistant Softball	1,360
Assistant Volleyball	1,360
Assistant Wrestling	1,259
Assistant Spirit Cheerleading - Fall/Winter	726
Assistant Lacrosse (Boys/Girls)	1,045
Assistant Soccer (Boys/Girls)	1,045

APPENDIX C – SUPPLEMENTAL SALARY SCHEDULE (cont.)

JUNIOR VARSITY COACHES

J.V. Basketball (Boys/Girls)	1,045
J.V. Baseball	1,045
J.V. Softball	1,045
J.V. Soccer (Boys/Girls)	1,045
J.V. Spirit Cheerleading - Fall/Winter	726
J.V. Volleyball	1,045
J.V. Wrestling	1,045

OTHER ATHLETIC SUPPLEMENTS

First Responder/Certified Trainer	1,385
Weight Training	1,492
Intramurals (No Sports)	969
Business Manager	1,766
Gym Coordinator	584
Bowling	1,279

(1) In order for a school to have an Athletic Director, the school must field a minimum of four (4) sports teams each sports season. The Athletic Director may not receive an additional supplement for being head football coach. A person who assumes both the position of Athletic Director and Business Manager may not coach a sport in any capacity. The principal may request permission from the District Senior Coordinator of Athletics, Physical Education, and Driver Education to employ one of the above listed head coaches, with the exception of the head football coach, on a year to year basis. The District Senior Coordinator of Athletics, Physical Education, and Driver Education will evaluate the job performance of both positions before approving for another year.

(2) All schools shall receive seven (7) assistant football coaches (Includes Head Assistant Coach).

(3) All fall varsity head coaches, authorized assistant coaches, band directors and authorized associate/assistant band directors reporting for duty or the first authorized practice shall receive \$51.00 per day provided students are in attendance, for pre-school duty to be included with their supplement payment. This is defined as being before the first day of pre-planning as established in the school calendar.

(4) Orchestra Director - Directors of both Middle and Senior high school programs to receive senior high supplement plus \$218 for middle school because of the two being concurrent. Director of two high school programs to receive current high school supplement plus \$442.

APPENDIX C – SUPPLEMENTAL SALARY SCHEDULE (cont.)

(5) Choral Director - Choral directors serving both Middle and Senior High Schools and completing the responsibilities for performance-oriented activities should receive the senior high supplement plus \$218 since they are concurrent. Choral directors serving two high school programs should receive the high school supplement plus \$442.

(6) Effective 7/1/2010, Competitive Cheerleading Head Coach - Competitive Cheerleading Head Coaches must compete in a minimum of two (2) competitions in addition to the FHSAA state series events.

SENIOR HIGH SCHOOL SUPPLEMENTS

Deans	1,766
(4) Band Directors - Marching	2,609
Band Directors - Concert	1,375
Band Directors-Non-Marching Harrison School for the Arts	2,055
Associate Band Director - Marching	1,360
Associate Band Director - Concert	680
Assistant Band Directors - Marching	1,228
Assistant Band Directors - Concert	614
(4) Orchestra Director	2,319
Girls Drill Team Sponsor (3) Fall	589
Girls Drill Team Sponsor (3) Winter	589
Yearbook Sponsor	589
Newspaper Sponsor	401
Drama Director (One act play, requires playbill 1 per year)	401
Drama Director (Main stage production or full musical production requires playbill, one per year)	1,127
Class Coordinator (11-12 grade)	401
(5) Choral Directors	1,507
Student Council Sponsors	771
Academic "A" Team Coach (1 per school)	1,523
Assistant Academic "A" Team Coach (1 per school)	1,015
National Honor Society	1,015
Community Service Coordinator	573
Chairpersons - Grades 9 thru 12 and Vocational Schools (Administration will designate departments throughout the school to be based on four (4) or more full-time teaching units which will include a chairperson for each department.)	1,015

OTHER SENIOR HIGH SCHOOL SUPPLEMENTS

District Wide Student Council Sponsor	771
Regional Science & Engineering Fair Coordinator (B.S. Degree - Maximum of 120 hours)	2,081
Regional Science & Engineering Fair Assistant Coordinator (Maximum of 50 hours)	863

APPENDIX C – SUPPLEMENTAL SALARY SCHEDULE (cont.)

Regional Science & Engineering Fair Assistant Coordinator (Maximum of 40 hours)	690
School Coordinator for District Science Fair	508
Head Teacher (away from campus - Alt. Ed, Etc.)	655
Scholastic Chess Team Coach	508
School Wide Shows	155
ESE Learning Center Special Olympics Coach	

	Fall	Spring
Participants 1-10	\$112	\$112
11-20	162	162
21 or more	213	213

Peer Teachers	863
Televised Instruction Facilitator	863
Federal and District Wide Specialist (Teacher Resource Specialist Trainer/TRST)	766
Safe & Drug Free Schools Contact Person	264
Science Labs	508

MIDDLE SCHOOL SUPPLEMENTS

Middle School Team Leader	761
Band Director (thru Grade 8)	1,548
(5) Choral Directors	807
(4) Orchestra Directors	969
Yearbook Sponsor	401
Academic "A" Team Coach (1 supplement per grade/per school for grades 6 thru 8)	761
Middle School Honor Society (Grades 6 - 8)	761
Drama (One act play, requires playbill, one per year)	173
Drama (Main stage production or full musical production, requires playbill)	573
Math Count (Grades 6, 7 or 8)	761
Middle School Intramural Coordinator	969
School Coordinator for District Science Fair	508
Scholastic Chess Team Coach	508
School Wide Shows	155

ELEMENTARY SCHOOL SUPPLEMENTS

Elementary Grade Level Chairperson - Grades PreK - 5 (grade 6 if Elementary) in elementary schools with 4 or more full time units (including chairperson), include ESE, (Support Personnel)	761
Academic "E" Team Coach (1 supplement per grade/per school for grades 5 and 6 if Elementary)	761
School Coordinator for District Science Fair	508
Scholastic Chess Team Coach	508
School Wide Shows	155

APPENDIX C – SUPPLEMENTAL SALARY SCHEDULE (cont.)

HARRISON SCHOOL FOR THE ARTS

Theatre - Producer/Coordinator	2,258
Theatre - Acting Coach	2,258
Theatre - Technical Theatre Coach	2,258
Faculty Chairperson	376
Musical Theatre Teacher, Fall	401
Musical Theatre Teacher, Spring	401
Dance Coach (2)	2,258
Chamber Music Coordinator/Staff Accompanist	1,182
Art Gallery Coordinator	1,182

FINE ARTS SCHOOL SUPPLEMENTS (K-8 Fine Arts Schools)

As grades 6, 7, and 8 are added to Fine Arts Schools, supplements will be paid in a proportionate manner.

Band Director	1,548
Choral Director	969
Strings/Orchestra Director	969
Rock ‘n Roll Band Director	969
Dance Instructors Coach (2)	807
Staff Accompanist/Music Coordinator	807
Theatre Coach - Acting (Main stage production or full musical production, one per year, requires playbill)	807
Theatre Coach - Technical (Main stage production or full musical production, one per year, requires playbill)	807
Theatre Coach (2) One time, one act play, requires playbill	173

VOCATIONAL TEACHER SUPPLEMENTS

Fire Academy – Bartow Senior (1)	2,150
Land Laboratory and FFA	3,141
Family & Consumer Sciences (FCCLA)	1,177
Vocational Club (CECF, DECA, FBLA, FFEA, HOSA, TSA, VICA (Vocational Industrial Clubs of America/SkillsUSA))	1,177
National Vocational-Technical Honor Society/ National Adult Education Honor Society	1,015

**SENIOR HIGH JROTC INSTRUCTOR (10-MONTH SCHEDULE)
SUPPLEMENTS**

Drill Team	2,150
Rifle Team	2,150
RAIDERS Team	2,150

APPENDIX D

**EXTENDED LEARNING/SUMMER SCHOOL/
ADULT EDUCATION/PART TIME CAREER EDUCATION**

TEACHER SALARY SCHEDULE

Degree	Hourly Rate
Doctorate/Specialist	\$21.00
Master's	19.42
Bachelor's	18.09

APPENDIX E

PAY FOR POLK VIRTUAL SCHOOL TEACHERS

Pay per Semester (1/2 credit)

- Bachelor's degree: \$18.09 per hour for 7 hours for each student.
- Master's degree: \$19.42 per hour for 7 hours for each student.
- Specialist/Doctorate degree: \$21.00 per hour for 7 hours for each student.

For example, a teacher with a Bachelor's degree with twenty students would earn \$2,533 for the semester: ($\$18.09 \times 20 \text{ students} \times 7 \text{ hours} = \$2,533$)

Student Withdrawal

Teachers would be paid \$75.00 if a student withdraws from the class. Withdrawal should take place within the first three weeks of the class. Withdrawal after that time may occur only with permission of the Polk Virtual School Director, however, teachers will be paid the full amount outlined above.