A salary supplement will be used for advanced degrees that are held in the individual’s area of certification. In order to receive credit for the advanced degrees, (Masters, Specialist and Doctorate) employees must provide an official transcript of record showing the award of the earned degree to the Certification Department. Please see the chart below for the supplement amounts.

<table>
<thead>
<tr>
<th>Advanced Degree</th>
<th>Supplement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s</td>
<td>2,180</td>
</tr>
<tr>
<td>Specialist’s</td>
<td>3,350</td>
</tr>
<tr>
<td>Doctorate</td>
<td>4,500</td>
</tr>
</tbody>
</table>

The salary schedule includes a $2,852 referendum supplement effective 7/1/2012 to 6/30/2013 approved by the voters of Pinellas County. The Board will direct a representative of the finance Division to certify to the Bargaining Leadership Team (BLT) the amount of this supplement each year as determined by changes in the certified tax roll projections and actual tax collections for the previous year. Adjustments to the supplement shall be calculated and conveyed to the BLT consistent with Board Policy relating to the voter approved 0.5 mill referendum stating that 80% of the tax is designated as the referendum supplement. All adjustments to the supplement for individual salaries of instructional employees shall be retroactive to July 1st of the fiscal year.

Base rate is defined as the scheduled salary minus the $2,852 in referendum supplement.

Salary schedules are reviewed annually. Annual step increases are subject to budget constraints and not guaranteed.

Board approved 09/25/12