

**APPENDIX E  
TEACHERS SALARY SCHEDULE**

**~~2011-2012~~ 2012-2013 SCHOOL YEAR, Effective the first day of each  
employee's ~~2011-2012~~ 2012-2013 work calendar.**

<b>Step</b>	<b>Salary</b>	<b>Salary &amp; Cafe</b>
1	\$39,000	\$39,300
2	\$39,180	\$39,480
*4	*\$39,475	*\$39,775
5	\$39,775	\$40,075
6	\$40,075	\$40,375
7	\$40,375	\$40,675
8	\$40,714	\$41,014
10	\$41,110	\$41,410
11	\$42,150	\$42,450
12	\$42,881	\$43,181
13	\$43,440	\$43,740
**15	**\$44,859	**\$45,159
16	\$45,820	\$46,120
17	\$46,940	\$47,240
18	\$48,081	\$48,381
19	\$49,877	\$50,177
20	\$53,377	\$53,677
21	\$62,677	\$62,977
22	\$71,250	\$71,550

\*Elimination of step 3 and acceleration to Step 4.

\*\*Elimination of step 14 and acceleration to Step 15.

1. ~~For the 2011-2012 school year, the District shall pay a \$500 one-time bonus payment to current employees at the time of distribution.~~
  - a. Starting January 1, 2013, the salary of a teacher who was on Step 22 during the 2011-2012 and 2012-2013 school years shall be increased by \$500.
  - b. By March 1, 2013:
    1. A one-time lump sum bonus of \$170 shall be distributed to teachers on Steps 1, 2, 4, 5, 6 and 7,
    2. A one-time lump sum bonus of \$150 will be distributed to teachers on Step 8,
    3. A one-time lump sum bonus of \$100 will be distributed to teachers on Steps 10 and 11,

4. A one-time lump sum bonus of \$140 will be distributed to teachers on Step 12,

5. A one-time lump sum bonus of \$100 will be distributed to teachers on Steps 13, 15, 16, 17.

2. The parties acknowledge that for the 2009-2010, 2010-2011 and 2011-2012 fiscal years, there have been no step increases provided to employees. As a result, the years of teaching experience are no longer equivalent to the step placement of current employees. The parties agree that newly hired bargaining unit members shall receive the same credit for all experience that is provided under this agreement to current employees as of the effective date of this contract for the 2011-2012 and subsequent fiscal years.

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

<u>2011-2012 2012-2013</u>		<u>2012-2013</u>	
<u>Effective through December 31, 2012</u>		<u>Effective beginning January 1, 2013</u>	
<u>Years of Experience</u>	<u>Step</u>	<u>Years of Experience</u>	<u>Step</u>
<del>0-3</del> <u>0-4</u>	1	<u>0</u>	<u>1</u>
<del>4</del> <u>5</u>	2	<u>1-4</u>	<u>2</u>
	*		*
<del>5</del> <u>6</u>	4	<u>5</u>	<u>4</u>
<del>6</del> <u>7</u>	4	<u>6</u>	<u>5</u>
<del>7</del> <u>8</u>	5	<u>7</u>	<u>5</u>
<del>8</del> <u>9</u>	6	<u>8</u>	<u>6</u>
<del>9</del> <u>10</u>	7	<u>9</u>	<u>7</u>
<del>10</del> <u>11</u>	8	<u>10</u>	<u>8</u>
	*		*
<del>11</del> <u>12</u>	10	<u>11</u>	<u>10</u>
<del>12</del> <u>13</u>	10	<u>12</u>	<u>11</u>
<del>13</del> <u>14</u>	11	<u>13</u>	<u>11</u>
<del>14</del> <u>15</u>	12	<u>14</u>	<u>12</u>
<del>15</del> <u>16</u>	13	<u>15</u>	<u>13</u>
	*		*
<del>16</del> <u>17</u>	15	<u>16</u>	<u>15</u>
<del>17</del> <u>18</u>	15	<u>17</u>	<u>16</u>
<del>18</del> <u>19</u>	16	<u>18</u>	<u>16</u>
<del>19</del> <u>20</u>	17	<u>19</u>	<u>17</u>
<del>20</del> <u>21</u>	18	<u>20</u>	<u>18</u>
<del>21</del> <u>22</u>	19	<u>21</u>	<u>19</u>
<del>22</del> <u>23</u>	20	<u>22</u>	<u>20</u>
<del>23</del> <u>24</u>	21	<u>23</u>	<u>21</u>
<del>24+</del> <u>25+</u>	22	<u>24+</u>	<u>22</u>

\*Employees were accelerated through step in years prior to 2011-2012.

3. Salaries contained in the schedule for ~~2011-2012~~ 2012-2013 shall become effective on the first day of each employees ~~2011-2012~~ 2012-2013 work

calendar. Advancement of a step on the Salary Schedule for eligible employees may result in a salary increase effective January 1, 2013.

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. 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:**

	<b>Out-of-Field*</b>	<b>In-Field</b>
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~~ teacher who has less than three (3) years of credited experience and accumulates a minimum of six (6) college credits or the equivalent in-service coursework within any of the first three (3) years ~~that they are at Steps 1, 2, or 3 of teaching experience~~ 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.