

**THE SCHOOL BOARD OF POLK COUNTY, FLORIDA and the
POLK EDUCATION ASSOCIATION, INC.**

TEACHER

COLLECTIVE

BARGAINING

AGREEMENT

2013-2016

Amended April 28, 2015

TEACHER COLLECTIVE BARGAINING AGREEMENT (Excerpt)
School Board of Polk County, FL Approved April 28, 2015

APPENDIX C – TEACHER SALARY SCHEDULE (196 Days)

For the 2014-2015 school year employees deemed eligible, including psychologists, will advance one year of experience on the salary schedule.

Employees hired prior to July 1, 2011 will receive the base pay listed in this schedule. Employees hired on or after July 1, 2011 will receive the Level I Bachelor’s pay as their base pay. Additional pay for advanced degrees will be paid as a supplement.

Years of Experience prior to 2014-2015	Level I	Level II	Level III A	Level III B	Level III C	Level IV
0	\$40,000	\$42,181	\$42,206	\$42,839	\$42,899	\$43,220
1	\$40,100	\$42,281	\$42,306	\$42,939	\$42,999	\$43,320
2	\$40,200	\$42,381	\$42,406	\$43,039	\$43,099	\$43,420
3	\$40,300	\$42,481	\$42,506	\$43,139	\$43,199	\$43,520
4	\$40,600	\$42,781	\$42,806	\$43,439	\$43,499	\$43,820
5	\$41,200	\$43,381	\$43,406	\$44,039	\$44,099	\$44,420
6	\$41,800	\$43,981	\$44,006	\$44,639	\$44,699	\$45,020
7	\$42,500	\$44,681	\$44,706	\$45,339	\$45,399	\$45,720
8	\$43,000	\$45,181	\$45,206	\$45,839	\$45,899	\$46,220
9	\$43,600	\$45,781	\$45,806	\$46,439	\$46,499	\$46,820
10	\$44,200	\$46,381	\$46,406	\$47,039	\$47,099	\$47,420
11	\$44,800	\$46,981	\$47,006	\$47,639	\$47,699	\$48,020
12	\$45,400	\$47,581	\$47,606	\$48,239	\$48,299	\$48,620
13	\$46,000	\$48,181	\$48,206	\$48,839	\$48,899	\$49,220
14	\$46,600	\$48,781	\$48,806	\$49,439	\$49,499	\$49,820
15	\$47,200	\$49,381	\$49,406	\$50,039	\$50,099	\$50,420
16	\$47,800	\$49,981	\$50,006	\$50,639	\$50,699	\$51,020
17	\$48,400	\$50,581	\$50,606	\$51,239	\$51,299	\$51,620
18	\$49,000	\$51,181	\$51,206	\$51,839	\$51,899	\$52,220
19	\$49,600	\$51,781	\$51,806	\$52,439	\$52,499	\$52,820
20	\$50,200	\$52,381	\$52,406	\$53,039	\$53,099	\$53,420
21	\$50,800	\$52,981	\$53,006	\$53,639	\$53,699	\$54,020
22	\$52,100	\$54,281	\$54,306	\$54,939	\$54,999	\$55,320
23	\$53,300	\$55,481	\$55,506	\$56,139	\$56,199	\$56,520
24	\$54,600	\$56,781	\$56,806	\$57,439	\$57,499	\$57,820
25	\$57,300	\$59,481	\$59,506	\$60,139	\$60,199	\$60,520
26+	\$59,300	\$61,481	\$61,506	\$62,139	\$62,199	\$62,520

**TEACHER COLLECTIVE BARGAINING AGREEMENT (Excerpt)
School Board of Polk County, FL Approved April 28, 2015**

APPENDIX C – TEACHER SALARY SCHEDULE cont.

ADVANCED DEGREES

Level II (All Master’s Degrees): Adds \$2,181 to a Level I Bachelor's Degree.

Level III (Specialist Degrees):

- A. Master's Degree (in Administration) + Specialist/IA/I (in Administration) –
Adds \$2,206 to a Level I Bachelor's Degree.
- B. Master's Degree (in field of certification) + Specialist/IA/I (in Administration) –
Adds \$2,839 to a Level I Bachelor's Degree.
- C. Master's Degree (in field of certification) + Specialist/IA/I (in field of certification) –
Adds \$2,899 to a Level I Bachelor's Degree.

Level IV (All Doctorate Degrees): Adds \$3,220 to a Level I Bachelor's Degree.

**PSYCHOLOGIST SALARY SCHEDULE
(216-day Work Schedule)**

Years of Experience 0 is based on Years of Experience 12, Teacher Salary Schedule

Years of Experience as Psychologist Prior to 2014-2015	Level II (MA plus Intern or Previous Experience)
0	\$52,436
1	\$53,097
2	\$53,759
3	\$54,420
4	\$55,081
5	\$55,742
6	\$56,404
7	\$57,065
8	\$57,726
9	\$58,387
10	\$59,820
11	\$61,142
12	\$62,575
13	\$65,550
14+	\$67,755

TEACHER COLLECTIVE BARGAINING AGREEMENT (Excerpt)
School Board of Polk County, FL Approved April 28, 2015
OCCUPATIONAL THERAPIST AND PHYSICAL THERAPIST
SALARY SCHEDULE (196-day Work Schedule)

Level	
0	\$46,280
1	\$47,180
2	\$48,080
3	\$48,980
4	\$49,880
5	\$50,780
6	\$51,680
7	\$52,580
8	\$53,480
9	\$54,380
10	\$55,280
11	\$56,180
12	\$57,080
13	\$57,980
14	\$58,880
15	\$59,780
16	\$60,680
17	\$61,580
18	\$62,480
19	\$63,380
20	\$64,280
21	\$65,180
22	\$66,080
23	\$66,980

NATIONAL BOARD CERTIFICATION

Teachers with National Board Certification will be guaranteed a supplement from the State. If the State funding of this supplement falls below \$1,000.00 the Board will make up the difference up to a \$1,000.00 maximum. If the State funding is unexpectedly withdrawn or withheld, the parties agree to reopen discussion on this issue.

TEACHER OF THE YEAR

\$15,750.00 will be set aside to reward the Area Finalists, Overall Runner-Up, and the Winner of the Teacher of the Year for their performance.

SPEECH/LANGUAGE PATHOLOGIST SUPPLEMENT

Bachelor of Arts (grandfathered)	\$1,045
Master of Arts	\$262
Master of Arts w/Certificate of Clinical Competency	\$5,227

Speech/Language Pathologists with a Certificate of Clinical Competency are given a supplement from IDEA funds. If IDEA funds are not available for this purpose, the Polk County School Board will make up the difference up to \$1,000 maximum.

SECONDARY GUIDANCE COUNSELORS

Secondary Guidance Counselors shall receive 1/196 additional salary for up to 20 days based on the 196-day Teacher Salary Schedule.