

**APPENDIX E
TEACHERS SALARY SCHEDULE**

YEAR 1

**2012-2013 2013-2014 SCHOOL YEAR, Effective the first day of each employee's
2012-2013 2013-2014 work calendar.**

Step	Salary	Salary & Cafe
<u>1</u>	<u>\$39,000</u>	<u>\$39,300</u>
<u>2</u>	<u>\$39,328</u>	<u>\$39,628</u>
<u>*4</u>	<u>*\$41,000</u>	<u>*\$41,300</u>
<u>5</u>	<u>\$41,500</u>	<u>\$41,800</u>
<u>6</u>	<u>\$41,900</u>	<u>\$42,200</u>
<u>7</u>	<u>\$42,300</u>	<u>\$42,600</u>
<u>8</u>	<u>\$42,400</u>	<u>\$42,700</u>
<u>10</u>	<u>\$42,800</u>	<u>\$43,100</u>
<u>11</u>	<u>\$43,200</u>	<u>\$43,500</u>
<u>12</u>	<u>\$44,300</u>	<u>\$44,600</u>
<u>13</u>	<u>\$45,050</u>	<u>\$45,350</u>
<u>**15</u>	<u>**\$45,600</u>	<u>**\$45,900</u>
<u>16</u>	<u>\$47,100</u>	<u>\$47,400</u>
<u>17</u>	<u>\$48,100</u>	<u>\$48,400</u>
<u>18</u>	<u>\$49,250</u>	<u>\$49,550</u>
<u>19</u>	<u>\$50,500</u>	<u>\$50,800</u>
<u>20</u>	<u>\$52,877</u>	<u>\$53,177</u>
<u>21A</u>	<u>\$56,377</u>	<u>\$56,677</u>
<u>22A</u>	<u>\$65,677</u>	<u>\$65,977</u>
<u>22</u>	<u>\$71,250</u>	<u>\$71,550</u>

*Elimination of Step 3 and acceleration to Step 4.

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

1. a. ~~Starting January 1, 2013, t~~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 will 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.

All eligible employees shall receive a step increase in 2013-2014. The step shall be effective the first day of each employee's 2013-2014 work calendar.

Employees on Step 20 of the 2012-2013 Salary Schedule shall be placed on Step 21A of the 2013-2014 Salary Schedule. Employees on Step 21 of the 2012-2013 Salary Schedule shall be placed on Step 22A of the 2013-2014 Salary Schedule.

Teachers on Step 22 shall receive a one-time \$1,500 lump sum salary increase effective on the employee's first day of the 2013-2014 work calendar. Said increase will qualify for FRS benefits.

Effective July 1, 2014, Newly hired bargaining unit members shall receive up to thirteen (13) years of credit for all verified teaching experience with the following placement on the salary schedule. Current employees shall be placed on the 2013-2014 Salary Schedule according to the table below:

<u>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>
0-4	1	0	1
5	2	1-4	2
	*		*
6	4	5	4
7	4	6	5
8	5	7	5
9	6	8	6
10	7	9	7
11	8	10	8
	*		*
12	10	11	10
13	10	12	11
14	11	13	11
15	12	14	12
16	13	15	13
	*		*
17	15	16	15
18	15	17	16
19	16	18	16
20	17	19	17
21	18	20	18
22	19	21	19
23	20	22	20
24	21	23	21
25+	22	24+	22

**2013-2014 Step Placement effective the first day of each employee's
2013-2014 work calendar**

<u>Years of Experience</u>	<u>Step</u>
<u>0</u>	<u>1</u>
<u>1</u>	<u>2</u>
<u>2</u>	<u>4</u>
<u>3</u>	<u>4</u>
<u>4</u>	<u>4</u>
<u>5</u>	<u>4</u>
<u>6</u>	<u>5</u>
<u>7</u>	<u>6</u>
<u>8</u>	<u>6</u>
<u>9</u>	<u>7</u>
<u>10</u>	<u>8</u>
<u>11</u>	<u>9</u>
<u>12</u>	<u>10</u>
<u>13</u>	<u>12</u>
<u>14</u>	<u>12</u>
<u>15</u>	<u>13</u>
<u>16</u>	<u>15</u>
<u>17</u>	<u>16</u>
<u>18</u>	<u>17</u>
<u>19</u>	<u>17</u>
<u>20</u>	<u>18</u>
<u>21</u>	<u>18</u>
<u>22</u>	<u>20</u>
<u>23</u>	<u>21A</u>
<u>24</u>	<u>22A</u>
<u>25+</u>	<u>22</u>

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

3. Salaries contained in the schedule for ~~2012-2013~~ 2013-2014 shall become effective on the first day of each employees ~~2012-2013~~ 2013-2014 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:**

	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 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 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.

8. The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.

TEACHERS PAY FOR PERFORMANCE SALARY SCHEDULE
EFFECTIVE JULY 1, 2014

Step	Level	Compared to Proposed Year 1 of Transition Period	Proposed Pay for performance teacher salary ranges		
<u>1</u>	<u>A</u>	<u>\$39,328</u>	<u>Foundational</u>	<u>Minimum</u>	<u>Maximum</u>
<u>2</u>	<u>B</u>	<u>\$41,000</u>		<u>\$39,328</u>	<u>\$42,300</u>
<u>4</u>	<u>C</u>	<u>\$41,500</u>			
<u>5</u>	<u>D</u>	<u>\$41,900</u>			
<u>6</u>	<u>E</u>	<u>\$42,300</u>	<u>Proficient</u>		
<u>7</u>	<u>F</u>	<u>\$42,500</u>			
<u>8</u>	<u>G</u>	<u>\$42,900</u>		<u>\$41,900</u>	<u>\$44,500</u>
<u>10</u>	<u>H</u>	<u>\$43,200</u>			
<u>11</u>	<u>I</u>	<u>\$44,500</u>	<u>Accomplished</u>		
<u>12</u>	<u>J</u>	<u>\$45,100</u>			
<u>13</u>	<u>K</u>	<u>\$45,700</u>		<u>\$43,200</u>	<u>\$49,550</u>
<u>15</u>	<u>L</u>	<u>\$47,400</u>			
<u>16</u>	<u>M</u>	<u>\$48,100</u>	<u>Exemplary</u>		
<u>17</u>	<u>N</u>	<u>\$49,550</u>			
<u>18</u>	<u>O</u>	<u>\$50,600</u>		<u>\$49,550</u>	<u>\$64,000</u>
<u>19</u>	<u>P</u>	<u>\$52,500</u>			
<u>20</u>	<u>Q</u>	<u>\$53,377</u>			
<u>21</u>	<u>R</u>	<u>\$62,677</u>			
<u>22</u>	<u>S</u>	<u>\$71,250</u>			

Rules for placement and negotiations regarding salary increases on the Pay for Performance Salary Schedule shall be governed by the Memorandum of Understanding signed on October 18, 2013, contained in this Agreement. Placement for teachers hired after July 1, 2014 shall be based on prior teaching experience up to thirteen (13) years of verified experience.

YEAR 2 SALARY SCHEDULE
EFFECTIVE 2014-2015 SCHOOL YEAR

<u>Step</u>	<u>Level</u>	<u>Salary</u>
<u>1</u>	<u>A</u>	<u>\$40,000</u>
<u>2</u>	<u>B</u>	<u>\$41,000</u>
<u>4</u>	<u>C</u>	<u>\$42,000</u>
<u>5</u>	<u>D</u>	<u>\$42,500</u>
<u>6</u>	<u>E</u>	<u>\$43,200</u>
<u>7</u>	<u>F</u>	<u>\$43,700</u>
<u>8</u>	<u>G</u>	<u>\$44,000</u>
<u>10</u>	<u>H</u>	<u>\$44,450</u>
<u>11</u>	<u>I</u>	<u>\$44,700</u>
<u>12</u>	<u>J</u>	<u>\$45,600</u>
<u>13</u>	<u>K</u>	<u>\$46,400</u>
<u>15</u>	<u>L</u>	<u>\$47,000</u>
<u>16</u>	<u>M</u>	<u>\$48,100</u>
<u>17</u>	<u>N</u>	<u>\$49,200</u>
<u>18</u>	<u>O</u>	<u>\$50,400</u>
<u>19</u>	<u>P</u>	<u>\$51,600</u>
<u>20</u>	<u>Q</u>	<u>\$54,000</u>
<u>21A</u>	<u>R</u>	<u>\$58,500</u>
<u>22A</u>	<u>S</u>	<u>\$66,700</u>
<u>22</u>	<u>Longevity Level A</u>	<u>\$71,250</u>

The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.

YEAR 3 SALARY SCHEDULE
EFFECTIVE 2015-2016 SCHOOL YEAR

<u>Step</u>	<u>Level</u>	<u>Salary</u>
<u>1</u>	<u>A</u>	<u>\$41,000</u>
<u>2</u>	<u>B</u>	<u>\$41,800</u>
<u>4</u>	<u>C</u>	<u>\$42,500</u>
<u>5</u>	<u>D</u>	<u>\$43,200</u>
<u>6</u>	<u>E</u>	<u>\$44,000</u>
<u>7</u>	<u>F</u>	<u>\$44,500</u>
<u>8</u>	<u>G</u>	<u>\$44,900</u>
<u>10</u>	<u>H</u>	<u>\$45,490</u>
<u>11</u>	<u>I</u>	<u>\$45,700</u>
<u>12</u>	<u>J</u>	<u>\$46,300</u>
<u>13</u>	<u>K</u>	<u>\$47,200</u>
<u>15</u>	<u>L</u>	<u>\$48,200</u>
<u>16</u>	<u>M</u>	<u>\$48,900</u>
<u>17</u>	<u>N</u>	<u>\$49,700</u>
<u>18</u>	<u>O</u>	<u>\$50,900</u>
<u>19</u>	<u>P</u>	<u>\$52,110</u>
<u>20</u>	<u>Q</u>	<u>\$55,000</u>
<u>21</u>	<u>R</u>	<u>\$59,100</u>
<u>22A</u>	<u>S</u>	<u>\$69,000</u>

The parties agree that the tentative agreements for the 2014-2015 and 2015-2016 Salary Schedules shall be implemented once both parties determine through collective bargaining that additional and sufficient funding exists.