

**APPENDIX E
TEACHERS SALARY SCHEDULE**

**~~2005-2006~~ 2006-2007 SCHOOL YEAR, Effective the first day of each
employee's ~~2005-2006~~ 2006-2007 work calendar.**

Step	Salary	Salary & Cafe
1	\$37,000	\$37,300
2	\$37,050	\$37,350
3	\$37,075	\$37,375
4	\$37,146	\$37,446
5	\$37,425	\$37,725
6	\$37,850	\$38,150
7	\$38,240	\$38,540
8	\$39,001	\$39,301
9	\$39,255	\$39,555
10	\$39,986	\$40,286
11	\$40,545	\$40,845
12	\$41,270	\$41,570
13	\$41,964	\$42,264
14	\$42,925	\$43,225
15	\$44,045	\$44,345
16	\$45,184	\$45,484
17	\$46,350	\$46,650
18	\$47,694	\$47,994
19	\$49,855	\$50,155
20	\$53,350	\$53,650
21	\$62,613	\$62,913
22	\$67,488	\$67,788

1. During the ~~fifth~~ sixth year of the contract, there shall be a minimum ~~3%~~ 6.45% increase in the salary schedule, including step increase for the ~~2005-2006~~ 2006-2007 school year.

Employees who worked one (1) day more than half of their assigned work calendar in a school year shall advance one (1) step on the salary schedule, the first day of each employee's subsequent work calendar.

2. Newly hired bargaining unit members shall receive credit for all verified teaching experience with the following placement on the salary schedule:

(2005-2006) (2006-2007)	
Years of Experience	Step
0	1
1	2
2	3
3	4
4	5
5	6
6	7
7	8
8	9
9	10
10	11
11	12
12	13
13	14
14	15
15	16
16	17
17	18
18	19
19-24	20
<u>20-25</u>	<u>21</u>

3. In ~~2005-2006~~2006-2007, Broward teachers with more than ~~twenty-four (24)~~ twenty-five (25) years of experience will be placed on the step, which is four (4) years less than their verified experience credit.

4. The parties agree that employees shall not advance a step on the Salary Schedule unless the Collective Bargaining Agreement specifically calls for a step increase for the specific school year in question. If there is no Collective Bargaining Agreement in effect at the start of a school year, then step increases shall not be granted unless the subsequent contract specifically requires one. The parties agree that in ~~2006-2007~~2007-2008, qualified employees shall advance a step on the ~~2005-2006~~ 2006-2007 salary schedule effective at the beginning of their school year regardless of whether or not a Collective Bargaining Agreement is in effect. Any employee who receives an unsatisfactory rating(s) on his/her annual evaluation shall become eligible for and shall receive payment for a negotiated step advancement retroactive to the date of salary schedule improvements after he/she has satisfactorily fulfills the terms of the professional development plan resulting from the unsatisfactory rating(s) and has been rated satisfactory. Until that occurs, the employee's salary shall remain frozen at the rate of pay for the previous year.

5. **Advanced Degree Stipends:**

	Out-of-Field*	In-Field
Master's Degree	\$2,600	\$3,650
Specialist Degree	\$5,000	\$6,800
Doctor's Degree	\$7,000	\$8,000
Basic Incentive Award	\$1,400	\$2,000
Advanced Incentive Award	\$2,200	\$2,700

*Effective November 1, 1994, bargaining unit members may only qualify to earn degree's in-field. However, unit members who held out-of-field degrees and incentives on November 1, 1994, shall continue to receive the remuneration listed above in the column entitled "out-of-field" for as long as they work for the Board in this bargaining unit without a break in service. A Board approved leave is not considered a break in service.

6. **New Educator Professional Improvement Supplement:** A three hundred dollar (\$300) payment shall be payable to any annual contract teacher on Steps 1, 2 or 3 of the salary schedule who accumulates a minimum of six (6) college credits or the equivalent in-service coursework within any of the years that they are at Steps 1, 2, or 3 on the salary schedule. The courses should enable employees to become highly qualified or to improve their skills in their teaching field(s).

7. Pursuant to Article 18 of the collective bargaining agreement, between the School Board of Broward County, Florida and the Broward Teachers Union, instructional personnel who demonstrate outstanding performance are eligible to earn a supplement equal to at least 5% of the employee's annual base salary. Eligibility is based upon meeting and maintaining satisfactory performance ratings and maintaining the requirements of either National Board Certification (NBC) or the Broward County Recognition Program (if ineligible to apply for NBC). This program is in conformance with existing Florida statute, detailed in s1012.34, and Broward County School Board policy 4214, Professional Pathways.