

The salary schedule found here on page 1 was posted on the district website as of May 20, 2016. The 2015-2017 Successor Contract contained the salary information found here on pages 2-4. Although those pages are classified as a proposal, the AO schedule matches the schedule found on the district website. In addition, in December 2015, the district confirmed that they had eliminated their salary schedule and moved to utilizing only a minimum and maximum salary format. Annual salary increases will be negotiated and the size of the increase will be dependent evaluation rating, as per state law and stated in the 2015-2017 Successor Contract. For NCTQ's analysis, the minimum/maximum salaries on page 1 were used (page 2 outlines how a veteran district teacher, previously paid on a traditional salary schedule, will be paid this year).

STUDENTS PARENTS EMPLOYEES COMMUNITY

2015-2016 Teacher Salary Schedule

Additional information concerning employee salary is available at <http://salary.dadeschools.net> which includes Tuition Reimbursement, Credential Payment, Salary Supplements, and salary credit for Teaching Experience.

UTD A0		UTD A0		UTD A0	
10-Month Schedule		Adult/Vocational Schedule		12-Month Schedule (250 Day Work Year)	
	Bachelor's Base Salary		Bachelor's Base Salary		Bachelor's Base Salary
Minimum	\$40,500	Minimum	\$48,600	Minimum	\$47,041
Maximum	\$71,385	Maximum	\$85,662	Maximum	\$82,914

Master's Credential Supplement	\$3,100	Master's Credential Supplement	\$3,720	Master's Credential Supplement	\$3,720
Specialist Credential Supplement	\$5,150	Specialist Credential Supplement	\$6,180	Specialist Credential Supplement	\$6,180
Doctorate Credential Supplement	\$7,200	Doctorate Credential Supplement	\$8,640	Doctorate Credential Supplement	\$8,640

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**M-DCPS Salary Proposal #1 (Revised)
(UTD, 2015)**

Current 2014-15 10-Month A0 Salary Schedule			Proposed 10-Month A0 Salary Schedule	
Salary Step	Base Salary		Salary Increase Amount	Entry Point to Min/Max
				\$40,500
01	\$40,500	→	\$500	\$41,000
02	\$41,000	→	\$750	\$41,750
03	\$41,512	→	\$830	\$42,342
04	\$41,678	→	\$834	\$42,512
05	\$41,845	→	\$837	\$42,682
06	\$42,012	→	\$840	\$42,852
07	\$42,180	→	\$844	\$43,024
08	\$42,349	→	\$847	\$43,196
09	\$42,593	→	\$852	\$43,445
10	\$42,903	→	\$858	\$43,761
11	\$43,215	→	\$864	\$44,079
12	\$43,530	→	\$871	\$44,401
13	\$43,847	→	\$2,050	\$45,897
15	\$45,700	→	\$2,725	\$48,425
17	\$49,000	→	\$2,900	\$51,900
19	\$52,000	→	\$2,750	\$54,750
20	\$54,450	→	\$2,900	\$57,350
21	\$57,350	→	\$3,425	\$60,775
22	\$62,814	→	\$3,761	\$66,575
23	\$70,325	→	\$1,060	\$71,385

* Salary adjustments will be effective July 1, 2015

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**M-DCPS Salary Proposal #1 (Revised)
(UTD, 2015)**

A0 Salary Schedule		
10 Month	12 Month	Adult/Vocational
\$40,500 (Min)	47,041 (Min)	\$48,600 (Min)
\$71,385 (Max)	82,914 (Max)	\$85,662 (Max)

Instructional Personnel

Effective July 1, 2015 all instructional personnel in M-DCPS are incorporated on the A0 Salary Schedule. This schedule replaces all other previous A0 salary schedules.

In accordance with Section 1012.22, Florida Statutes, M-DCPS and UTD will utilize the above A0 Salary Schedule as both the Grandfather Salary Schedule and the Performance Pay Salary Schedule.

Salary differentiation for all employees on the A0 Salary Schedule shall apply as specified in the M-DCPS/UTD Collective Bargaining Agreement.

Salary adjustments will be negotiated yearly in accordance with Section 1012.22, Florida Statutes.

The Adult/Vocational schedule will be 20 percent above the A0 Salary Schedule for 10-month employees.

The 12-month 250 day salary schedules shall be 3.85 percent less than the Adult/Vocational salary schedules.

Educational Support Personnel

Effective July 1, 2015, the U1 salary schedule, steps 02-14 will be improved by 2.75 percent. Step 15 of the U1 salary schedule shall remain the same; however, full-time employees on this step shall receive a recurring salary supplement of 2 percent. All employees will remain on their current salary step.

Effective July 1, 2015, the U0 salary schedule, steps 02-13 will be improved by 2.75 percent. Step 14 of the U0 salary schedule shall remain the same; however, full-time employees on this step shall receive a recurring salary supplement of 2 percent. All employees will remain on their current salary step.

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~~The 12-month 250 day schedules shall be 3.85 percent less than the Adult/Vocational schedules.~~

~~Credential payments increase on the Adult/Vocational and 12-month 250 day schedules by 20 percent over the amount for credential payments on the 10-month schedule.~~

**SALARY SCHEDULE (CO)
CREDENTIAL PAYMENTS
(Added to Base Salary steps on AO Salary Schedule)**

Credential payments are as follows:

Master's Level	\$3,100
Specialist Level	5,150
Doctorate Level	7,200

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